

Charles City County Public Schools currently has a district strategic plan that was created in 2012 and developed as a planning document for a five-year cycle ending in 2018. The purpose of a strategic plan is to construct long-term goals with measurable objectives that will provide continuity and focus for all CCPS employees. Strategic plans provide alignment vertically and horizontally across the organization and provides a visual structure of the educational plans for all stakeholders. Here is a summary of our work to date. We solicit your feedback on the information. Please review this document and respond to a short survey at [Strategic Planning Survey](https://forms.office.com/Pages/ResponsePage.aspx?id=3OEReW792ke3NdADKhMYr_mOznaN5kZCrkBWLBsZzf1UNVU0UVFZSIUySEhKUKFYSkZSIlaRIIURS4u) or https://forms.office.com/Pages/ResponsePage.aspx?id=3OEReW792ke3NdADKhMYr_mOznaN5kZCrkBWLBsZzf1UNVU0UVFZSIUySEhKUKFYSkZSIlaRIIURS4u

How can we create and sustain a high quality high yield system of education for children in Charles City County Public Schools?



VISION

Based on the collective vision sketches, our vision statement is:

Charles City County Public Schools will be an exemplar model of rural education where collaboration, critical thinking, communication and creativity are practiced to develop adults who contribute positively in the global society.

MISSION

We were here to educate, engage, equip and empower our students, employees and community; therefore, our mission is *to develop self-sustaining, responsible and educated adults who can contribute and work to improve their community and the world.*

VALUES

The core values that were consistent across stakeholder groups were:

Integrity – *the quality of being honest, transparent and operating with virtue and ethics*

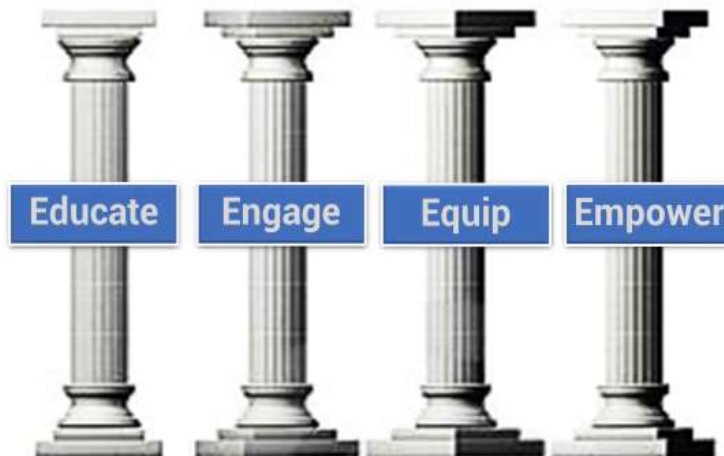
Heritage – *honoring the cultural traditions and history of the past, acknowledging and observing cultural traditions*

Learning – *the acquisition of knowledge, skills and insight through formal and informal opportunities of teaching, research, and enlightenment*

Communication – *the effective exchange of ideas, information, feelings and news between stakeholders*

Respect – *the mutual space where courtesy is shown, honor is given, obedience is practiced, and objectivity exercised with an open mindset*

Charles City County Schools will focused on four pillars to achieve the goals and objectives of the strategic plan. These pillars represent the four key components of the mission of the division.



The First Pillar – Educate

Description: Learning Organizations are designed to educate, train and instruct members of the organization; school divisions function as learning organizations for students and faculty/staff alike. Education is a process of learning and demonstrating, that which is learned. With advances in technology, instruction and training, “education” has been structurally and philosophically redesigned. The shifts in our society require shifts in our mind-set, approach and practice.

Goal: **To provide a rigorous and meaningful educational experience that produces post-secondary skills useful in the workplace and for additional academic training.**

The Second Pillar – Engage

Description: Engagement is the reciprocal commitment to connect, collaborate and cooperatively participate in the educational process. To engage, one needs to be knowledgeable about what is going on and committed to contributing to growth and advancement of the entire division over time. Stakeholder engagement refers to the process by which the school division communicates and interacts with its stakeholders in order to achieve division goals and promote accountability.

Goal: **To increase stakeholder engagement in school governance and educational programming through improved communication and increased collaboration.**

The Third Pillar - Equip

Description: In its broadest sense, equip means to supply a person with the necessary resources for a particular purpose, or to prepare one mentally for a particular situation or task. CCPS endeavors to equip its students, faculty, staff, and community for the purposes of teaching, learning, and becoming successful stakeholders in the school division, as well as the local and global communities.

Goal: To equip and prepare students and faculty/staff with relevant skills, knowledge and training to become effective stakeholders in the school division, as well as the local and global communities.

The Fourth Pillar - Empower

Description: When one is empowered, he or she is strong and confident, especially when feeling in control of certain aspects of his or her life. At CCPS, it is important for our students and faculty/staff to feel empowered to make decisions and follow paths they believe to be beneficial on personal, professional, academic, and organizational levels. Empowerment is a result of a culture and climate that cultivates individual strength and emboldens a collective voice of inclusion, equity and efficacy.

Goal: **To empower stakeholders to actively advocate for the success of the school division and the members of the educational community.**