

**BOLDLY GO 2025**

**SEPTEMBER 2020 - 2025**





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# TO BOLDLY GO...

*Letter from the*

## EXECUTIVE DIRECTOR

**"TO BOLDLY GO...."** was the tagline from the original Star Trek TV series and was the mission statement of the famed five-year mission of the Starship Enterprise. This persuasive yet straightforward call to action has ignited imaginations, inspired millions, and fueled many innovations and initiatives over the years. Fast forward to the present day, this call to action continues to energize many to blaze new paths, seek new opportunities, and adapt to meet current and future challenges. Boldly Go 2025: A Strategic Plan for the Future is our collective vision and call to action for the 21st century. Through the culmination of countless hours spent analyzing data, learning from trends, and listening and collecting stakeholder feedback, we are proud to present to you our bold, stakeholder-driven vision for New Horizons Regional Education Centers.

Throughout this plan, you will see a new vision, mission, theory of action, and strategic priorities that will inform our work and shape our future. More than just a set of words and statements, this document outlines our bold course forward as one team and one organization.

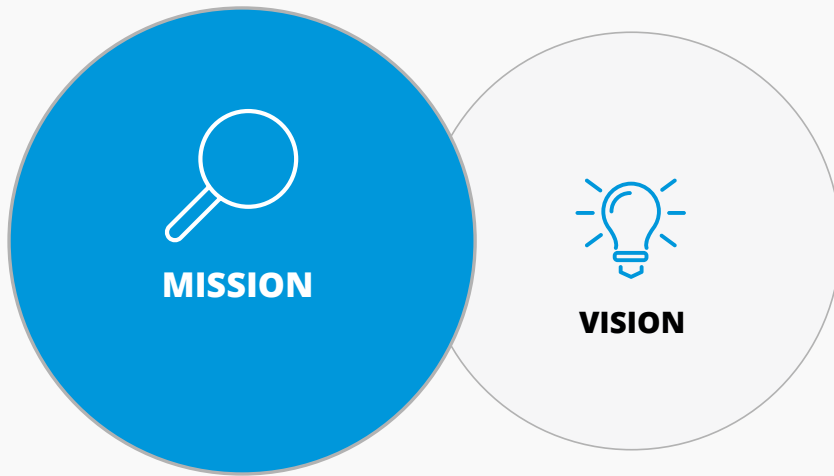
The goals, initiatives, and action steps that will bring our priorities to life will usher in a new era for our organization and provide a clear and concise mission that will increase student opportunity and encourage organizational innovation. Our strategic plan is a dynamic and living document that will change and evolve as we define strategies and actions that support our fierce commitment to ensuring all students will graduate from New Horizons with more than an ordinary high school experience. Our graduates will leave with illuminated minds, ignited passions, and futures rich in purpose, agency, choices, and opportunities.

I look forward to working with you throughout our five-year mission ahead. Let us go boldly together!

A handwritten signature in blue ink that reads "Casey M. Roberts".

**Casey M. Roberts, Ed.S.**  
**Executive Director**





**MISSION:** New Horizons trains and educates a competitive, future-ready workforce that is college and community ready.



**VISION:** New Horizons is a premier regional education organization that aspires to be a model for the Commonwealth and the country offering specialized programming to create empowered individuals and a world-class workforce.



**IF NEW HORIZONS REGIONAL EDUCATION CENTERS EMBRACES A MINDSET WHERE:**

- 1. Career readiness is intentional and creative;**
- 2. Learning experiences are rigorous and engaging and;**
- 3. A culture of collaboration drives innovation;**

**Then every student has an opportunity to explore, discover, and strengthen their skillset to be career and community ready.**

**WE ARE GOING  
BOLDLY.**

**#WeAreNewHorizons**

# BY THE NUMBERS:



5

CAMPUSES

## Campuses

- Butler Farm Campus
- Woodside Lane Campus (Bldg A)
- Woodside Lane Campus (Bldg B)
- Kiln Creek Elementary School--*Center for Autism Campus*
- Yorktown Middle School--*Center for Autism Campus*



7

PROGRAMS

## Programs

- Career and Technical Education Center
- Governor's School for Science and Technology
- Center for Autism
- Newport Academy
- Center for Apprenticeship and Adult Training
- Youth Workforce Center
- Family Counseling Center

