



College and Career Academies Hampton City Council Meeting

Wednesday, March 8, 2017



Hampton City Schools Strategic Goals

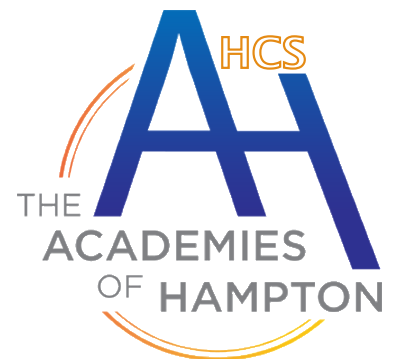
The Academies of Hampton

- Maximize every child's learning
- Maintain effective, efficient and innovative support systems



The Academies of Hampton Mission

The Academies of Hampton will provide career-focused small learning communities in which every young person will prepare for success in a **career, lifelong learning, and life.**



Why Change?

We are currently preparing students for jobs that don't yet exist using technologies that haven't been invented in order to solve problems that we don't even know are problems yet.

Shift Happens

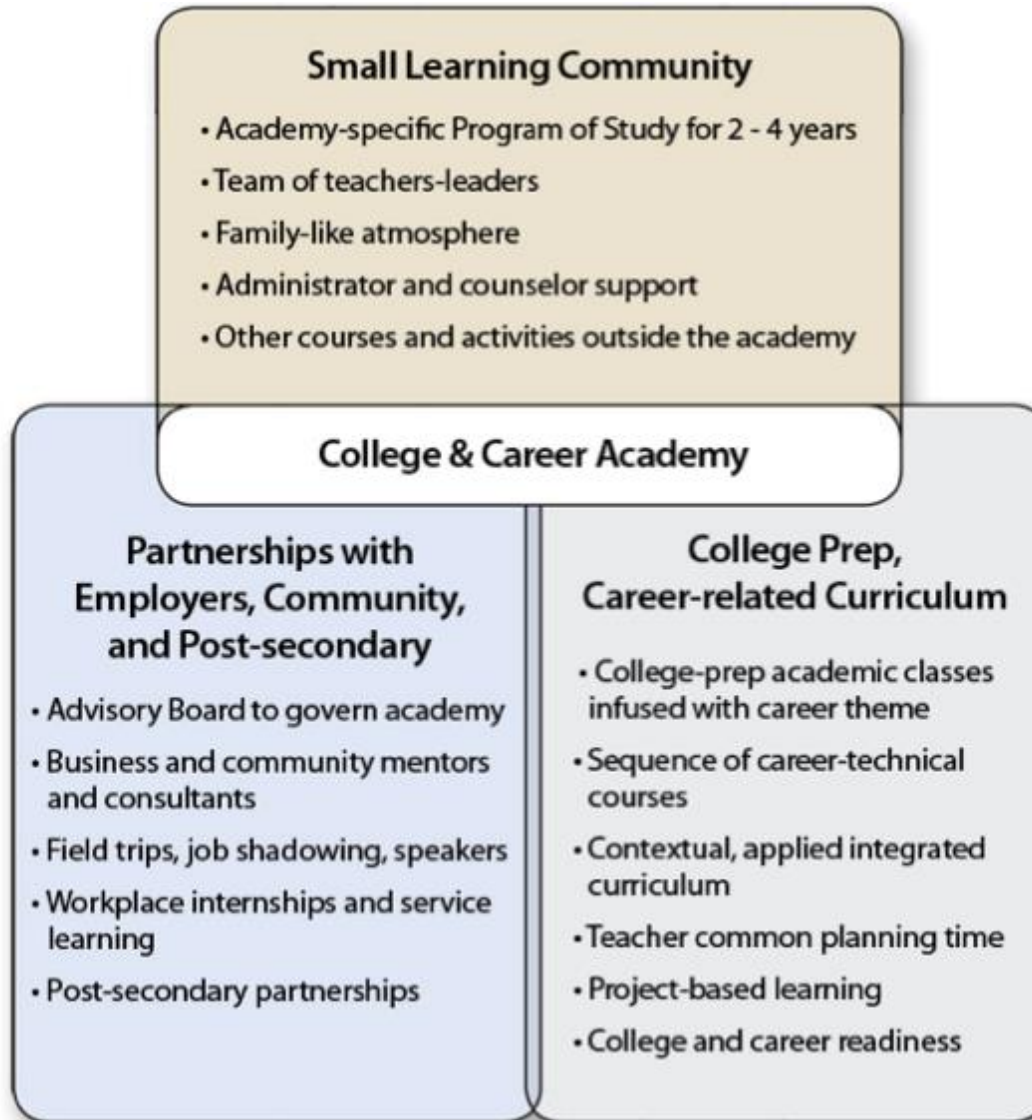




What is an Academy Model?



