



# Entry Plan for Superintendent Dr. Jeremy Raley



*“What the best and wisest parent wants for his own child, that must the community want for all its children.”*

*John Dewey*



## Purpose

This entry plan is designed to provide for an intentional and purposeful process for the transition to Superintendent of Goochland County Public Schools. This entry plan document describes the specific approach that will be utilized to gain a greater understanding of the Goochland County community, our school division, and our stakeholders. This process is fashioned to ensure that multiple perspectives and voices are heard and to identify ideas for continuing our school division’s success as an innovative leader, while at the same time seeking opportunities for growth and development under the auspices of a mindset of continual improvement. In essence, this entry plan will allow for a process to explore what our school division is doing well, what we can do better, and how we can all work together as a community to ensure the continued success of our school division.

**Goochland’s Vision**  
Inspiring and preparing the next generation to make a positive impact

**Goochland’s Mission**  
To maximize the potential of every learner

## Goochland’s Strategic Goals

- Goal 1:* To maximize each student’s academic potential through engaging experiences and deeper learning, preparing our students for the challenges of learning and working in the modern global economy
- Goal 2:* To improve the climate of our organization and create opportunities for meaningful stakeholder engagement
- Goal 3:* To maximize resources for instruction by providing safe, efficient, and transparent operations for all stakeholders while effectively managing our facilities and programs



