

Henrico Schools ANNUAL REPORT

2016

Year saw big steps in accreditation, closing gaps, literacy

In 2016 Henrico County Public Schools continued its tradition of educational excellence while making significant progress toward meeting some major challenges.

As of September 2016, the number of fully accredited HCPS schools had risen to 48, up from 39 in 2014-15. Some other schools saw significant progress.

The school division made a major push to reduce disciplinary problems by strengthening support systems for students and

families, and by working with the community to give the Code of Student Conduct a thoughtful makeover.

Henrico Schools completed a host of meals-tax-funded school improvement projects, with more on the way.

The division moved forward on major initiatives in literacy; expanding opportunities for preschool; gifted education; and after-school and year-round enrichment.



For more on the year in review, see page 3.

Just a few of the other remarkable accomplishments for Henrico County Public Schools this year:

From academic recognition to innovative programs, people took notice of Henrico County Public Schools' many home runs in 2015-16.

- **Seventeen Henrico County schools earned 2016 Virginia Index of Performance awards for advanced learning and achievement**, presented by Gov. Terry McAuliffe and the Virginia Board of Education. HCPS was again tops in the Richmond region with the most schools earning the distinction. Only Fairfax County, with more than three times the enrollment of HCPS, had more schools recognized in the state awards.
- **U.S. News & World Report again ranked Henrico schools among the nation's best.** The media outlet named Deep Run, Glen Allen, Mills Godwin and Douglas S. Freeman high schools as top schools in its annual "Best High Schools" rankings. Deep Run was ranked the No. 8 high school in Virginia; Glen Allen No. 26; Godwin No. 32; and Freeman No. 33. Only Fairfax County, with a far larger population, had more ranked schools than Henrico.
- **"Team 1086, Blue Cheese" at Deep Run High School won competitive robotics' biggest prize.** The student squad was part of a four-team alliance that won the 2016 FIRST Robotics Competition Championship. The world title event was held in St. Louis and featured 600 of the best teams in the world, representing 24 countries.
- HCPS got an exciting boost to future innovation and educational access when the **Henrico Education Foundation announced a major campaign to create the Boshers Memorial Endowment fund**, a lasting vehicle to continue the work of visionary educator William C. "Bill" Boshers. Boshers was HCPS superintendent from 1981-94. The campaign's first phase, "Growing Today – Thriving Tomorrow," seeks to raise \$500,000 to establish the fund. The endowment's income will form a self-sustaining engine to fund HCPS educational initiatives. The campaign's ultimate goal is \$5 million.
- **Holladay Elementary School became the first public school in Virginia to achieve "Lighthouse School" status from Franklin Covey Co.** for achieving impressive results using the "Leader in Me" schoolwide leadership model. Fewer than 200 of the 2,500 schools that have adopted the comprehensive program have achieved Lighthouse certification.
- **Two HCPS teachers achieved certification from the National Board for Professional Teaching Standards**, the profession's highest mark of accomplishment. In addition, two National Board Certified Teachers renewed their 10-year certifications. Only eight teachers in the Richmond area achieved the status in 2015. During the 2015-16 school year, Henrico Schools had 121 National Board Certified Teachers teaching in schools across the county.
- **Four athletic teams at HCPS high schools won Virginia state titles in 2015-16:** Highland Springs football, Deep Run golf and girls tennis, and Mills Godwin girls soccer teams all brought home state championship trophies. Five teams brought home state runners-up trophies: Deep Run field hockey and boys tennis, Glen Allen competition cheer, Highland Springs girls basketball and Douglas Freeman boys indoor track.
- When HCPS had trouble finding great diesel mechanics to maintain the division's school buses, the **Department of Career and Technical Education** adopted a homegrown approach. The department created a program in diesel mechanics in conjunction with Henrico County and put a classroom right in the County's central vehicle maintenance facility. The concept was recognized by the National Association of Counties.
- The National Association of Counties recognized another HCPS homegrown-talent initiative: the **HCPS Human Resources Department's Teacher Scholars' program**. The groundbreaking concept saw 19 HCPS high school seniors accepted into the program this year. The students will have guaranteed teaching jobs waiting for them with Henrico Schools when they graduate from college. The program addresses the need for teachers in content areas where there aren't enough qualified applicants.
- **For the 17th year in a row, the National Association of Music Merchants named HCPS one of America's "Best Communities for Music Education"** for its commitment to music instruction. HCPS has earned the designation each year of the awards' existence.