**81**  
**CLASSROOM  
TEACHERS**

**42**  
**PART TIME INSTRUCTORS**  
*(Center for Apprenticeship and Adult Training)*

**18**  
**DISTRICT STAFF  
& LEADERSHIP**  
*(Administration, Finance,  
HR, Specialists, etc.)*

**14**  
**OPERATIONS  
SUPPORT STAFF**  
*(Custodians, Maintenance  
Personnel, Technology, etc.)*

**108**  
**CAMPUS SUPPORT STAFF**  
*(Teacher Assistants, Administrative Support, Nurses, etc.)*



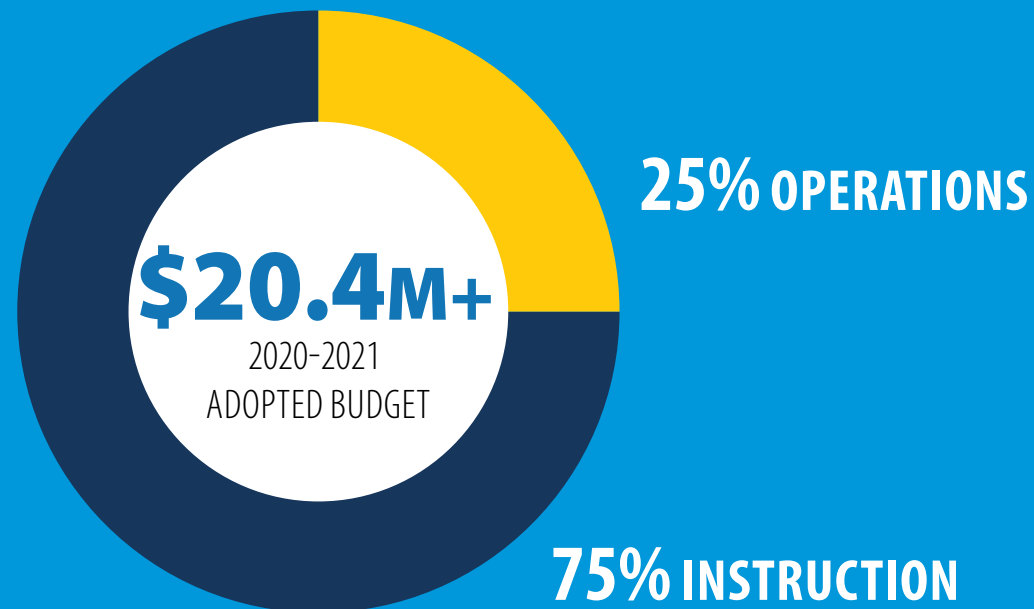
**1500+**  
**K-12 STUDENTS  
SERVED ANNUALLY**

**800+**  
**ADULT LEARNERS  
SERVED ANNUALLY**



**\$750K+**

**RAISED SINCE 1991 FOR STUDENT  
SCHOLARSHIPS AND HONORARIUMS**



# STRATEGIC PLAN DEVELOPMENT TIMELINE

**2019**

**JULY - SEPTEMBER**

**Phase One:  
Strategic Thinking**



**JULY - SEPTEMBER**

**NHREC Leadership Team  
Planning Objective**

- Establish Strategic Goals
- Future Protocol: Vision Casting (every program)
- Engage faculty/staff to give input about vision and mission
- Engage current students/alumni to give input about vision and mission
- Review Vision, Mission, and Core Values to realign with strategic goals.
- Each program will create SY 19-20 SIP Goals that start aligning with strategic goals.
- Review existing strategic plans for crossover and potential alignment
  - CTE Master Plan
  - GSST Strategic Plan

**2019**

**OCTOBER - DECEMBER**

**Phase Two: Planning the Work**



**OCTOBER - DECEMBER**

**NHREC Leadership Team  
Planning Objective**

- Establish program-specific Strategic Planning Focus Groups (to include teachers, students, parents, stakeholders)
- Review information gathered during phase one.
- NHREC Executive Committee will review progress at every monthly meeting
- Discuss/Identify student achievement indicators to measure success
- Executive Director will meet with student focus groups from CTE and GSST.