## Goochland’s Core Values

Excellence,  
Creativity,  
Courage,  
Honor,  
Optimism

# Entry Plan Goals

## Goal 1

### Build strong relationships with the Goochland Community

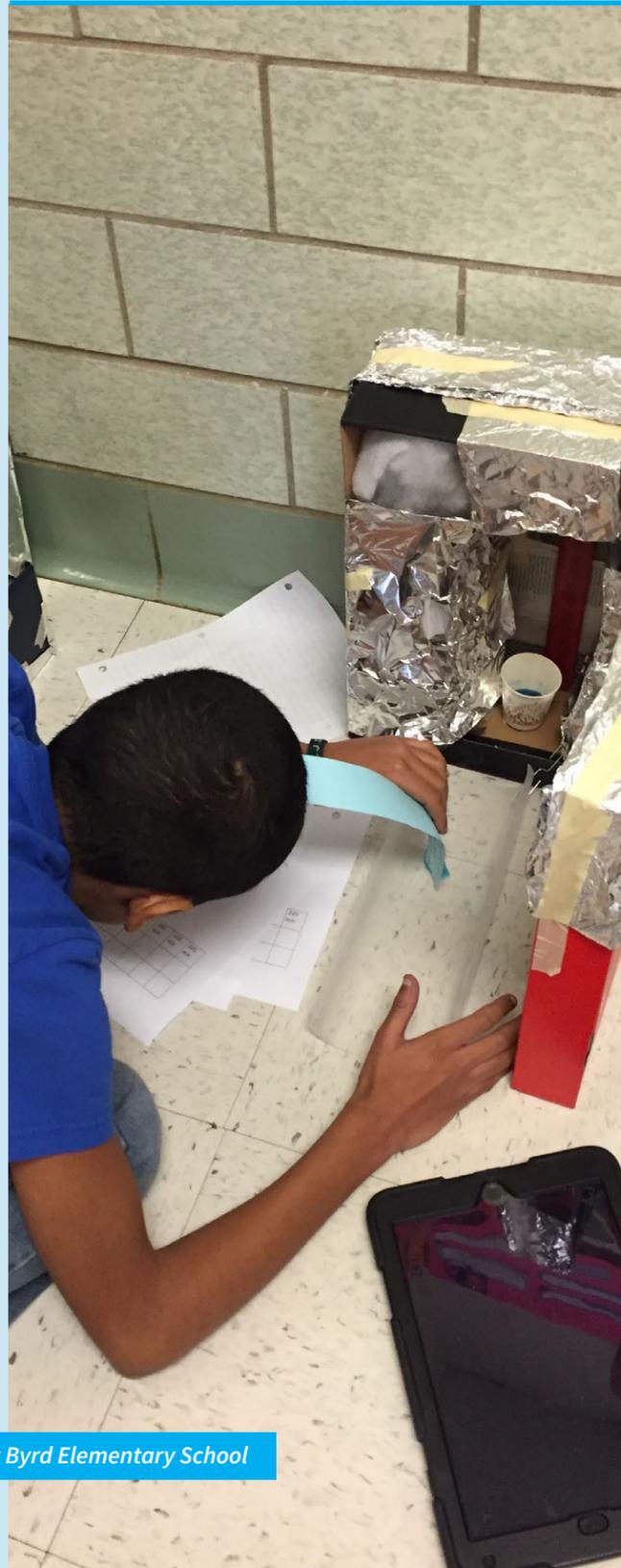
#### Rationale

Strong and solid relationships with school division stakeholders are vital to creating a framework for continuous improvement and ongoing success. Specific emphasis will be placed on working collaboratively with the Goochland County School Board to build a proactive Board-Superintendent relationship built on transparency, teamwork, and trust. Much time will be invested in multiple listening and learning conversations with the intent of gaining a greater understanding of the issues impacting the Goochland Community and our school division.

#### Actions

During the first 90 days, meet with multiple stakeholder groups including, but not limited to:

- Goochland County School Board
- Goochland County Board of Supervisors
- County Administrator
- Goochland County Economic Development
- Business and Industry Leaders
- Goochland County Sheriff and Fire & Rescue Chief
- Commonwealth's Attorney
- Central Office Leadership
- School Leadership
- Teachers
- Students
- Parents
- Community and Civic Organizations
- Political Leadership
- Media
- Faith-based organizations
- Superintendents in Region 1



Science takes a hands-on approach at Byrd Elementary School

*“One of the main things that attracted me to seek the superintendency in Goochland is the strong reputation that the school division has for being leaders in innovative instructional practices that emphasize a student-centered and project-based approach to learning.”*

Key Stakeholders	Entry Plan Objectives
School Board, Board of Supervisors, and County Administrator	Establish collaborative working relationship with the Board both individually and as a governing body. Facilitate open, honest, and transparent two way dialogue. Work in partnership with County Administrator to meet the needs of Goochland County's citizens.
County Economic Development, Business and Industry Representatives	Develop understanding of workforce needs and resources to provide opportunities for students.
Public Safety Leadership	Establish strong communication protocol to ensure the safety of the entire school community.
Central Office Leadership	Develop understanding of procedures, practices, roles and responsibilities, and priorities. Establish a collaborative working relationship and trust.
School Leadership	Foster a collaborative working relationship with principals. Identify factors contributing to student success.
Teachers	Develop a culture of understanding, collaboration, support, and transparency.
Students	Glean perspectives of initiatives and approaches contributing to student success.
Parents	Create a culture of responsiveness to parent interests and perspectives regarding student success.
Community and Civic Organizations	Establish collaborative and transparent relationships and build understanding of community and civic interests and support.
Political Leadership	Establish open, honest discussions about issues at the state and Federal level that impact the school division. Establish two way communication on issues impacting public education.
Media	Establish relationships to foster honest, open communication regarding division initiatives, successes, and needs.
Faith-based Organizations	Develop relationships and understanding of faith-based organizations to create an environment of mutual support.
Fellow Superintendents	Build relationships with fellow Superintendents in Region 1 to learn more about current partnerships with other school divisions and Goochland County. Be a part of regional conversations related to Code RVA and the two Governor's Schools where GCPS students are enrolled.

