

Henrico Schools ANNUAL REPORT

2018



Building on Excellence

For Henrico County Public Schools, the 2017-18 school year was about tradition and transition. The school division continued to build on its accomplishments in areas such as academic growth, equity and diversity, and investing in the future. The year was also about change, as we honored Dr. Patrick Kinlaw, who retired after four years as superintendent and 41 years in public education, and welcomed Dr. Amy Cashwell from Virginia Beach City Public Schools as Henrico Schools' new leader. Some highlights:

For the 19th straight year, the National Association of Music Merchants named HCPS one of America's "Best Communities for Music Education" for its commitment to music instruction.

Eighth-grader Joseph Chambers won the regional spelling bee – the fifth straight year HCPS' champ has won that title and advanced to the national bee in Washington.

Five HCPS high school teams won 2017-18 state titles: Deep Run HS won in golf, boys' volleyball and girls' tennis; Varina won in boys' basketball; and Highland Springs' football team won a third-straight state title. Deep Run also won its second straight Virginia High School League's Wells Fargo Cup, which goes to the school with the best overall state record in 27 sports.

As part of our continuing intense focus on literacy, HCPS teamed with Goodwill of Central and Coastal Virginia to give students more reading options. People give about a million books to Goodwill each week in the region, most of which end up being recycled. The "Spreading Goodwill Through Books" program, coordinated by HCPS Library Services, lets staff members choose books for classroom libraries and distribution. More than 60,000 books have been reclaimed for students and families.

Henrico Schools earned eight 2018 Achievement Awards from the National Association of Counties for innovative programs to better serve citizens. Recognized were the Academy at Virginia Randolph's mentoring program and three Career and Technical Education programs.

More than 1,700 HCPS students competed in Special Olympics Virginia's Little Feet Meet, Meet in the Middle and Big Feet Meet. The events span K-12 and let students with and without intellectual disabilities train together, create friendships and foster mutual respect.

Twenty-four Henrico County schools earned 2018 Virginia Index of Performance awards for advanced learning and achievement, presented by Gov. Northam and the Virginia Board of Education. HCPS was again tops in the region with the most schools recognized. Only the much larger school divisions in Fairfax and Loudoun counties had more schools receive the awards.

Henrico Schools held its first ever "Career and Technical Letter-of-Intent Signing Day," a version of the common practice of athletes publicly signing letters-of-intent for NCAA athletics. Seniors signed agreements in front of families, future employers and the media. An HCPS Facebook post about the idea drew 36,000 likes and 3,400 comments. The event was championed by Mike Rowe of Discovery Channel's "Dirty Jobs," and HCPS students and staff were featured on national TV.



Message from the Superintendent

Dr. Amy Cashwell, Superintendent

Hello! I'm Amy Cashwell, and I want you to know how proud I am to be the new superintendent of Henrico County Public Schools. Thank you for taking the time to review Henrico's accomplishments during the 2017-18 school year. It's clear that I inherited a high-achieving school division, and I promise that we'll continue to grow and meet our community's expectations for excellence.

How will we do that? Here in Henrico, we have four cornerstones that guide the work that we do every day for students:

Safety and wellness: Building an equitable and inclusive school climate that provides for the social, emotional, cultural and physical wellness of all stakeholders.

Academic growth: Growth that occurs from the cumulative impact of exposure to core curricula, electives and life-skill development opportunities and that prepares students to reach their potential.

Equity and Opportunity: Building an equitable and inclusive school climate that provides for the social, emotional, cultural and physical wellness of all stakeholders.

Relationships: Building authentic, trusting connections that encourage collaboration and engagement among students, families, staff and communities.

As you'll read on the following pages, I come from Virginia Beach, where for 20 years I held a number of positions including classroom teacher, assistant principal, principal and eventually chief academic officer for teaching and learning. Being new in town, I'm amazed at the opportunities, resources and diversity that Henrico enjoys countywide. You might know that in our school division, at least 85 languages other than English are spoken, and students represent more than 100 countries of origin. In getting to know Henrico County, I feel as if I can travel the world right here at home.

On that note, I invite you to come along with me. There's a little something online that



we're calling Amy's Passport. As I travel from school, or meet with community groups and interested citizens, we're keeping

you updated on what I'm learning and how that knowledge can be used to make our schools even better. If you want to follow along, check out www.henricoschools.us/amyspassport where you can expect weekly updates on my travels.

