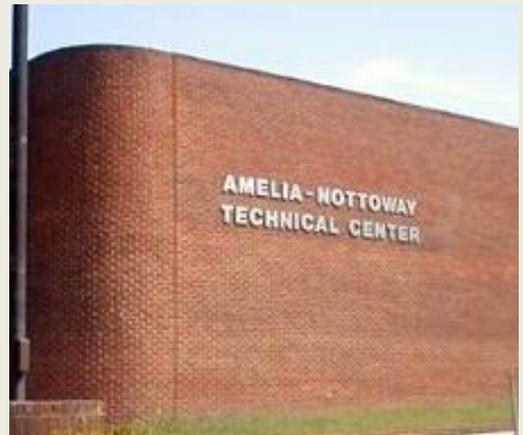


**PRELIMINARY
STRATEGIC PLAN
2017-2020**

**Amelia-Nottoway Technical Center
September 2017**



**148 Vo-Tech Road
Jetersville, VA 23083**

**Source: Research and experience of M. H. West & Co., Inc. (Consultant) and
Proceedings from the Joint Board Strategic Planning Committee, Leadership
Team Meetings and the Town Hall**

INTRODUCTION

The Amelia Nottoway Technical Center (ANTC) has served as a significant resource that places students on a pathway to success through career and technical education programs. Recognizing the ANTC'S important role in the lives of students, their families and the community at large, the Joint ANTC Board has taken action to produce a strategic plan.

This plan will serve as guidance in shaping ANTC's future through mission and vision statements, smart goals and objectives as well as strategies or actions to achieve these. Most successful organizations and businesses have invested in the development and implementation of a strategic plan.

Obtaining the views of the school community and others who have interfaced with the ANTC represents a key step prior to the plan's adoption by the Joint Board on September 28 based on the recommendation of its strategic planning committee on September 25.

The comment period begins on Friday, September 8 and will conclude on Friday, September 22, 2017. Please provide all comments to Ms. Mary E. Tisdale, the ANTC Director, using the following contact information:

By Mail at
148 VO-TECH ROAD
JETERSVILLE, VA 23083

By Telephone and Email at
434-645-7854 (TELEPHONE)
844-282-3654 (TOLL FREE)
tisdale.mary@nottowayschools.org (EMAIL)

MISSION STATEMENT

Provide outstanding programs in an environment where students prepare for meaningful employment, college and career experiences through support of partners and parents.

VISION STATEMENT

Become the Premier Center for Technical and Career Education for Southside Virginia

CORE VALUES

- ❖ Emphasize students first and their lifelong learning through excellence in programs
- ❖ Exceed expectations for organizational performance, accountability and advocacy through principled leadership and inclusion
- ❖ Engage the school community in growth and sustainability efforts and value their contributions

FACTORS DRIVING ANTC'S FUTURE

- ❖ Regional demographics, the economy, public policy and the level of investment of the school community in the ANTC
- ❖ Adequacy of financial resources, processes and systems to maintain a school climate and culture to support continuous student learning and success
- ❖ The range of program opportunities that lead to jobs and careers for students

PRIORITIES

- ❖ Equip students with skills needed to obtain and sustain jobs and careers
- ❖ Diversify and expand credentialed program offerings through highly credentialed staff
- ❖ Expand revenues to support student learning
- ❖ Maximize facility use through expanded, diverse and innovative programs, events and activities
- ❖ Serve as the "Go To" resource for career and technical education
- ❖ Build stakeholder value, commitment and loyalty

GOALS

GOAL 1: GOVERNANCE

The Joint Board (Board) uses the 2017 strategic plan to insure the vibrancy and value of the ANTC through 2021

GOAL 2: OPERATIONS

Enhanced ANTC capability emerges in 2018 from implementing a business model that emphasizes leadership, best practices, finances, innovation, and partnerships

GOAL 3: ENGAGEMENT

Stakeholders of students, parents, business and public officials champion ANTC and their investment pays off as evidenced by the prominence of ANTC as a regional leader in career and technical education by the 2018-19 School Year

GOAL 4: FINANCES

The financial status of ANTC for the 2018-19 School Year is secure and resources are available to fully support and sustain the mission

GOAL 5: EXCELLENCE IN ACADEMICS

ANTC student learning exceeds standards by the end of the 2018-19 School Year and positions students to pursue job, education and career opportunities

GOAL 6: COMMUNICATION

A culture of effective communication exists by the beginning of 2018 to keep the Board, students, faculty and stakeholders engaged, interested and inspired by ANTC's commitment to student learning and achievement

GOAL 1: GOVERNANCE

The Joint Board (Board) uses the 2017 strategic plan to insure the vibrancy and value of the ANTC through 2021