College and Career Academy Model



SAMPLE HIGH SCHOOL

9th Graders

Freshman
Academy A

Freshman
Academy B

Freshman
Academy C

10th - 12th Graders

College and
Career Academy
A

College and
Career Academy
B

College and
Career Academy
C

College and
Career Academy
D

Pathway
1

Pathway
2

Pathway
3

Pathway
1

Pathway
2

Pathway
1

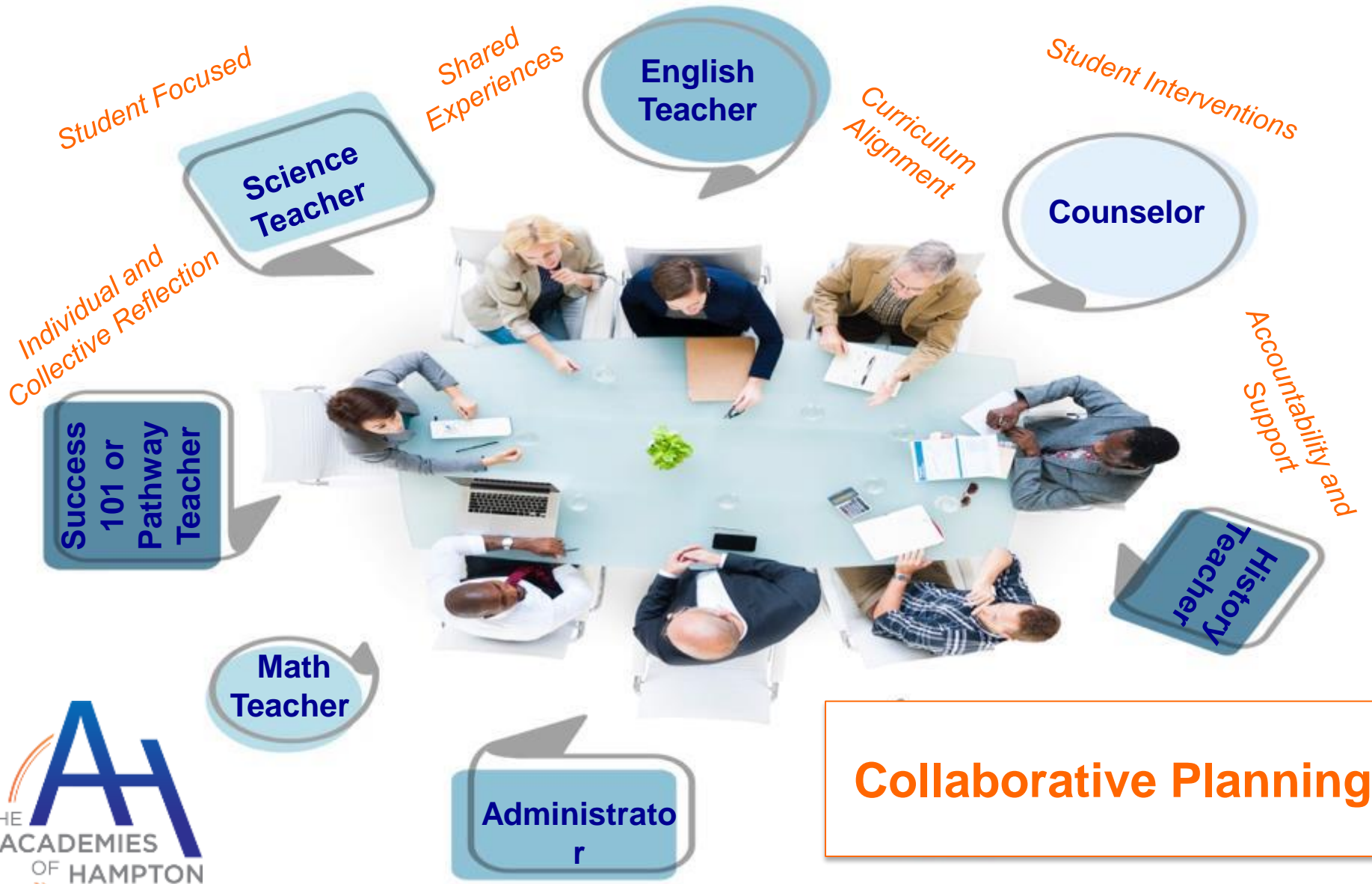
Pathway
2

Pathway
3

Pathway
1

Pathway
2

College and Career Academy Teaming



Collaborative Planning





**How will we transform our
schools?**





FORD
NEXT GENERATION
LEARNING 
Education Innovation

TRANSFORMING TEACHING & LEARNING

Creating meaningful learning experiences that enable students to learn and apply academic, 21st century, and technical knowledge and skills to real-world challenges