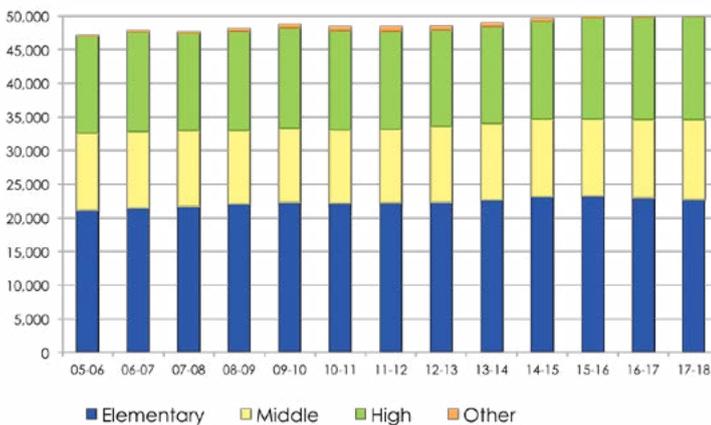
I know our team here in Henrico is working so carefully and thoughtfully to make amazing experiences for students and their families. We are #OneHenrico, and I am honored for the opportunity to serve.

Dr. Amy Cashwell
Superintendent, Henrico County Public Schools

YEAR AT A GLANCE

Enrollment data

SY	Elementary	Middle	High	Other	Total
2017-18	22,634	11,873	15,350	473	50,330
2016-17	22,909	11,555	15,227	482	50,173



Average pupil-to-teacher ratio 2017-18

Elementary 19.9 Middle 22.6 High 22.5

HCPS Specialty Center enrollments 2017-18

Center	Enrollment
ACE Center at Hermitage	640
ACE Center at Highland Springs	496
Advance College Academy - Business	159
Advance College Academy - Social Sciences	185
Center for the Arts	276
Center for Communications and Media Relations	79
Center for Education and Human Development	202
Center for Engineering	111
Center for the Humanities	146
Center for Information Technology	181
International Baccalaureate Diploma Program	508
Center for Leadership, Government and Global Economics	195
Todd Allen Phillips Center for Medical Sciences	196
Center for Spanish Language and Global Citizenship	78

Budget overview

General Fund Expenditures by Function

Fiscal year 2019 — \$485,141,995

Instruction	75.7%	\$367.1
Administration/Attendance & Health	3.6%	\$17.7
Pupil Transportation	5.6%	\$27.1
Operations & Maintenance	9.6%	\$46.5
Technology	5.5%	\$26.7

(millions)



Revenue Sources

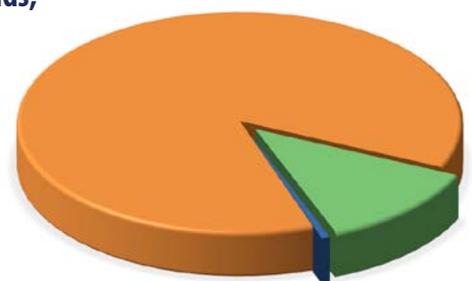
Fiscal year 2019 — \$601,367,527

General and Debt Service Funds, \$524.0 million

County	\$249.8	Other	\$1.0
State	\$263.8	Meals Tax	\$9.0
Federal	\$0.4		

Special Revenue Funds, \$73.7 million, 12.3

Trust and Agency Fund-CodeRVA, \$3.6 million, 0.6%



Tradition and transition

For Henrico County Public Schools, 2017-18 was a school year of tradition and transition. The school division has a nationwide reputation for excellence, earned over many decades of academic achievement and innovation. HCPS' continuous challenge is to build on that tradition in ways that meet the needs of new generations of students – and of the larger society.

"Henrico County Public Schools has been built on a foundation of excellence," said Dr. Patrick C. Kinlaw, in a June farewell message to HCPS staff members upon his retirement. "The stronger, broader foundation you are building will enable us to build even higher."

How did HCPS build this year on its traditions?

Equity and Diversity: Henrico Schools strengthened its already strong commitment to issues of equity and diversity. With support from the county manager and funding from Henrico County, the school division fast-tracked the creation of a **new Department of Equity and Diversity**, along with a new director-level position, reporting directly to the superintendent. After a wide search, HCPS hired Monica Manns, an experienced educator, as the department's first director. She has extensive experience in education in Henrico County and in other diverse settings, serving as a principal, teacher, counselor, consultant and administrator.

Henrico Schools also created a new **26-person HCPS Equity and Diversity Task Force**, selected from a strong pool of more than 120 applicants. The school division also expanded its work with the nonprofit Virginia Center for Inclusive Communities. The organization will provide Henrico Schools with ongoing guidance and support with challenges such as bullying, equity, racial relations, harassment, ethics and cultural responsiveness. The group was recognized in 2013 and 2016 by the General Assembly for its work with schools, businesses and communities.