**2020**

**JANUARY - JULY**

**Phase Three: Engaging Stakeholders  
Designing the Plan**

**2020**

**SEPTEMBER**

**PHASE FOUR  
EXECUTION**

## **JANUARY**

**NHREC Leadership Team  
Planning Objective**

- Identify measurable goals, initiatives, and action steps by program departments
- Establish a meeting schedule with stakeholders

## **FEBRUARY**

**NHREC Leadership Team & Stakeholders  
Focus Groups Planning Objective**

- Continue to align, develop, and seek feedback on action steps that correspond with measurable goals.

## **MARCH - MAY**

**NHREC Leadership Team & Stakeholders Focus Groups Planning Objective**

- Meet with Stakeholders Focus Groups to develop initiatives and actions steps to meet the measurable goals
- Align support plans with measurable goals from each program department.
- Develop strategies and key actions

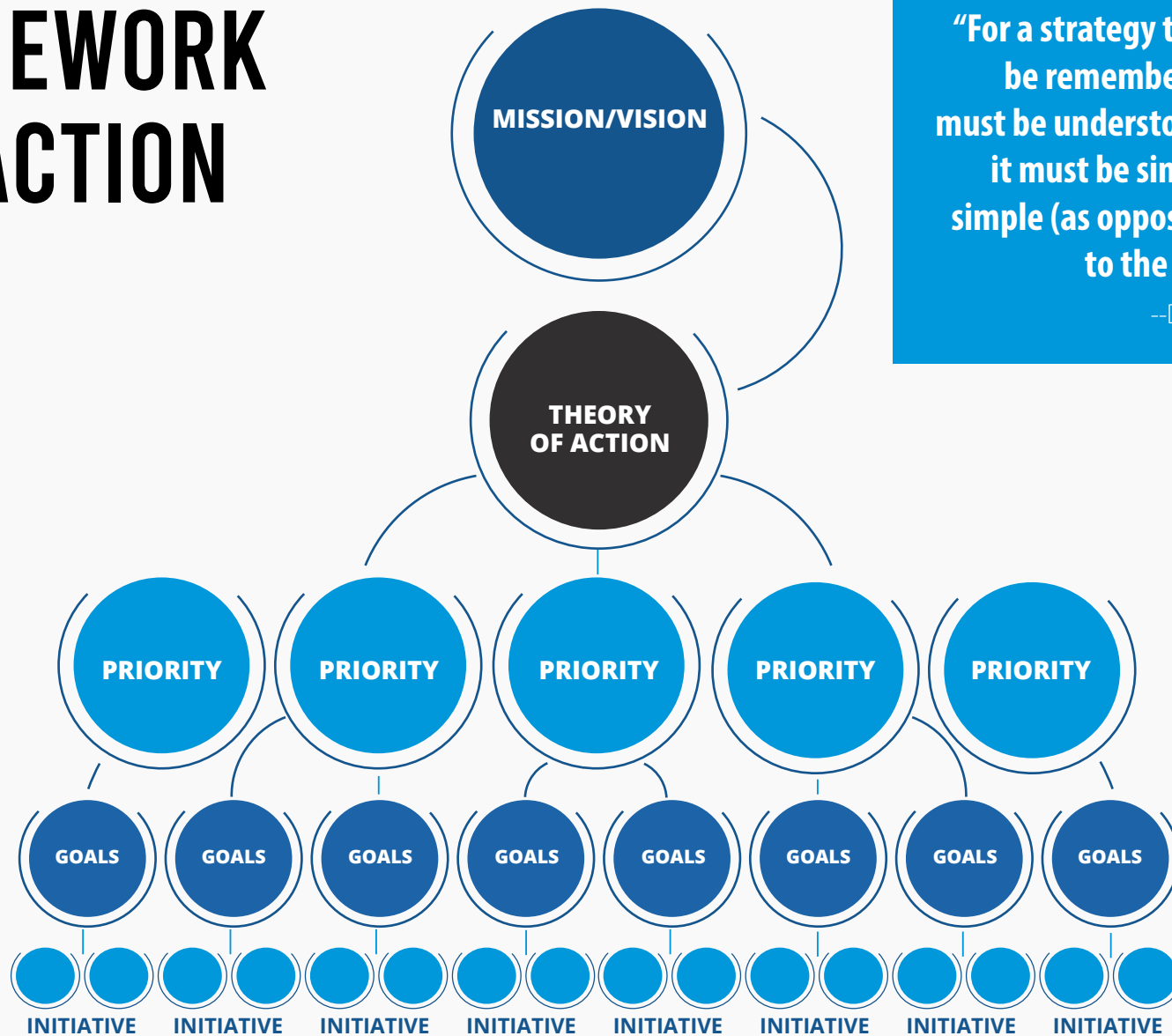
## **JUNE - JULY**

**NHREC Leadership Team Planning Objective**

- Finalize plan
- Develop a benchmark and execution plan



# FRAMEWORK FOR ACTION



**“For a strategy to influence action, it must be remembered. To be remembered, it must be understood. And to be understood, it must be simple. Keeping the complex simple (as opposed to simplistic) is the key to the art of successful strategy”.**

--Donald Sull, Professor, London Business School

This graphic represents the DMGroup Strategic Planning Framework: Connecting Mission/Vision to Implementation.

### MISSION/VISION

Mission and Vision statement articulates the purpose, defines objectives and highlights the aspirations for the organization.



### THEORY OF ACTION

The theory of action articulates a set of beliefs, policies, and practices as to how the organization's vision can be achieved.

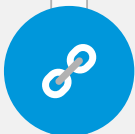


### PRIORITIES

Priorities are broad, thematic areas of focus that articulate how the organization will concretely support the vision and theory of action.

### GOALS

Goals are measurable targets related to the organizations priorities. These well-defined and quantified goals ensure that objectives are clear, and progress can be tracked.



### INITIATIVES

Initiatives are specific projects related to each priority that will help to achieve the measurable goals. While the vision, theory or action and the priorities articulate the "what", the initiatives articulate the "how".



### ACTION STEPS

Action steps are an articulation of what steps need to occur, by when and by whom.

