

ANNUAL REPORT

WINCHESTER PUBLIC SCHOOLS
LEARNING FOR ALL, WHATEVER IT TAKES

2022

SOLID
FOUNDATIONS



Winchester Public Schools
EMPOWER 2025

OUR VISION

We aspire to be an inclusive community that empowers all students to thrive.

OUR MISSION

We ensure students have the knowledge, skills and dispositions necessary to embrace rigorous challenges, navigate personalized pathways, and enrich their civic communities.

STRATEGIC PLAN: EMPOWER 2025



Learner Empowerment

All students will cultivate and assert their voice and choice as they deepen their understanding in essential knowledge, skills and dispositions, while nurturing their personal, social and emotional well-being.



Staff Empowerment

Each member of the WPS team engages in a culture of equitable and empowered learning by developing individual and shared professional goals while executing continuous improvement actions through collective efficacy and shared accountability.



Community & Family Empowerment

Winchester families, caregivers, community members and school staff engage in strong and mutually supportive partnerships to ensure students' personal, social, emotional and academic growth.



Organizational Empowerment

Winchester Public Schools practices responsive, transparent stewardship in an efficient, cost effective and equitable manner, while galvanizing the trust, support and satisfaction of internal and external stakeholders.

Superintendent's Message



Dr. Jason Van Heukelum

As I reflect on the past year, I am so proud of the ways our teachers and staff rose to the occasion to meet the needs of our community and families during the COVID-19 pandemic.

In spite of the challenges that arose, our outcomes remain strong. Each page of this report tells the story that Winchester Public Schools is an exemplary division as we continue to pursue our vision of ***“an inclusive community that empowers all students to thrive.”***

As we look to the coming years, we have renewed our commitment to the Empower 2025 strategic plan. Specifically, I am excited about our focus on project-based learning that fosters the development of 21st century skills and dispositions that our graduates need to navigate an ever-changing world.

Finally, it is important to recognize that a “solid foundation” for each child is essential for our community’s future success. A solid foundation requires strong public education, and we are so fortunate to have widespread community and family support for Winchester Public Schools. I am grateful for this support and excited to embrace the challenges ahead together.

Sincerely,

**LOW TEACHER
TURNOVER RATE**
DESPITE A NATIONWIDE
TEACHER SHORTAGE



JOHN HANDLEY HIGH SCHOOL
NAMED A **BEST HIGH SCHOOL** & **#1**
IN THE WINCHESTER METRO AREA



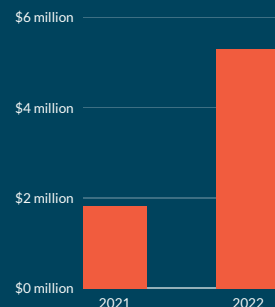
21-22 HIGHLIGHTS



GRADUATES EARNED

**\$5.3
MILLION**

IN SCHOLARSHIPS



**1 IN 4 GRADUATES
PARTICIPATED IN
WORK-BASED LEARNING**



21-22 DISTRICT QUICK STATS

3,989 STUDENTS



726 EMPLOYEES **402** INSTRUCTIONAL STAFF

26 LANGUAGES SPOKEN

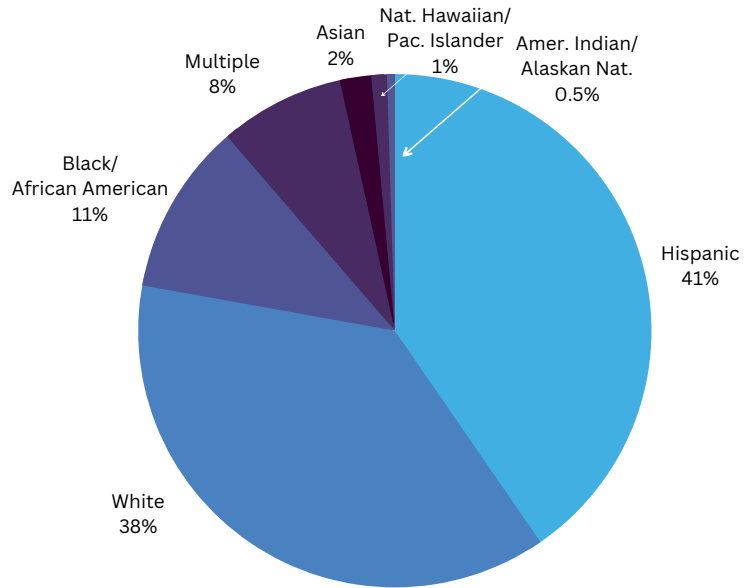
22.4%

ENGLISH LANGUAGE LEARNERS

5th HIGHEST PERCENTAGE ELL POPULATION IN VIRGINIA



STUDENT DEMOGRAPHICS



14.4% ENROLLED IN SPECIAL EDUCATION*

*AS REPORTED IN DECEMBER 2021

APPROXIMATELY

77%

OF WPS STUDENTS QUALIFY FOR FREE AND REDUCED MEALS



Photo Credit:
RANDI HAGI/WMRA

LEARNER EMPOWERMENT SPOTLIGHT:

CAREER & TECHNICAL EDUCATION (CTE)



FIRST ALL-FEMALE WELDING TEAM

Three Handley students competed as the first ever all-female team at the District SkillsUSA Welding Competition at the Academies of Loudoun in February. Pictured from left to right: John Crosen (welding teacher), Elizabeth Imoh (12th place), Sarah Roberson (11th place), Alivia Ricci (4th place), and Sara Weinstein (work-based learning coach).



Photo Credit:
JEFF TAYLOR/The Winchester Star

INNOVATION CENTER SHOWCASE

Students showcased their year-long projects at the new Emil & Grace Shihadeh Innovation Center in April. Students highlighted the ways the Innovation Center's flexible schedule allowed for more creativity and independent study. Student-made items were auctioned off to raise over \$2,000 for the EGSIC Future Endeavors Fund, which provides postsecondary support for students.



DECISION DAY: CAREER PLACEMENT

Traditionally held as one event with students celebrating college and military decisions, students entering the workforce gathered with family and community partners for their very own Decision Day in 2022. Students Collin Bayliss (left) and Quinton Mudd (right) pose for a photo with Pepper Martin, Outside Sales Executive for Fabritek-Winchester Tool. Both students are now employed with Fabritek.

45%

INCREASE IN
CTE COMPLETERS



57%

INCREASE IN
INDUSTRY
CREDENTIALS



22%

INCREASE IN NON-
TRADITIONAL CTE
REPRESENTATION



OUR 2022 GRADUATES

YOU CAN FIND OUR 2022 GRADUATES AT:

Yale

PRINCETON UNIVERSITY

Stanford University

KENT STATE UNIVERSITY

UNIVERSITY OF VIRGINIA

Laurel Ridge COMMUNITY COLLEGE

ALABAMA A&M UNIVERSITY

WILLIAM & MARY
CHARTERED 1693

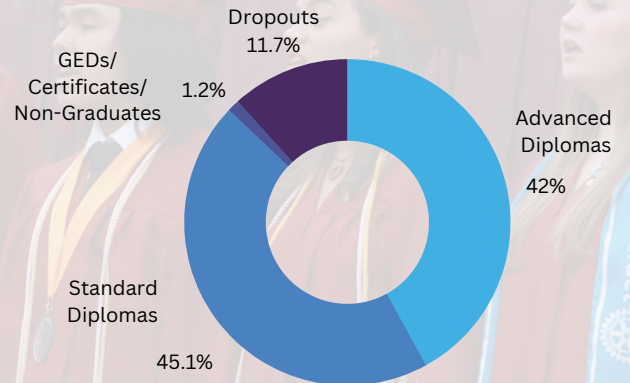
THE UNIVERSITY OF TENNESSEE KNOXVILLE

JMU JAMES MADISON UNIVERSITY

87.1%

GRADUATION RATE

DIPLOMAS AND COMPLETION:



59%

INCREASE IN NUMBERS OF SCHOLARSHIP RECIPIENTS



OF GRADUATES EMPLOYED, ENLISTED, OR ENROLLED IN HIGHER EDUCATION

With a mile-long list of achievements, Stephen Daley was a Judges star in football, track & field, and basketball before he graduated in 2022. He even added baseball to his list of sports as a senior, assisting the team in seven games. Now, you can find him on the football field and in the classroom at Division 1 Kent State University in Kent, Ohio.

Daley ultimately chose Kent State because he could see himself being happy there for four years. So far, so good - Daley is studying Business Management and thriving in the football program. Daley has started on 2 special teams and plays on defense as well. He recorded his first sack recently and was instrumental in an overtime win for the Golden Flashes!

Daley gives all the credit for his success to his family, coaches, and others who have supported him along the way. The foundation his family helped build is serving Daley well as he transitions into the college world. Like many other first-generation college students, Daley wasn't quite sure what to expect, but he says he loves being in a new place and building relationships with other freshmen and upperclassmen.

Stephen Daley is making strides at Kent State - and we can't wait to see what he does next.