While HCPS has for several years adopted equity and cultural competency as one of its areas of focus, the new moves give cohesion and strength to those efforts.

Connecting with families and our community: HCPS has always played a central role in the life of its families and of Henrico County. However, as communities and families change, and as public schools are asked to do more, new ways of connecting are needed. HCPS' Department of Family and Community Engagement has redoubled efforts at connection. The department's "Big Blue" outreach bus appears around the county, offering information, books and even clothing. The office created its "Family Learning Series," which included workshops for parents and guardians on topics such

as parenting; literacy; diversity; exceptional education; study skills; and mental health.

The series kicked off the idea by offering dozens of workshops on a spring Saturday at Hermitage High School, and now holds quarterly workshops across the county. Families thronged the division's first-ever "Back-to-School Kickoff" in August on the grounds of the Eastern Henrico Recreation Center, which offered everything from school registration and computer help to a DJ, food and bouncy houses.

Dr. Kinlaw passes the torch to Dr. Amy Cashwell: Dr. Patrick C. Kinlaw retired in 2018, and left big shoes to fill. Kinlaw was a Henrico Schools institution, spending 21 of his 40 years in education with HCPS in a variety of positions. After a widespread search with extensive public involvement, the School Board selected Dr. Amy Cashwell, chief academic officer of teaching and learning with Virginia Beach Schools, as HCPS' next leader. Cashwell hit the ground running, visiting each of HCPS' 72 schools and program centers and talking with scores of Henrico citizens at meet-and-greet and town hall events.

During her time in Virginia Beach, Cashwell concentrated on a variety of initiatives, including those related to equity, social and emotional support systems for students, exceptional education, and technology. In 2016 she was recognized by the Virginia Society for Technology in Education as its Outstanding Leader of the Year for her role in launching a school-based instructional technology support program. The Center for Digital Education, a national education research and media group, named her one of its top 30 "technologists, transformers and trailblazers" for 2017. The group cited Cashwell's leadership in carving out an independent role for instructional technology, and in helping schools become laboratories for testing the instructional possibilities of new technology. Her broad experience as an educator and administrator equip her to build on Henrico's tradition of strong leadership.

Marshall leaves Board after 11 years of service: Veteran School Board member Lisa Marshall left the Board in August for health reasons after 11 years of thoughtful, dedicated leadership. After inviting applications, conducting interviews and hearing public comments, the Board selected former HCPS teacher and administrator Bill Pike to finish Marshall's term as Tuckahoe District representative.

New schools and new life for old buildings: To build on its other traditions, Henrico Schools works hard to build and maintain facilities to carry Henrico families into the future. More than half of Henrico's 72 schools and program centers have passed the half-century mark. County residents have repeatedly voiced strong support for making sure our children have the spaces they need to learn and grow. In 2013

voters approved a 4-percent meals tax to give new life to old schools. In 2017-18, the meals tax funded 93 projects at 49 schools throughout the county, modernizing security and replacing 50-year-old bathrooms, aging kitchens, warped gym floors, dim lighting and more. In 2017-18, that extra four pennies on each dollar-menu item paid for 93 projects at 49 HCPS facilities.

While the meals tax pays for regular, targeted improvements, most of the earth movers and construction tape visible from Henrico roads is a result of the 2016 bond referendum. Voters gave the measure to fund major renovations and new construction an overwhelming 85 percent approval. The bonds are funding a wholesale renovation of Tuckahoe Middle School, which opened in 1959.

Renovations are also ongoing or planned at Adams, Chamberlayne, Crestview, Pemberton, Seven Pines and Skipwith elementary schools. The referendum will also fund an innovation center in the Varina District, a new Advanced Career Education center at Glen Allen High School, an eight-room classroom addition at Glen Allen Elementary School and a new elementary school adjacent to Holladay Elementary School in the Brookland District.

Money from the bond referendum and meals tax will fund **brand new J.R. Tucker and Highland Springs high schools**, which will begin construction in fall 2019, with a goal of opening in fall 2021. The schools will be located on or adjacent to their current sites, and are expected to cost \$80 million each. Highland Springs' current building opened in 1952. J.R. Tucker opened in 1962 and has never been renovated.

What should HCPS look like in 2025? Just as a GPS system helps travelers find their way, Henrico Schools' new Strategic Plan is HCPS' map to the year 2025. After an intensive process of community involvement, the final version of the guiding document was approved by the School Board in June 2018.

The plan includes descriptions of **eight major strategic goals and how the school division plans to reach them by 2025**. The goals are each tied to one or more of the four cornerstones that comprise Henrico Schools' core values – **safety and wellness, academic growth, equity and opportunity, and relationships**.