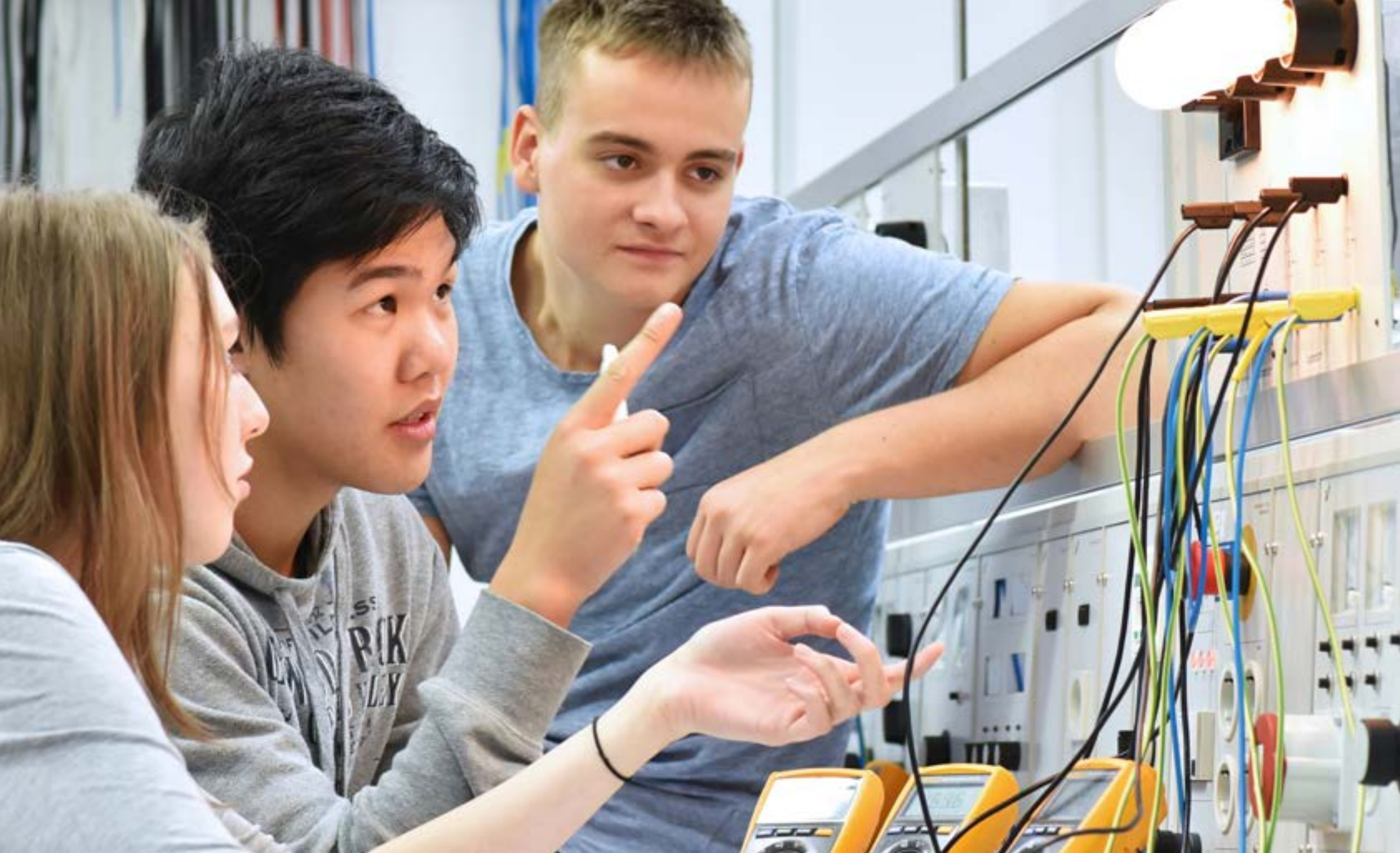
**MAKING IT  
ALL WORK  
TOGETHER**

**"A simple, clear, and coherent strategic plan is most powerful in guiding action throughout the organization".**

(Kim & Parashar, 2016)









# FIVE STRATEGIC PRIORITIES



## EQUITY

Foster a culture of equity and eliminate barriers to student success.



## EXPERIENCE

Create a culture of innovation and leadership within a dynamic and responsive teaching and learning experience. Empower students to explore, discover, and enhance their skills and talents through a rigorous and relevant course of study.



## ENGAGEMENT

Connect and empower through multiple venues and platforms to reach all stakeholders to share our story and opportunities.



## COLLABORATION

Encourage program collaboration and leverage external opportunities to create organizational cohesion, synergy, and increase capacity.



## CAREER READINESS

Focus on the preparation of students for career, college, and life.



# GOALS AND INITIATIVES



## EQUITY

**GOAL 1:** Strengthen community, business, and staff partnerships across all programs.

**Initiative 1:** Create a plan to develop scholarships and WBL opportunities to help w/ the cost of program fees.

**Initiative 2:** Increase outreach to students, parents, community and business partners, and other stakeholders.

**Initiative 3:** Conduct an annual staff climate survey to include equity issues.