DIGITAL READERS:

Read the full Alumni Spotlight on our [website](#).



Winchester Public Schools

EMPOWER 2025

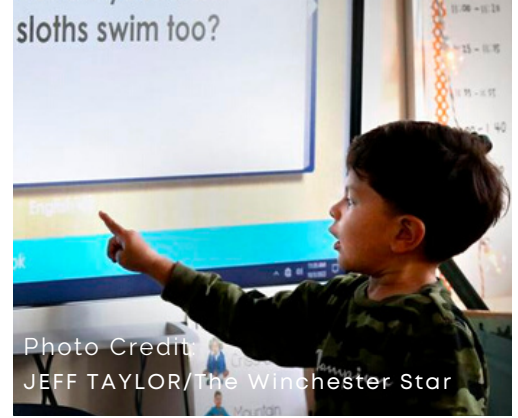


Photo Credit: JEFF TAYLOR/The Winchester Star

Redesigning Educator pathways And Connecting HR Systems

In October 2021, WPS received a **\$7.8 million** Teacher and School Leader Incentive Grant from the U.S. Department of Education. Through this grant, WPS has established REACH: an innovative, sustainable model that reconsiders traditional, performance-based compensation. Instead, REACH focuses on teacher leadership and extending the reach of our most effective teachers through a Multi-Classroom Leadership model. Multi-Classroom Leaders lead small, collaborate teams of teachers and reach multiple classrooms with help from their Reach Assistants.

44 NEW TEACHERS SERVED BY MENTORS

22 BEGINNING TEACHER MENTORS TRAINED

15 REACH ASSISTANTS SELECTED

14 MULTI-CLASSROOM LEADERS SELECTED

01 BEGINNING TEACHER SPECIALIST HIRED

01 DATA ANALYST HIRED

01 DIVERSITY RECRUITMENT SPECIALIST HIRED



MCLs @ JHHS

I've really enjoyed mentoring other teachers and getting to know students outside of my classes. I am there to help and provide support!
-Julia Kogut, Biology MCL

CONVOCATION 2022

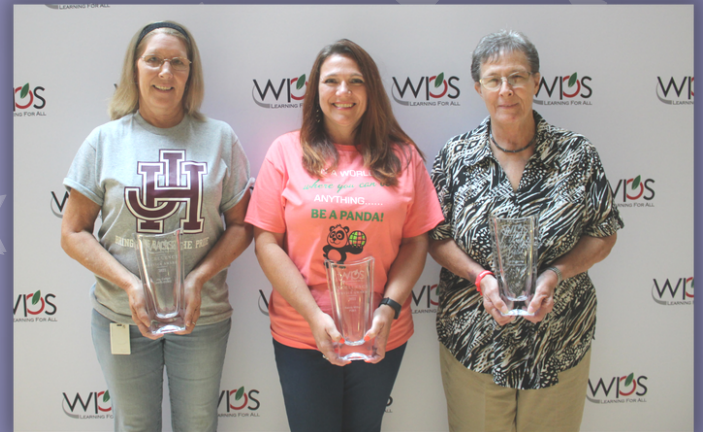
RECOGNIZING OUTSTANDING WPS EMPLOYEES

2022 STEWART BELL JR. EXCELLENCE IN TEACHING AWARD



Cathy White, Special Education Teacher
John Handley High School

2022 EXCELLENCE IN SERVICE AWARDS



Joy Colton, JHHS-EGSIC Cafeteria Director
Sandy Miller, FDES Administrative Assistant
Jill McDaniel, Transportation Bus Driver



WPS Teacher of the Year MS. KATIE LAMB

Garland R. Quarles
Elementary School



J.C. Quinn

Daniel Morgan
Middle School



Connie Banton

John Handley
High School



Patricia Acuña

Frederick Douglass
Elementary School



Nicole Shimek

John Kerr
Elementary School



Emily Headley

Daniel Morgan
Intermediate School



Rita Peters

Virginia Avenue
Charlotte DeHart
Elementary School



Winchester Public Schools

EMPOWER 2025

STORIES HIGHLIGHTING COMMUNITY & FAMILY EMPOWERMENT

DIGITAL READERS:



Click on each headline below to view the full article.

STUDENT & COMMUNITY: MARQUIS FAUST

INWOOD, W.Va. — By the time 18-year-old Marquis Faust graduated from Handley High School on June 7, he already knew what he wanted to do for a living: Join the Winchester Police Department.

Faust is taking all the steps to make sure that happens. He enrolled at Laurel Ridge Community College in Middletown to take the general education courses he'll need to pursue a degree in criminal justice, and he volunteers whenever the Police Department needs an extra hand at public events.