The eight major goals adopted as central to the 2025 plan are: achieve and maintain full accreditation; transform the curriculum to meet the needs of an innovative, global workforce; foster an inclusive, safe and supportive climate for all; recruit, retain and reward educators; cultivate and maintain partnerships; leverage diversity and lead dialogue to ensure equity and access for all; provide equitable and secure learning environments; and provide equitable, collaborative and engaging learner-centered experiences.

What else? HCPS:

- Made big strides toward full accreditation in 2017-18; Six more schools gained accreditation. The total brings to 16 the number of Henrico Schools regaining state accreditation over the past three years. All nine Henrico high schools maintained accreditation.
- Continued to make up for the Great Recession by investing in its extraordinary staff. HCPS' eligible staff members have received pay increases totaling more than 12 percentage points since October 2015.
- Started the process of making its middle schools models for the next century, and created the Gifted Young Scholars Academy at L. Douglas Wilder Middle School
- Maintained its intense focus on literacy by developing innovative approaches to reading and writing instruction.
- Saw continued progress from the division's revised Code of Student Conduct and additional student support systems.
- Launched the An Achievable Dream Certified Academy at Highland Springs Elementary School as a creative model for elementary students.
- Continued the explosive growth of innovative career and technical education options.



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.

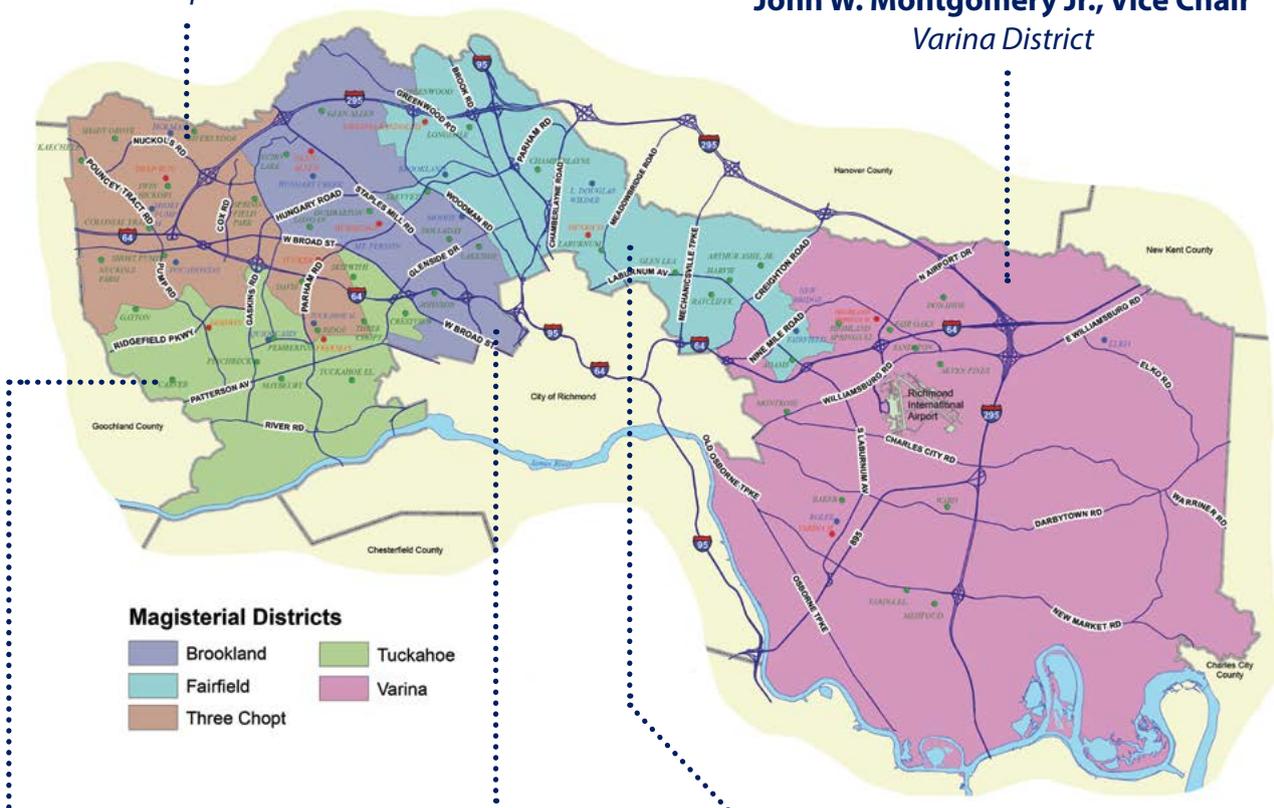
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