OBJECTIVE 1

An action plan to undertake the strategic plan is completed by January 2018

Strategy 1

The Board appoints by October 31 an expanded strategic planning committee (SPC) to guide the plan's implementation

Strategy 2

The SPC works with the Center Director (CD) to develop and present an action plan for Board adoption not later than January 2018

OBJECTIVE 2

The Board acts monthly on recommendations of the SPC and CD to support plan implementation beginning February 2018

Strategy 1

The CD with guidance from the SPC completes tasks to achieve the goals of the strategic plan

Strategy 2

The SPC monitors progress being made on plan implementation and shares findings with the CD

OBJECTIVE 3

The Board participates regularly in initiatives to stimulate growth and sustainability of the ANTC following adoption of the strategic plan in September 2017

Strategy 1

The SPC and CD keep the Board abreast of opportunities to expand resources on an ongoing basis beginning October 2017

Strategy 2

The SPC and the CD develop materials for the Board to use in seeking support from stakeholders

Strategy 3

The Board serves as an ambassador to the ANTC and advocates on its behalf

GOAL 2: OPERATIONS

Enhanced ANTC capability emerges in 2018 from implementing a business model that emphasizes leadership, best practices, finances, innovation, and partnerships

OBJECTIVE 1

Best practices are used to promote organizational performance, effective school climate and academic success beginning with the 2017-18 School Year

Strategy 1

Traditional and Innovative approaches are used to insure compliance with standards to sustain credential programs, competent staff and school climate by December of the 2018-19 School Year

Strategy 2

Diversity and inclusion policies guide actions and decisions for programs, operations, student enrollments, partnerships, employment, and governance by September 2018

Strategy 3

The CD aligns policies and procedures to support implementation of the strategic plan by the close of the 2017-18 School Year

Strategy 4

The CD obtains and uses expanded resources and approaches to develop and implement exceptional programs beginning April 2018

OBJECTIVE 2

Expanded information technology systems and processes are available that generate current and accurate data about Center programs, operations, finances and activities by the 2018-19 School Year

Strategy 1

Data are used to support reporting and messaging about programs, operations, finances, student learning beginning October 2017

Strategy 2

The effectiveness of and capacity of systems and processes are shown in findings from regular assessments beginning January 2018

OBJECTIVE 3

The strategic plan is used as a resource to support performance enhancement by January 2017

Strategy 1

The CD creates approaches for cost-effective operations to carry out the provisions of the strategic plan beginning October 2017

Strategy 2

Options for funding the strategic plan provisions are identified and pursued beginning January 2018

GOAL 3: ENGAGEMENT

Stakeholders of students, parents, business and public officials champion ANTC and their investment pays off as evidenced by the prominence of ANTC as a regional leader in career and technical education by the 2018-19 School Year

OBJECTIVE 1

Diverse partnerships are available to stimulate interest in and support of Center programs and operations by April 2018

Strategy 1

Existing and graduated students brainstorm and implement approaches for boosting student enrollments and graduation rates during February and March 2018

Strategy 2

Regional businesses and industry leaders work with the CD to design and implement programs to promote student awareness and interest in jobs and careers beginning November 2017

Strategy 3

The CD prepares and distributes monthly a master calendar to keep students and stakeholders abreast of ongoing programs, events and activities beginning October 2017

Strategy 4

The CD surveys periodically students and stakeholders to identify barriers that prevent participation in Center programs and then uses findings to create solutions

OBJECTIVE 2

Specialized programs are designed to recognize outstanding achievement by students and stakeholders in the spring of 2018

Strategy 1

The Center celebrates annually beginning May 2018 with an appreciation program to recognize student achievement, excellence in teaching and stakeholder commitment and contributions

Strategy 2

Stories are available and distributed that describe experiences of board members, the administration, the students, faculty, staff and stakeholders with the ANTC and the positive impact on their success

Strategy 3

Scholarships are made available to students and instructional leaders to participate/attend programs that enhance their learning/competencies

GOAL 4: FINANCES

The financial status of ANTC for the 2018-19 School Year is secure and resources are available to fully support and sustain the mission

OBJECTIVE 1

Capacity to support Center programs and operations increases by identifying and using diverse sources and innovative funding approaches beginning March 2018

Strategy 1

The CD prepares funding and capacity building requests to governmental agencies, foundations and area businesses leveraging the Center's history, success and strategic plan

Strategy 2

Increased funding and resources are used to expand programs consistent with the strategic plan

OBJECTIVE 2

A business development function is established to help generate financial resources needed to support Center programs and operations by March of the 2017-18 School Year

Strategy 1

The CD develops a 2018-19 School Year budget based on revenues and funding available or pending from increased student enrollments, grants, sponsorships and fees from facility uses by regional businesses, industries and associations