TRANSFORMING THE SECONDARY SCHOOL EXPERIENCE

Creating and maintaining career and interest-themed academies and collaborative culture, structures, and practices

TRANSFORMING BUSINESS & CIVIC ENGAGEMENT

Engaging employers, educators, and community leaders in building and sustaining a transformed secondary school experience

NEXT GENERATION LEARNERS

Engaged and able to apply learning in the real world

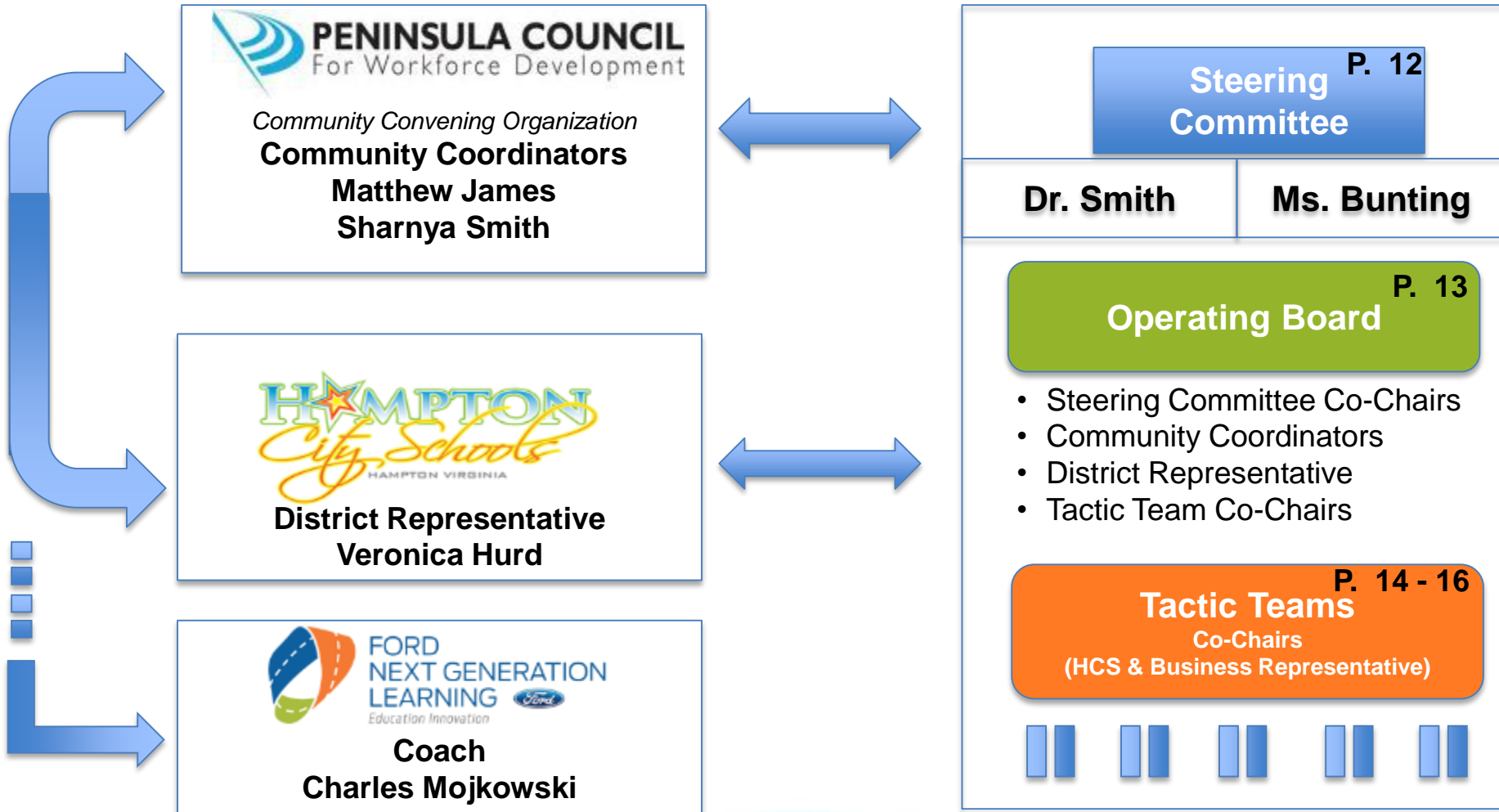


● Prepared for success in college, career, and life

● Equipped with critical 21st Century skills

The Transformation Model

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“What should Hampton City Schools students be able to KNOW, DO, and UNDERSTAND to be ready for postsecondary learning and work?”