Message from the Superintendent

Dr. Patrick C. Kinlaw, Superintendent



On behalf of the Henrico community, thank you for taking the time to review our school division's accomplishments during the 2015-16 school year. It's my pleasure to bring you up-to-date on many of the ways that our students, teachers and staff make us proud.

In Henrico County we believe that all students have the right to achieve to their highest abilities. And as the adults, it's our responsibility to provide the support students need to get there. Our work is guided by four cornerstones: Student Safety, Academic Progress, Closing Gaps, and Relationships.

On these pages you'll see concrete evidence of academic progress. We're encouraged by the gains we're seeing in Virginia Standards of Learning pass rates. For example, elementary reading scores are on the way up in grades 3-5. In addition, science is a particular area of strength, where our stu-

dents are exceeding the state's pass rates in three out of the five science tests. We also are seeing gains in grade 6 reading and math, civics and economics, and grade 8 science.

Overall, more schools have earned full accreditation and others are making positive gains toward that goal. But we must also remember to look beyond the numbers and consider the whole child. We want our students, families, and schools to know that we're proud of the hard work and dedication that goes into educating the children of Henrico County.

Throughout the forthcoming year, our community can expect to see schools focus on several key areas including K-12 literacy, cultural competency and equity, family engagement, and closing behavioral gaps. We believe this focus will support our students

as they strive for academic success.

Of course, we'll never stop striving for improvements. Over-

all, middle school continues to be the area of greatest need. Middle schools that are working toward full accreditation are receiving additional resources for students who need more math support, for example. Also, we're exploring the possibility of expanded specialty center options to provide additional high quality educational options for middle school students and their families.

As always, it's an exciting time to be part of Henrico County Public Schools. I look forward to seeing you throughout the new year!

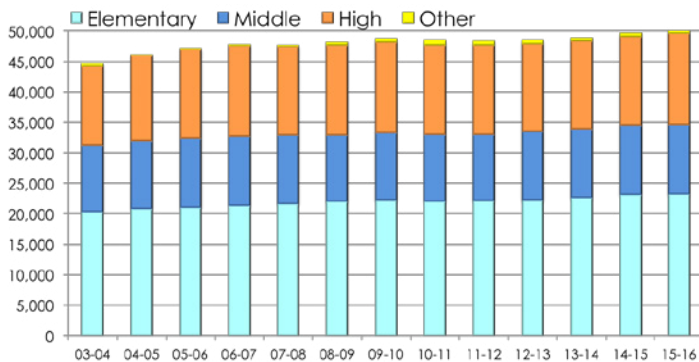
Warm regards,

Pat Kinlaw, Superintendent

YEAR AT A GLANCE

Enrollment data

SY	Elementary	Middle	High	Other	Total
2015-16	23,166	11,413	15,042	605	50,226
2014-15	23,094	11,439	14,508	717	49,758



HCPS Specialty Center enrollments 2015-16

Center	Enrollment
Advance College Academy - Business	123
Advance College Academy - Social Sciences	184
Center for the Arts	257
Center for Communications and Media Relations	131
Center for Education and Human Development	209
Center for Engineering	104
Center for the Humanities	148
Center for Information Technology	168
International Baccalaureate Diploma Program	487
Center for Leadership, Government and Global Economics	192
Center for Science, Mathematics and Technology	187
Center for Spanish Language and Global Citizenship	86

Average pupil-to-teacher ratio 2015-16

ELEMENTARY	21.2
MIDDLE	22.3
HIGH	22.1

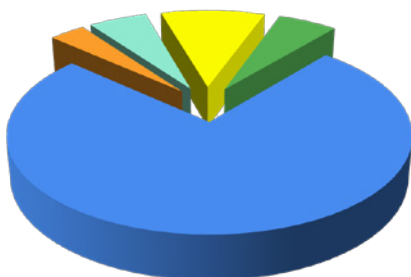
Budget overview

General Fund Expenditures by Function

Fiscal year 2017 — \$455,071,628

Instruction	75.4%	\$343.3
Administration/Attendance & Health	3.4%	\$15.6
Pupil Transportation	5.6%	\$25.3
Operations & Maintenance	9.9%	\$45.1
Technology	5.7%	\$25.7

(in millions)



REVENUE SOURCES

Fiscal year 2017 — \$558,711,786

General and Debt Service Revenue Funds, \$488.4

County	\$227.5
State	\$250.5
Federal	\$0.4
Other	\$1.0
Meals Tax	\$9.0

Special Revenue Funds, \$70.3

(in millions)



2016: Progress in giving students “the support to succeed”

Henrico Schools made significant progress in 2016, seeing more schools accredited and major steps forward in a host of areas.