**Initiative 4:** Explore additions and revisions to existing CTE program offerings to better fit industry needs.

**GOAL 2:** Expand staff development opportunities on equity.

**Initiative 1:** Engage in Safe Schools diversity awareness, bullying, and harassment training for CTE staff to create awareness and gain tools to help diffuse situations effectively.

**Initiative 2:** Revise the Teacher Training Program to include equity topics such as (a) special education, (b) English Language Learners, (c) combat bias, (d) prejudice and discrimination, and (e) respect and appreciation for diversity and difference.

**GOAL 3:** Expand the nontraditional enrollment across all programs.

**Initiative 1:** Leverage available resources such as the Virginia Chamber of Commerce and sponsored programs such as Spotlight on the Peninsula, Coffee Connection, Pink Bag Lunch for Females, and Women's Leadership Forum.

**Initiative 2:** Highlight nontraditional populations on a variety of media.

**Initiative 3:** Ensure that hallways (wall signage) and classrooms are welcoming and inclusive.



## ENGAGEMENT

**GOAL 1:** Link and improve academic and career counseling support.

**Initiative 1:** Host School Counselor Breakfast event to engage in the oversight, buy-in, and support of CTE programs.

**Initiative 2:** Attend school system counselor meetings to provide course updates and targeted professional development.