 **PENINSULA COUNCIL**
For Workforce Development



HAMPTON VA
ECONOMIC DEVELOPMENT

 **THOMAS NELSON**
The Peninsula's Community College

 **Peninsula Community Foundation**
of VIRGINIA

 **Langley Research Center**

 **Virginia Tech**
Invent the Future
Seaford Agricultural Research & Extension Center

 **New Horizons**
REGIONAL EDUCATION CENTERS

 **United Way**

HAMPTON VA



MELLEN STREET
 **SINCLAIR**
COMMUNICATIONS



LIEBHERR

 **HAMPTON ROADS**
Convention Center

 **Peninsula Worklink**



COLISEUM CENTRAL
GET CENTERED

Hampton Arts.net

CINEBISTRIC
MOVIES WITH TASTE™



 **RIVERSIDE**

 **OLD POINT**
NATIONAL BANK

 **THE PORT OF VIRGINIA**

 **VIRGINIA AIR & SPACE CENTER**

 **SENTARA®**

 **The APPRENTICE SCHOOL**

OLD POINT
NATIONAL BANK

greggarrett
Realty

 **SSAI SCIENCE SYSTEMS AND APPLICATIONS, INC.**
Science and Technology with Passion

NATIONAL INSTITUTE OF AEROSPACE



MCR DEVELOPMENT



Newport News Shipbuilding
A Division of Huntington Ingalls Industries

PHBA
PENINSULA HOUSING & BUILDERS ASSOCIATION
Celebrating 80 years, 1936-2016

mangomangeaux
A Simply Panache Bistro

M
METRO PRODUCTIONS

Alternatives
Leader in Innovative Youth Development

ecpi UNIVERSITY

— PORTRAIT OF A — HAMPTON GRADUATE

Prepared for success in careers, lifelong learning and life



Diploma



Professional Portfolio



Achieves and applies appropriate academic and career focused knowledge

Integrates and applies classroom knowledge to navigate the real world

Builds connections and works with individuals and diverse communities



Career Certification



Demonstrates mindfulness of self, others, and personal journey



College-Ready PSAT Scores



Virtual Class



College Credit



Internship



www.hampton.k12.va.us

— PORTRAIT OF A — HAMPTON GRADUATE

Prepared for success in careers, lifelong learning and life



ACCOMPLISHMENTS

- Academically prepared with a diploma that verifies postsecondary readiness
- College credit, a nationally-recognized professional certification, or both
- Ten-year academic and career plan for postsecondary learning and career
- College-ready PSAT scores
- Internship, work-based, service learning experience, and/or capstone research project
- Completed at least one virtual course
- Professional portfolio aligned with the 21st Century Employability Skills

CONTENT KNOWLEDGE

- Achieves and applies appropriate academic and career focused knowledge**
- Exhibits college and career readiness and an ability to connect education to meaningful employment and productive citizenship
 - Demonstrates the ability, knowledge, confidence, creativity, and initiative to take ownership in problem solving and goal setting

CAREER AND LIFE SKILLS

- Integrates and applies classroom knowledge to navigate the real world**
- Thinks critically and has the ability to deconstruct global problems, create solutions, and effectively articulate processes and results
 - Applies creative thought to individually and collectively impact our region and the world as global-minded, innovative citizens
 - Commits to achieving their goals as life-long learners displaying resiliency, persistence, adaptability, and a strong work ethic

COMMUNICATION, COLLABORATION, & LEADERSHIP

- Builds connections and works with individuals and diverse communities**
- Communicates and collaborates to effectively express ideas through speaking, writing, and multimedia
 - Respects, values, and embraces the diversity of others, as inclusive leader, with an openness to new and unique ideas

POSITIVE SENSE OF SELF AND PURPOSE

- Demonstrates mindfulness of self, others, and personal journey**
- Conveys a positive sense of self, self-worth, and purpose
 - Maintains healthy interpersonal relationships and supportive personal, social, and professional networks
 - Sets goals to achieve full potential as empowered and committed individuals within the context of their family, community and the world
 - Demonstrates the social, intellectual, and creative ability to act with integrity, empathy, and flexibility in making reasoned, ethical, and responsible decisions



College, Career, & Life-Ready



Every Child, Every Day, Whatever It Takes!