Strategy 2

The CD develops and implements guidance to promote cost effectiveness and value for programs and operations

Strategy 3

The CD prepares monthly financial reports for review by the SPC and Board

GOAL 5: EXCELLENCE IN ACADEMICS

ANTC student learning exceeds standards by the end of the 2018-19 School Year and positions students to pursue job, education and career opportunities

OBJECTIVE 1

The CD develops and implements an academic plan that contains approaches to support expanded and outstanding credentialed education programs by the Spring 2018

Strategy 1

The plan's provisions include measures to determine the success of programs and the capability of the educators responsible for their implementation

Strategy 2

Recruitment and retention strategies to obtain a pipeline of credentialed instructors and other support staff are developed and implemented

Strategy 3

Periodic assessments of educators and staff responsible for student learning by the CD provide findings that are used to improve their performance

Strategy 4

Findings from academic plan assessments and steps taken to improve performance are shared with the board on a continuing basis beginning the 2018-19 School Year

OBJECTIVE 2

Superior school climate enhances learning and creates a safe and orderly environment to promote effective interaction of students with one another, their teachers and others

Strategy 1

The CD leads efforts to create and implement a shared vision and plan for promoting, enhancing, and sustaining a positive school climate.

Strategy 2

The CD uses the plan to create best practices and priorities to promote learning and positive social, emotional, ethical and civic development of students

Strategy 3

The CD uses an improved school climate to attract, develop and sustain partnerships with stakeholders

OBJECTIVE 3

Credentialed programs and staff are used to improve graduation rates, increase the number of students that obtain jobs, obtain additional funding and attract stakeholders and other broad-based community support that are noticeable by the close of the 2018-19 School Year

Strategy 1

Teachers are inspired to provide an exceptional performance through the availability of additional resources and tools by the beginning of the 2018-19 School Year

Strategy 2

Teachers create innovative and experiential programs that prepare students for successful futures upon graduation beginning October 2018

Strategy 3

Teachers participate in additional programs that enhance their skills and capability

to exceed standards of excellence that govern their profession beginning January 2019

Strategy 4

Businesses expand internships and other training to prepare students for graduation and employment with the opening of the 2018-19 School Year

OBJECTIVE 4

Students have access to academic and technical course work, job readiness, soft skill development and career options by the close of the 2017-18 School Year

Strategy 1

Talented and credentialed instructors are recruited through relationships with institutions of higher education, education providers, business and industry to support student programming beginning March 2018

Strategy 2

Exposure to work-based learning, expanded Career and Technical Student and Teacher Organizations informs quality Center curriculum and activities and relationships for sustained success by March 2018

Strategy 3

The process for participating and successfully completing certification opportunities for students and teachers is known by December 2017

Strategy 4

Students have continuing opportunities to evaluate their interests, aptitudes and abilities to support jobs and careers and make decisions about their future upon graduation beginning in the spring of the 2018

OBJECTIVE 5

The CD pursues additional external resources to augment the skills and competencies of the staff by the 2018-19 School Year

Strategy 1

Strategic relationships provide for the participation in efforts that shape future economic, education, workforce development and other matters for the region beginning October 2017

Strategy 2

Stakeholders help guide and contribute to the development of cutting-edge curricula prior to the 2018-19 School Year

Strategy 3

Business and industry leaders serve as adjunct faculty, instructors and volunteers to assist in bringing real world experiences to the classroom that enhance student learning and sharpen skills needed to graduate, obtain jobs and pursue careers by the close of the 2017-18 School Year

GOAL 6: COMMUNICATION

A culture of effective communication exists by the beginning of 2018 to keep the Board, students, faculty and stakeholders engaged, interested and inspired by ANTC's commitment to student learning and achievement

OBJECTIVE 1

A marketing plan is available and built on strategies completed by the 2017-18 School Year that enhance understanding and awareness of the ANTC's capability

Strategy 1

The CD with guidance from the SPC develops a marketing plan to support ANTC communications and messaging by March 2018

Strategy 2

The CD uses the marketing plan to enhance stakeholder interest and investment in the ANTC

Strategy 3

The SPC and CD monitor the effectiveness of communication and messaging approaches in improving the utilization, value and visibility of the ANTC

Strategy 4

The CD makes changes to the marketing plan consistent with findings that result from implementing Strategy 3.

OBJECTIVE 2

Diverse communication approaches are used to ignite and sustain interest and support of the ANTC beginning in the 1st Quarter of the 2017-18 School Year

Strategy 1

The strategic plan is used to inform messaging about the ANTC by October 2018

Strategy 2

Consistent messaging is supported by leveraging web, social/broadcast media, and other technologies by November 2018



CONTACT

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