When Virginia stiffened standards for SOL tests several years ago, school divisions in the state saw more schools fall short of full accreditation. As of September 2016, HCPS had seen major progress: the number of fully accredited schools had risen to 48 from 39 in 2014-15. Some others in the division have made encouraging gains. HCPS is taking what works from those schools and applying it to other environments as the division continues an aggressive push toward full accreditation.

Thanks to Henrico County voters who approved a 4 percent tax on meals in 2013, **91 improvement projects at schools across the county have been completed.** Fifty more projects are in the pipeline. These include replacing leaky roofs, paving parking lots and remodeling dingy bathrooms that haven't been changed since the age of bell-bottoms and transistor radios.

In 2015-16, the school division made **vigorous moves in its campaign to strengthen student literacy.** The division gave HCPS teachers more training, working closely with instructors in grades K-2 to help give them the tools and knowledge they need to improve reading skills. Teachers also received more training in working effectively with student reading groups. In addition, some elementary school libraries saw beefed-up staffs to support higher circulation numbers – getting more books into the hands of students.

HCPS is also moving to improve literacy by using more books of particular interest to students. When books that grabbed students' interest were put in each of Highland Springs High School's 11th-grade classrooms, the result was significant jumps in SOL reading scores. The initiative will be expanded to Elko, Rolfe, Wilder, Fairfield and Brookland middle schools, and language arts teachers at those schools have received extra training to match the effort.

The school division continued looking at ways to support positive student behavior, and to ensure that disciplinary measures, when needed, are applied appropriately and consistently.

The school division wrapped up a two-year conversation with families, teachers and administrators when it **overhauled the Code of Student Conduct.** The revamped Code puts more emphasis on supports and intervention, and makes discipline more consistent at HCPS schools.

HCPS moved in other ways to foster good

behavior. The division honed its use of **behavioral instructional coaches.** These behavior experts model classroom management skills and help teachers learn new ways to work with students. The division also improved communication between school resource officers and HCPS administrators.

The division's **high school specialty centers got a checkup** to make sure they remain intensive, high-quality “schools within schools.” Mills Godwin High School changed its center's emphasis to health sciences, while the Technical Centers at Hermitage and Highland Springs were rechristened as Advanced Career Education centers. The name better reflects the centers' crucial and expanding role in the 21st-century economy.

The HCPS Department of Career and Technical Education saw more than **5,200 students earn an industry certification or**



Henrico Schools gave a boost to learning and school environments by providing **more student social and emotional supports.** Two years ago a pilot program brought a full-time psychologist and full-time social worker to the Campus of Virginia Randolph, providing for more in-school group and individual counseling. The result? A 58 percent drop in out-of-school suspensions. This year the program was expanded to Ward and Varina elementary schools, Rolfe Middle School and Varina High School.

Henrico Schools took advantage of a state grant to plan to **expand and upgrade the extended-day program, along with summertime extended-year offerings.** Four elementary schools, along with Fairfield Middle School, now offer after-school academic help, as well as transportation home.

The Henrico Education Foundation is spearheading the grant-funded effort to beef up the extended-day program by adding en-

hancements that can close gaps for students by creating a community-center atmosphere. In the works are arts programs and STEM activities; mentoring and character education; parental resources, forums and classes; and access to health resources and screenings. A pilot program is opening at Glen Lea Elementary School this year, and the programs will eventually be expanded to more schools.

HCPS relies on the Henrico Education Foundation to add exciting opportunities and make tax dollars go even further. In 2015-16, **HEF gave more than \$175,000 to schools** for classroom grants, programming, professional development and scholarships.

The division won numerous grants in 2015-16 – to the tune of more than \$760,000. One grant powered a new partnership with VCU, which enabled 45 middle school teachers to get 40 hours of top-notch science training.

HCPS' Department of Exceptional Education adopted its BLISS program – Behavior Learning Interventions and Support Services – to **help students**

with disabilities and behavior challenges. The program embeds crisis resource teachers and behavioral instructional assistants at schools, providing hands-on expertise to help keep students with disabilities and behavior challenges in general education classrooms.

HCPS evaluated its gifted education program this year to see if the division could do a better job identifying students with gifted traits. Using the new “U-Stars Tops” model, HCPS **looked more closely at gifted programs in underrepresented communities** to identify characteristics that might not normally be associated with gifted learners. Looking more closely has paid off: some schools have seen encouraging growth in gifted opportunities.

Henrico Schools used a grant to help **put high-end graphing calculators in all math classes for Algebra I and above.** The initiative helps level the playing field for students whose families can't afford the pricey devices, and establishes consistency in classes division-wide.