HCS does not discriminate on the basis of race, color, national origin, sex, disability, age or other protected classes in its programs and activities, and provides equal access to the Boy Scouts and other designated youth groups. The following person has been designated to handle inquiries regarding the non-discrimination policies: Robin G. Watt, Executive Director, Human Resources, One Franklin Street, Hampton, VA 23661, 757/279-3200.

Four Quadrants of a HCS Graduate

**Content
Knowledge**

**Career &
Life Skills**

**Communication,
Collaboration, &
Leadership**

**Positive Sense of
Self & Purpose**



2021 Hampton City School Graduate Outcomes

- ✓ Academically prepared with a diploma that verifies postsecondary readiness
- ✓ College credit, a nationally-recognized professional certification, or both
- ✓ Ten-year academic and career plan for postsecondary learning and career
- ✓ College ready PSAT scores
- ✓ Internship, work-based, service learning experience, and/or capstone research project
- ✓ Completed at least one virtual course
- ✓ Professional Portfolio aligned with the 21st Century Employability Skills

Content Knowledge

Achieves and applies appropriate academic and career focused knowledge

- Exhibits college and career readiness and an ability to connect education to meaningful employment and productive citizenship
- Demonstrates the ability, knowledge, confidence, creativity, and initiative to take ownership in problem solving and goal setting



Career & Life Skills

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Communication, Collaboration, and Leadership

Builds connections and works with individuals and diverse communities

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- Respects, values, and embraces the diversity of others, as inclusive leaders, with an openness to new and unique ideas



Positive Sense of Self and Purpose

Demonstrates mindfulness of self, others, and personal journey

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Setting the Foundation



Freshman Academy and Success 101

Identity and Career Exploration

- An atmosphere that continues the nurturing environment many students experienced in earlier grades and eases the transition to high school.
- The academy design focuses on meeting the academic and social developmental needs of freshmen through learning, mentoring, and Success 101.



2016 – 2017 - Pilot in each high school

2017 – 2018 - Full Scale
All 9th Graders exploring themselves and a world of opportunity!

Success 101 Student, Parent, and Teacher Perspectives

Being in Success 101 has helped me to decide who I want to be in life and that if I put more energy into my work, I will live a happy and successful life.

- Bethel High School Student

Success 101 is the way to allow kids to make the connections between you they are, what they want, and how they are going to get there.

- Success 101 Teacher

To the Faculty and Administrators at Bethel High School, thank you for exposing Emma to information that has given her a visual of what her future can be. You have exposed her to what it feels like to be great; to be better than the norm (status quo). Her dad and I are here to support her as well as any initiative of the school.

- Bethel High School Parent





Master Plan Overview and Rollout



Where we were → Where we are → Where we are heading

2014 – 2016 School Year

- Academy model selected and supported by School Board and community
- **7** Stakeholder strategic planning sessions
- Professional Development Opportunities

2016 – 2017 School Year

- Success 101 curriculum written and piloted in each high school
- Master Plan Developed

2017 – 2018 School Year

- Full scale freshman academy
- Career pathways clearly outlined for students/parents

2018 – 2021 School Year

- All high school students in an academy at all of our high schools
- First graduating cohort!



Transforming Teaching & Learning

Creating meaningful learning experiences that enable students to learn and apply academic, 21st century, and technical knowledge and skills to real-world challenges and that equip them for success in college and careers.

A1

Strand 1

I. Faculty & Staff: Appropriate teacher selection, leadership, credentialing, and cooperation are critical to an academy's success.

Milestone (s)	Year 1 2016-2017	Year 2 2017-2018	Year 3 2018-2019	Year 4 2019-2020	Year 5 2020-2021
Marketing & Communication	Ongoing development and evaluation of target materials to reach teachers and highlight 21st century learning model.				
Teacher Externships	Identify teachers and externship partners	70% of Academy Teachers on Externships	80% of Academy Teachers on Externships	90% of Academy Teachers on Externships	95% of Academy Teachers on Externships
Professional Development	Create PD opportunities	Ongoing evaluation and development of PD experiences based on teaching and academy climate.			
Project Based Learning	Create project based learning experiences in academy classrooms.	50% of classrooms conducting project based learning	60% of classrooms conducting project based learning	80% of classrooms conducting project based learning	100% of classrooms conducting project based learning

Strand 2

Academy Structure: An academy needs to have a well defined structure within the high school, reflecting its status as a small learning community.