**Initiative 3:** Develop an orientation process for new school counselors about CTE programs.

**Initiative 4:** Utilize Career Specialists to connect with Career Counselors in each participating district.

**GOAL 1:** Communicate the Career and Technical Education Center Story of Success.

**Initiative 1:** Create an internal Branding Committee (an assortment of faculty, student, and other stakeholders) to assist with developing strategy across New Horizons.

**Initiative 2:** Develop an annual marketing plan during the summer to implement for the following school year.

**Initiative 3:** Evaluate and improve student recruitment and retention procedures.



## EXPERIENCE

**GOAL 1:** Provide an industry-relevant real-world education to ensure students are employable and career ready.

**Initiative 1:** Market the benefits of active memberships in Career & Technical Student Organizations (CTSOs).

**Initiative 2:** Expand the number of work-based learning and apprenticeship opportunities.

**Initiative 3:** Expand the role of Student Ambassadors.

**Initiative 4:** Explore opportunities to expose students to a technology-infused curriculum by developing blended learning CTE courses.

**Initiative 5:** Integrate personal finance literacy and basic concepts of entrepreneurship within the CTE curriculum.

**Initiative 6:** Create a coordinated instructional delivery system for employability skills instruction.

**Initiative 7:** Research and implement online resources as a supplement to the CTE curriculum.

**Initiative 8:** Differentiate Advanced Technical Careers Academy experience.

**GOAL 2:** Expand the offering of industry certifications, licenses, and other credentials valued by employers.

**Initiative 1:** Restructure Program Advisory Councils into Cluster Advisory Councils.

**Initiative 2:** Cluster Advisory Groups will provide assistance to gain VDOE approval of industry-recognized credentials and certifications.

**Initiative 3:** Student completers will be occupationally competent as measured by industry credential scores.

**GOAL 3:** All teachers will be Project-Based Learning (PBL) trained and will actively implement PBL into practice.

**Initiative 1:** Devise a CTE PBL training implementation plan.

**Initiative 2:** Implement PBL into each program curriculum.



## COLLABORATION

**GOAL 1:** Equip CTE staff with tools to provide students with an industry-relevant real-world education that is personalized, innovative, and stimulating through ongoing, demand-driven professional development.

**Initiative 1:** Develop a Teacher Summer Externship Program with local businesses.

**Initiative 2:** Create a Professional Learning Committee to implement common CTE program goals.



## CAREER READINESS

**GOAL 1:** Provide clear pathways to post-secondary education and employment.

**Initiative 1:** Advisory Councils work w/ teachers to create clear K-12 to Post Secondary pathways (Brochure, visual representation, etc.).

**Initiative 2:** Create summer enrichment opportunities to increase student exposure in career and technical programs.





# GOALS AND INITIATIVES



THE GOVERNOR'S SCHOOL  
for  
SCIENCE AND TECHNOLOGY



## EQUITY

**GOAL 1:** Increase the representation of traditionally underrepresented students.

**Initiative 1:** Conduct information sessions about the Governor's School for relevant stakeholders.

**Initiative 2:** Expand online information about Governor's School

**Initiative 3:** Employ a screening and application process to increase diversity

**Initiative 4:** Expand capstone/mentorship options to include design projects, competitions, entrepreneurship, etc. as a possible alternative to a traditional research project to enhance the experience for all students and to ensure equitable access to the capstone experience for all students



## ENGAGEMENT

**GOAL 1:** Students, Parents, Community stakeholders, and Businesses will have a better understanding of the services and opportunities offered at New Horizons.

**Initiative 1:** Revise website to provide more information about program, application process, activities, overall student experience, awards, and recognition.

**Initiative 2:** Create a Scientific Advisory Board comprised of members of leading educational and research organizations, businesses, and mentorship partners on the Virginia Peninsula.

**GOAL 2:** Increase stakeholder engagement with a digital footprint of GSST.

**Initiative 1:** Continue to utilize CANVAS to create a complete digital curricular platform

**Initiative 2:** Design all courses to be capable of being taught as hybrid and virtual models



## EXPERIENCE

**GOAL 1:** Enhance student input on curriculum, policy, and school culture.

**Initiative 1:** Enhance student input on curriculum, policy, and school culture

**Initiative 2:** Expand the role of the Student Advisory Board

**GOAL 2:** Expand the role of the Student Advisory Board.

**Initiative 1:** Collect data about post- Governor's School college and career outcomes for students.

**GOAL 3:** Collect data about post- Governor's School college and career outcomes for students.

**Initiative 1:** Share information about Individually Differentiated Math Placement (ALEKS) and Progression to STEM and Gifted Audiences.