# Jeremy Raley, Superintendent

## Goal 2

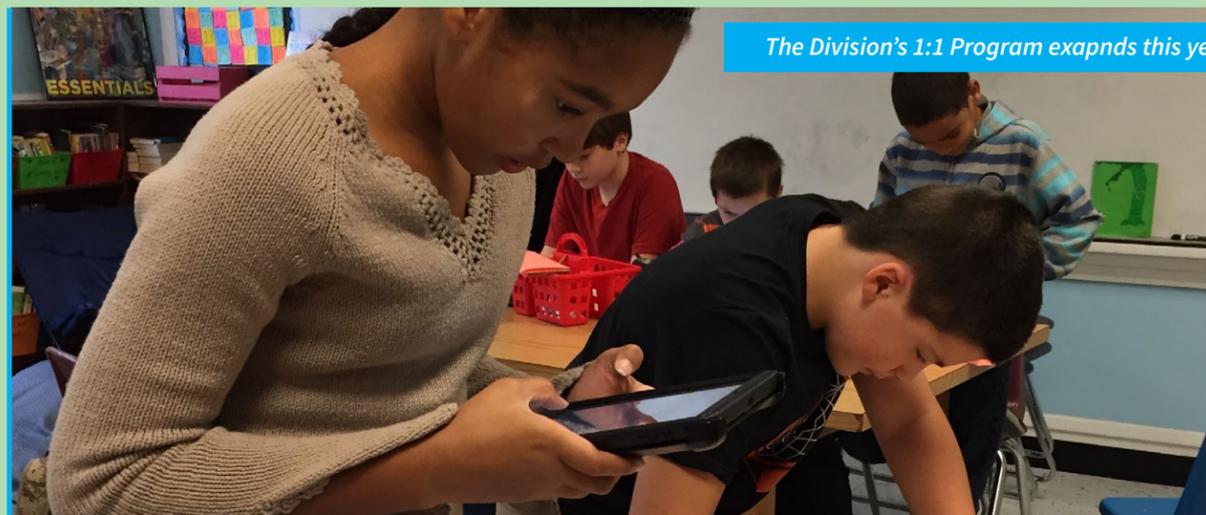
*Gain a Greater Understanding of Current Status and Expectations of Goochland County Public Schools*

### Rationale

In order support the school division's vision and mission, it is essential to become familiar with the people, programs, and partnerships that represent the many different aspects of our diverse community as quickly and fully as possible. Additionally, to gain this understanding, an analysis of critical issues impacting our school division that represent both barriers and opportunities associated with the accomplishment of our division's mission and vision.

### Actions

- Establish ongoing communication with Board members during transition period
- Meet with administrative staff to review upcoming reports, scheduled presentations, and become familiar with each school and each department's unique experiences and perspectives about the school division
- Review all division planning documents including strategic plan, technology plan, budget, innovation plan, special education annual plan, crisis plan, Capital Improvement Plan, handbooks, program of study, gifted annual plan, etc.
- Visit all school division schools, facilities, and property
- Analyze student demographic and enrollment data
- Review current housing development trend data
- Analyze the FY 2017 budget
- Review and analyze student growth and achievement data
- Discuss any current or past legal matters with school division counsel
- Review annual professional development plan
- Analyze organizational capacity and hierarchy from a personnel perspective
- Review safety protocol and existing measures
- Analyze current reporting processes for harassment, discrimination, child protective services
- Take a driving tour of Goochland County neighborhoods and communities



The Division's 1:1 Program expands this year to grades 3-8.

## Goal 3

*Respond to the Results*

### Rationale

Once the process of review and analysis is complete, provide a synthesis of findings to the School Board and the Goochland community regarding what has been learned and develop an action plan that is responsive to the school division's current successes and strengths and identified opportunities for growth and improvement that are aligned with the Board's strategic plan. This report will also provide a description of key issues impacting the division with recommendations for potential future action.

### Action

Provide a public report to the Goochland County School Board by the end of November 2016.

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## Jeremy J. Raley, Division Superintendent

Goochland County Public Schools

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## Summary

The framework for this entry plan will serve as a guide during the transition to Superintendent of Goochland County Public Schools. Transparent, open, and two-way communication is welcome and is critical to our school division's ongoing success. Through active engagement with our students, staff, citizens, community leaders, and business partners, we will all work in collaboration on a journey toward continuous and ongoing improvement. Our community's school division will continue to shine as we all work together, as a community, in the best interest of our students.