Transforming Secondary School Experience

Creating and maintaining the career and interest-themed academies and the collaborative culture, structures, and practices necessary to transform teaching and learning and to capitalize on community engagement.

Milestone (s)	Year 1 2016-2017	Year 2 2017-2018	Year 3 2018-2019	Year 4 2019-2020	Year 5 2020-2021
Marketing & Communication	Ongoing development and evaluation of target materials to reach teachers and highlight 21st century learning model.				
Freshman Academy	Pilot Success 101	80% enrollment with developed career plans	90% enrollment with developed career plans	95% enrollment with developed career plans	100% enrollment with developed career plans
Academies/ Pathways	Evaluate data and implement pathways	Freshman Academies	10th grade academies	11th grade academies	12th grade academies
Academy Coaches	Begin process to secure and implement coaches	2 coaches identified and placed	4 coaches identified and placed	Ongoing evaluations.	
Cohort Scheduling	Develop and implement cohort master schedule	25% cohort scheduled	50%	75%	95%
Evaluation Data & Accountability	Create data dashboards. Evaluate existing academies and pathways	Ongoing evaluation of data and Master Plan updated as needed.			

Transforming Business and Civic Engagement

Engaging employers, educators, and community leaders in building and sustaining transformed secondary schools that promote community growth and prosperity by preparing students for future work and citizenship.



Strand 3

Employer, Higher Education, & Community Involvement: A career academy links high school to its host community and involves members of the employer, higher education and civic community in certain aspects of its operation.

Milestone (s)	Year 1 2016-2017	Year 2 2017-2018	Year 3 2018-2019	Year 4 2019-2020	Year 5 2020-2021
Marketing & Communication	Ongoing development and evaluation of target materials to reach teachers and highlight 21st century learning model.				
	State of the Academies community event				
Tactic Teams	Tactic committees identified, implemented, & evaluated	Group 1 Tactics	Group 2 Tactics	Group 3 Tactics	Master Plan tactics evaluated, updated, and added.
Industry Councils	Council members identified. Council description developed and committee MOU.	Ongoing evaluation of councils and the needs of the academy/pathway.			
Parent/Family Engagement	Develop and implement tactic team. Identify committee and goals of tactic.	Implement ongoing awareness activities. Create opportunities for families to learn more about the academies and what is happening inside.			



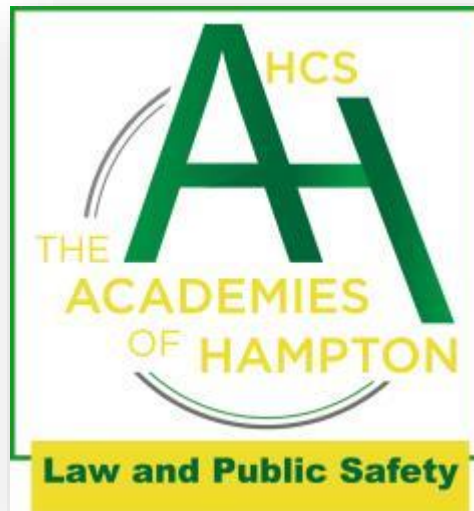
Academy Selection Process







The FIRST Academy in the New Model



Our Law and Public Safety Partners



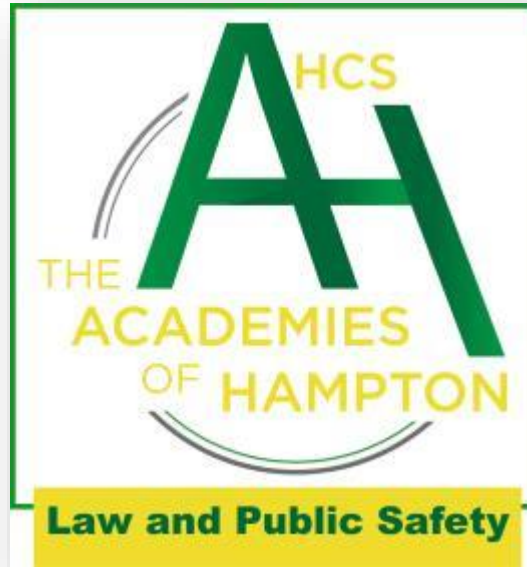
- Investing in our Future Workforce
 - Creating a Pipeline
 - Advisory Board
- Authentic Experiences and Instruction for Students and Teachers