**GOAL 4:** Disseminating GSST Best Practice for Individually Differentiated Math Placement and Progression to STEM and Gifted Audiences.

**Initiative 1:** Utilize an existing college-level Data Science course as a framework to develop an interdisciplinary GSST Data Science course.





## COLLABORATION

**GOAL 1:** Leverage knowledge and personnel from local universities to enhance GSST.

**Initiative 1:** Partner with Psychology and School Counseling Program at the College of William and Mary to fund a 10 hr/week graduate assistantship at GSST

**Initiative 2:** Partner with ODU PACE (Program Acceleration for Collegiate Entrepreneurship)

**GOAL 2:** Leverage knowledge of faculty to enhance STEM laboratory facilities

**Initiative 1:** Involve faculty of all strands in the design and utilization of EDIE Lab.



## CAREER READINESS

**GOAL 1:** Expand students' knowledge of college and career options.

**Initiative 1:** Expand students knowledge of career options

**GOAL 2:** Maintain and expand dual enrollment credit opportunities.

**Initiative 1:** Ensure GSST faculty are dual-enrolled eligible

**Initiative 2:** Maintain dual enrollment credit opportunities.





# GOALS AND INITIATIVES



## EQUITY

**GOAL 1:** NA and CFA will develop relationships through PBIS that support and foster social and emotional needs to ensure individual student success.

**Initiative 1:** CFA and NA will establish an equity committee to review equity in practices using the PBIS program.

**Initiative 2:** CFA and NA will develop and conduct a needs assessment (PBIS Survey) to determine focus areas in equitable practices and Social Emotional Learning.

**Initiative 3:** CFA and NA staff will receive ongoing professional development on the 5 Core Competencies of Social Emotional Learning (self-awareness, self-management, responsible decision-making, relationship skills, and social awareness) and effective implementation of (PBIS) practices in the classroom.

**Initiative 4:** Utilize job-embedded coaching (collaborative teams with regular dedicated time within the teacher workday) to enhance instructional practices with a focus on equity and Social Emotional Learning.

**GOAL 2:** NA and CFA teachers will effectively utilize High Leverage and Evidenced Based Practices (EBP) in their daily instructional routines.

**Initiative 1:** Classroom teachers ensure that all students are able to see their lives, histories, cultures, and home languages incorporated into the classroom environment and instructional practices.

**Initiative 2:** Lesson plans will delineate efforts to increase engaging instruction to reduce the opportunity (achievement) gap



## ENGAGEMENT

**GOAL 1:** NA and the CFA will collaborate with all stakeholders to increase engagement.

**Initiative 1:** Survey stakeholders to determine the most effective ways of increasing involvement and expanding partnerships.

**Initiative 2:** Use effective communication tools to share program information and data with stakeholders in a timely manner (i.e. Peach Jar, social media, Remind, etc).

**Initiative 3:** Schedule quarterly meetings with stakeholders to improve effective communication and partnering skills.

**GOAL 2:** NA and CFA staff will work with stakeholders to improve student supports and engagement.

**Initiative 1:** Develop strategies to improve student attendance.

**Initiative 2:** Develop after-school family engagement activities that will incorporate social and academic activities.

**Initiative 3:** Create a volunteer program.



## EXPERIENCE

**GOAL 1:** NA and CFA teachers will effectively utilize High Leverage and Evidenced Based Practices (EBP) in their daily instructional routines.

**Initiative 1:** Staff will implement collaborative practices to build effective relationships and create a better understanding of student needs.

**Initiative 2:** Peer observations will be conducted quarterly to allow staff to observe and provide feedback on the implementation of high leverage and evidenced-based practices.

**Initiative 3:** Increase student achievement through quality instruction with an authentic and viable curriculum.

**GOAL 2:** NA and the CFA staff will ensure student-centered learning is cooperative, collaborative, and community-oriented.

**Initiative 1:** Increase stakeholder knowledge of local community colleges, 4-year colleges, and community-based organizations that provide opportunities, resources, and support for individuals with disabilities and families/students.