"I remember the first time a police officer helped me, I felt good," Faust said on Thursday. "Ever since then, I've just wanted to help people and make them feel safe and welcome."

-Excerpts from article by Brian Brehm, The Winchester Star



Winchester Police Officer Rice and Handley Graduate Marquis Faust
Photo Credit: Winchester PD

WORK-BASED LEARNING PARTNER: TOTAL REMODELING SYSTEMS

WINCHESTER — Nyles Cassimere, a recent Handley High School graduate, has grown to love carpentry and the idea of possibly having his own construction company. He discovered his passion for construction in Winchester Public Schools.

Cassimere took two carpentry classes at Handley High School and then participated in work-based learning programs in the school division's new Emil and Grace Shihadeh Innovation Center. Cassimere was one of 170 Handley students who participated in some sort of programming at the Innovation Center during its first year of operation, according to WPS Work-Based Learning Coach Sara Weinstein. Part of Weinstein's job is to connect with local business owners and help students connect with them. She also helps students with job shadowing opportunities and internships.

Total Remodeling Systems CEO John Willingham, who hired Cassimere, served on Winchester City Council when the Innovation Center initiative was in its infancy. He now employs two of its students. "Not every kid wants to go to college, and we saw kids who lived in our community or who wanted to be in our community but didn't have a pathway for success," Willingham said. "So, to be able to be part of that original plan and now to hire guys into our system, it's so fulfilling. It feels great to be a part of this and to see these opportunities open up for students."

-Excerpts from article by Matt Welch, The Winchester Star

Total Remodeling Systems CEO John Willingham, Handley Graduate Nyles Cassimere, and Work-Based Learning Coach Sara Weinstein



CAPITAL IMPROVEMENTS

DIGITAL READERS:
Visit our website to view the full [Capital Improvement Plan](#)

\$9.3 MILLION COST OF 21-22 CAPITAL PROJECTS

\$60 MILLION FUNDING NEEDED FOR FUTURE CAPITAL PROJECTS

EGSIC OPEN - AUGUST 2021

The cutting-edge Emil and Grace Shihadeh Innovation Center was completed in time for the start of the 21-22 school year. EGSIC, a \$17 million facility, prepares students and community members for the skilled workforce of tomorrow. This joint venture with Laurel Ridge Community College and local industry partners provides Career & Technical Education (CTE) and core academic courses to students in an interdisciplinary environment.



CAO SOLD - JUNE 2022

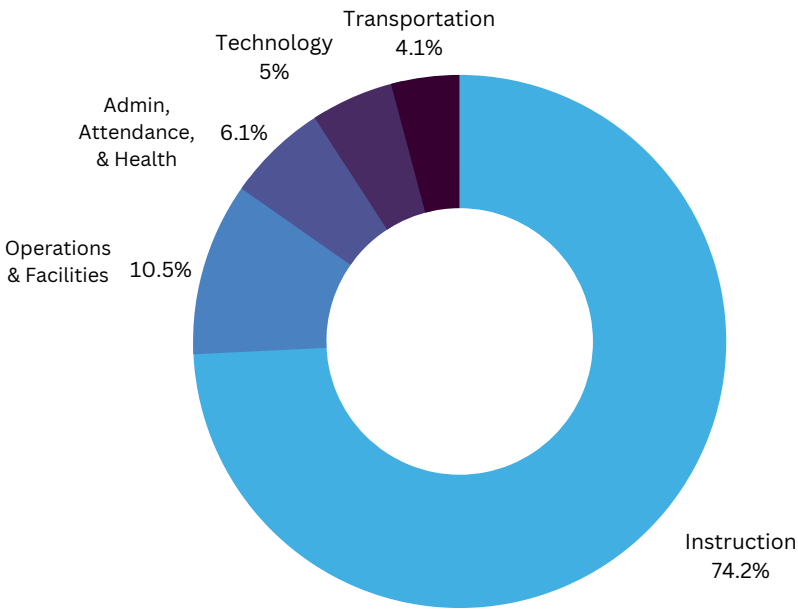
The 11,340-square-foot building that houses the WPS Central Administrative Offices at 12. N. Washington St. was sold for \$1.85 million in June 2022 by Winchester City Council. WPS is currently leasing the building until the renovation of the historic Douglas School is complete. Photo Credit: JEFF TAYLOR / The Winchester Star

DOUGLAS SCHOOL RENOVATIONS

Renovations continue at the historic Douglas School at 598 N. Kent St. The Douglas School educated Black students from the city of Winchester and surrounding counties from 1927 to 1966. Douglas School Alumni have been a key part of the renovation, projected to be complete in December 2022. The \$15.4 million renovation includes an exhibit hall that will share the building's story, a community meeting space, and the WPS central offices.