Academy Partners



[Video](#)

Bethel High School



Emergency
Medical
Services(EMS) and
Firefighting

Law Enforcement

Law and Legal
Services

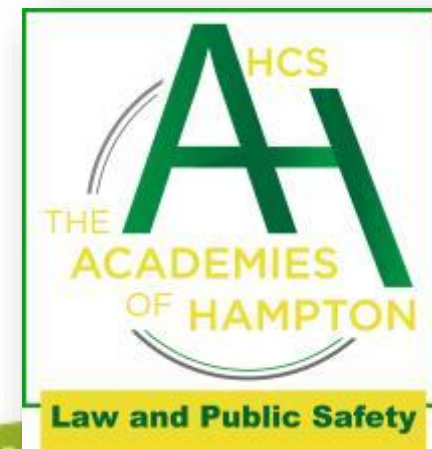


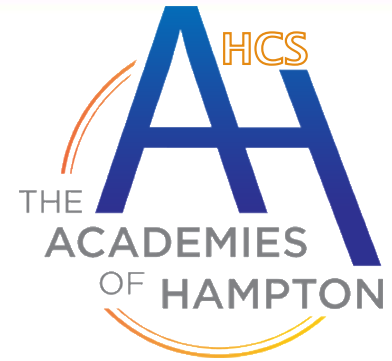
Pilot Emergency Communication Course

Coming Fall 2017



- 12th Grade Students
- Industry Credential
- Real World Experience





Possible Academies





COLLEGE & CAREER ACADEMY QUADRANTS



**Aerospace, Trades
and Information
Technology**

Existing Academy

**Education and
Training Academy**

**Hospitality and
Tourism Academy**

**Academy of Law and
Public Safety**

**Architecture and
Applied Arts**

Existing Academy

**Entrepreneurship
and Finance
Academy**

**Information,
Analytics,
Transportation, and
Logistics Academy**

**Academy of Health
and Human Services**

**Arts and
Entertainment
Academy**

**Arts and Media
Academy**

**Information Design
and Engineering**

Existing Academy

**Academy of
Performing Arts**

**Creative Studies
Academy**

**Health Sciences
Academy**

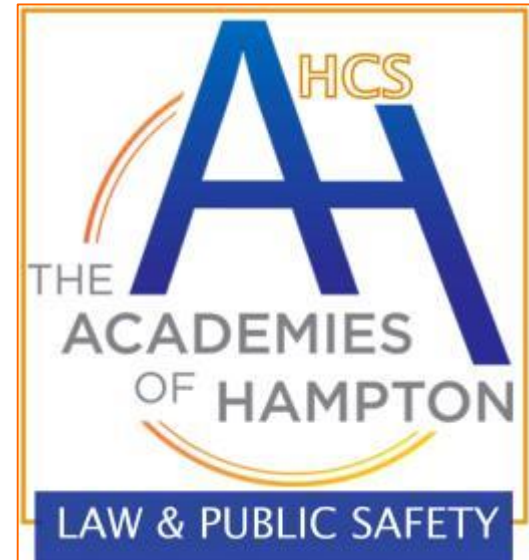
Existing Academy

**International
Baccalaureate**

Existing Academy



Exciting Times Ahead!



GOVERNOR'S
Health Sciences
Academy



**AEROSPACE AND
INFORMATION
TECHNOLOGY**
ACADEMY



Mark Your Calendars!

We will be designated the **FIRST** Ford Next Generation Community in Virginia!!!!



Save the Date to Celebrate!
Designation Ceremony

Thursday, April 20, 2017

6:00 p.m. – 8:30 p.m.