HCPS created 180 new slots for pre-school students this year, the first for implementation of the VPI+ state preschool program.

With major moves in a host of areas, including in accreditation, closing gaps and literacy, 2015-16 was unquestionably a year of progress for Henrico County Public Schools.



license in 2015-16, with an 82 percent pass-rate. The department started a diesel technology program and renewed accreditation for its respected practical nursing program.

Pay hikes an investment in exceptional teachers, staff

Henrico County Public Schools employs a staff that regularly draws national recognition for its extraordinary talents and dedication. In 2015-16, HCPS and Henrico County were happy to be able to invest in and recognize that exceptional work with two pay increases. October 2015 saw eligible teachers and other employees receive a raise of 2 percent; July saw an increase of 2.4 percent. This comes on the heels of a raise of 3 percent in January 2015. While the recession proved a tremendous challenge, HCPS is making up for lost time with raises of 7.4 percentage points for eligible employees since January 2015. Retaining and investing in great teachers and staff members helps keep Henrico Schools a dynamic place to learn.

HCPS Policies and Regulations

A copy of the Policies and Regulations Manual of Henrico County Public Schools is available to students, employees and the public on the HCPS website, henricoschools.us. Any person unable to access the online policy may request a copy of a specific policy by contacting HCPS Records Management at 804-652-3828.

Henrico County School Board



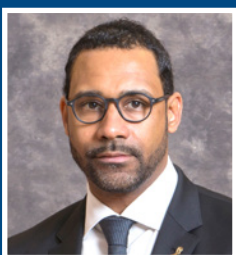
Michelle F. "Micky" Ogburn, Chair *Three Chopt District*

It continues to be my great pleasure to represent the citizens of the Three Chopt District on the School Board, especially this year as chair. We always welcome your feedback, and in response to what you've shared with us, you can expect to see an increased focus on K-12 literacy in 2016-17 and beyond. Already I feel a sense of excitement from families about reading and writing across the curriculum. Overall, we feel this resurgence in literacy initiatives will help all of our students reach new levels of academic success. Also, I want to congratulate the students, families, teachers and staff who helped Deep Run, Freeman, Glen Allen and Godwin High Schools earn a spot in U.S. News & World Report's national rankings. Well done!



Beverly L. Cocke, Vice Chair *Brookland District*

As we begin another great school year, I believe it's important to acknowledge the hard work and success our schools experienced in 2015-16. For me, a special shout-out is deserved by the students, families, teachers and staff at Dumbarton and Johnson elementaries, which regained full state accreditation this year. Congratulations on a job well done! It is truly an honor representing the Brookland District. Having grown up here, I've known for a long time that it's a wonderful place to live and raise your family. I am not alone in my belief, as enrollments at many of our area schools are growing rapidly. Together, we can address these capacity issues. Please become familiar with the 2016 Henrico County bond referendum, which includes a proposal for a new elementary school in the Brookland District as well as needed additions. Learn more at www.henrico.us/bonds and be sure to vote on Nov. 8!



Roscoe D. Cooper III *Fairfield District*

This year I've had the privilege of representing the Fairfield District on the School Board for the first time. It's an honor to join with our families, students and community stakeholders in moving our schools forward together. I'm happy to see that we're seeing results. More schools are earning their full state accreditation and others are making positive strides toward reaching that important goal. Our work isn't finished, though. This year, a focus area of Henrico County Public Schools is parent and family engagement. I ask that you consider joining us. Get involved in your PTA, volunteer or become a community partner. We all have the best interests of our students at heart.



Lisa A. Marshall *Tuckahoe District*

We have much to be proud of in our school division, and it begins with the families who support our students and help prepare them to learn. It culminates with the teachers in each of our classrooms, as well as our school counselors, nutrition workers, bus drivers, coaches, administrators and all those who meet and exceed the needs of our students every day. When we come together for the benefit of our students, we can achieve greatness. Now in my third term on the School Board, I am proud of the hard work and dedication that I see on display in the Tuckahoe District and throughout Henrico County, and I am grateful to be a part of this wonderful community.



John W. Montgomery Jr. *Varina District*

It is a great honor to be the School Board representative for the Varina, Sandston and Highland Springs communities. Our students, teachers, faculty and families continue to work hard to reach new heights and achievements, including more of our schools becoming fully accredited. We are especially proud of Ward Elementary School and Highland Springs High School, both of which regained full accreditation for this past year. Across the board, all of our schools saw remarkable – often double-digit gains and improvements. Congratulations! Our schools and students are meeting tougher standards every year, and by continuing to work together we can make certain our students receive the great education that we all believe they deserve.