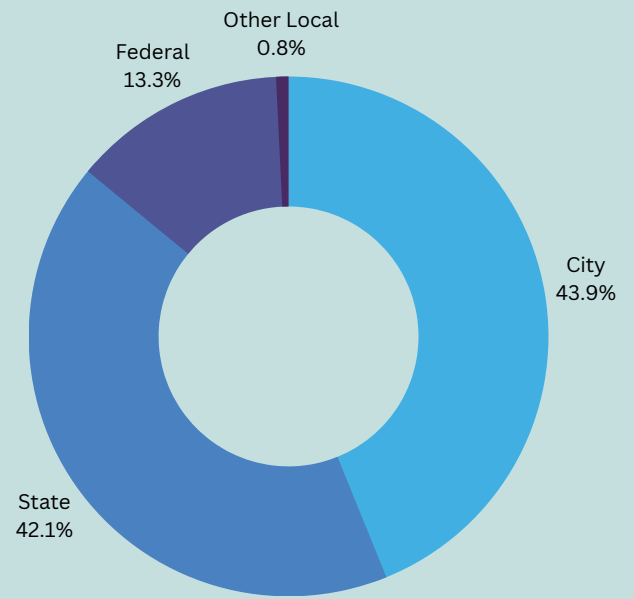
FY 2023 BUDGET PROCESS



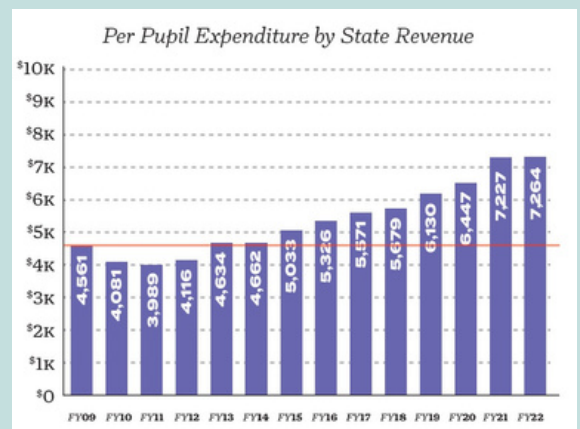
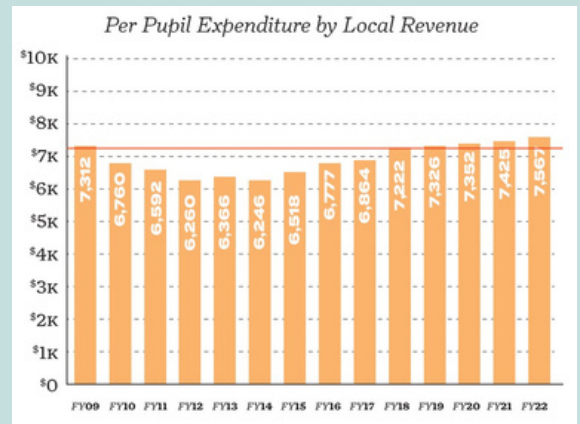
FY23 OPERATING EXPENDITURES

FY23 REVENUE

Total Budget: \$103,860,624



Historical Local vs State Per Pupil Funding



Nearly 3/4 of the operating budget goes toward instruction

PAY INCREASES

PAY INCREASES WERE A TOP PRIORITY DURING THE FY23 BUDGET CYCLE.

5%

cost of living increase for all employees

25%

pay increase for substitute teachers & nurses

10%

pay increase for bus drivers & aides

7%

pay increase for teaching assistants

7%

pay increase for school nurses & psychologists

DIGITAL READERS:

Visit <https://bit.ly/3rEuKd3> to view the FY23 Budget Book



OUR SCHOOL BOARD



Pictured from left

Axel Vega-Mancinas	Student Representative
Vincent Di Benedetto III	Interim, At Large
Michael Birchenough	Ward 1
Carmen Crawford	Ward 2
Elyus Wallace	Ward 3
Jason Van Heukelum	Superintendent
Marie Imoh (Chair)	Board Chair, At Large
Bryan Pearce-Gonzales	Board Vice-Chair, Ward 4
Alivia Ricci	Student Representative
Erica Truban	At Large

BOARD MEETINGS

Board meetings are usually held on the second and fourth Mondays of each month at 6 p.m. For additional info, visit the WPS website:

<https://www.wps.k12.va.us/domain/58>



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