Hampton Roads Convention Center

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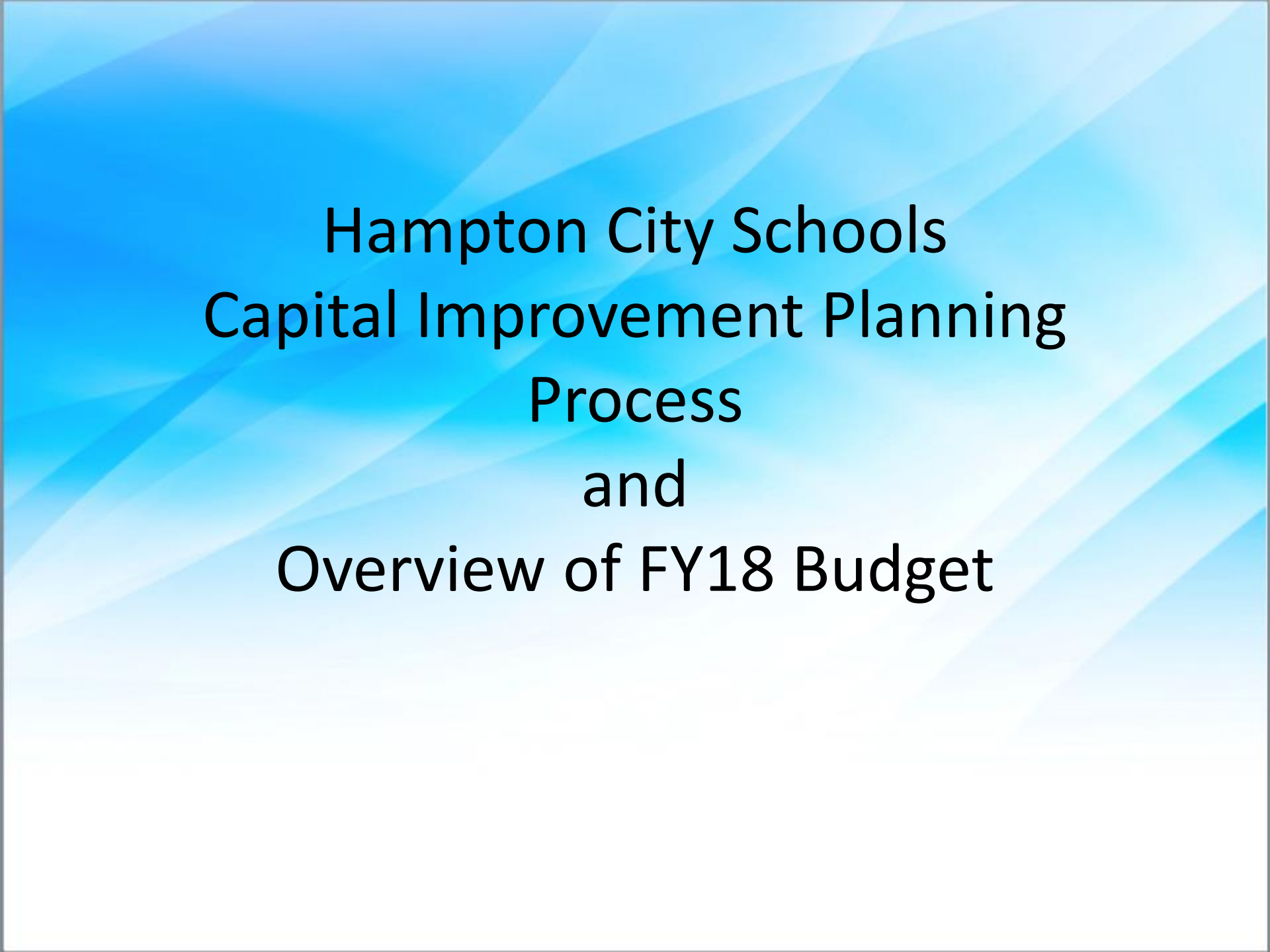
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Q&A





Hampton City Schools
Capital Improvement Planning
Process
and
Overview of FY18 Budget

Five Year Capital Improvement Plan

Why a five year plan?

- To ease the review of the annual capital budget through a uniform process
- To link capital budgets with the strategic plan, adopted policies, and other plans
- To link capital expenditures with operating budgets
- To increase coordination between the city and the schools in the development of and communication about the CIP

Five Year Capital Improvement Plan

- Creation of five year plan based on need
 - Planning document designed to guide decisions concerning capital expenditures
 - Annual review and update
- Only looking at existing facilities, not new facilities
- Tiered criteria for identifying urgency of needs
- Replacement plan for major components
- Identification of needs and tiers created based on the work of two committees

BUDGET OVERVIEW FISCAL 2017-2018

FY17 Approved Budget	\$ 200,450,417
Attrition	(1,005,304)
	<hr/>
FY18 Base Budget	199,445,113
Expenditure Pressures	3,189,856
Expenditure Savings	(92,743)
Budget Additions	4,603,962
Budget Reductions	(3,486,081)
	<hr/>
FY18 Proposed Operating Budget	203,660,107
FY18 Projected Revenue	203,660,107
	<hr/>
Budget Gap	<u>0</u>