**Initiative 2:** Increase access to meaningful post-secondary opportunities for students with disabilities and their families.



## COLLABORATION

**GOAL 1:** NA and CFA staff will work with stakeholders to develop a virtual and mobile Parent Resource Center to improve family and community involvement in school.

**Initiative 1:** Establish a Parent Resource Center.

**Initiative 2:** Coordinate Center Activities.

**GOAL 2:** Increase cohesiveness and growth mindset between CFA and NA programs through the development of a shared vision.

**Initiative 1:** Develop a vision and mission statement for CFA and NA programs.

**Initiative 2:** Incorporate the vision and mission into organizational goals and objectives and professional development.



## CAREER READINESS

**GOAL 1:** All students will demonstrate Career, Vocational/Functional, or College readiness proficiency (at their individual functioning levels).

**Initiative 1:** Collaborate with Career and Tech Centers to explore various opportunities for students to participate in vocational education programs to increase post-secondary employment opportunities

**Initiative 2:** Collaborate with Career and Tech to create work-based and/or simulated work-based learning experiences

**GOAL 2:** NA and CFA will develop a portrait of a graduate that aligns with the VDOE portrait of a graduate.

**Initiative 1:** Increase opportunities for students with disabilities to obtain work skills to become competitively employed



# GOALS AND INITIATIVES



CENTER  
for  
APPRENTICESHIP &  
ADULT TRAINING



## EQUITY

**GOAL 1:** The CFAAT Business Advisory, administration, and stakeholders will collaborate to create courses and pathways that lead to employment opportunities for non-traditional students.

**Initiative 1:** Create 2-3 “women-centered” trade classes (with an enrollment of 10 or more) annually.

**Initiative 2:** Register 8 to 10 veterans utilizing GI Bill or Post-911 funding annually (when available).

**Initiative 3:** Work with public agencies to create more “on-site” or “on-line” training opportunities for students who cannot attend evening class.



## ENGAGEMENT

**GOAL 1:** CFAAT will work with regional school districts and other agencies in the “757” and attend Career & Post-Secondary Education Fairs.

**Initiative 1:** Attend 2 to 4 Career & Education Fairs PER school year PER School Division.

**Initiative 2:** Conduct two stakeholder surveys annually (End of 1st semester and end of 2nd semester) to collect baseline and growth data on stakeholder satisfaction of the program.

**Initiative 3:** Explore alternative training models on campus and off-campus to include: Internships, Distant Learning, and Web-based applications.



## EXPERIENCE

**GOAL 1:** Ensure that the courses of study properly align with industry standards.

**Initiative 1:** Partner with accrediting agencies and utilize the most recent courses of study (industry-based credential/State Apprenticeship Related Instruction).

**Initiative 2:** Expand Online Learning Options





## COLLABORATION

**GOAL 1:** Increase student enrollment numbers within areas of new collaboration.

**Initiative 1:** Nurture and create partnerships with regional Business sponsors.

**Initiative 2:** Capture potential students on the southside through the Virginia Career Works Board.

**Initiative 3:** Work with local media outlets to create advertisements that continue to deliver course offerings to the region.

**GOAL 2:** Work collaboratively with the High School CTE programs to leverage and expand the Good Life Solution program with potential employers and adult students.



## CAREER READINESS

**GOAL 1:** Leverage Business Sponsors to Engage Potential Students.

**Initiative 1:** Engage 3 to 5 Apprenticeship or Technical Training Sponsor partners to attend career fairs/GLS events over the lifespan of the plan.

**Initiative 2:** Work with CTE high school to build work-based learning opportunities with business partners

# GOALS AND INITIATIVES



## EQUITY

**GOAL 1:** YWC will enroll at least 110 new participants.

**Initiative 1:** Create an advisory group of industry professionals, students and parents to participate in developing a viable and workable strategic plan for the next five years

**Initiative 2:** Build community relations with community leaders, faith-based organizations.

**GOAL 2:** Enroll 85 Out of School Students.

**Initiative 1:** Develop Strategies to reach untapped populations to inform about programs offered at YWC.

**Initiative 2:** Improve program retention by 4% each program year

**GOAL 3:** Enroll 25 In School Students.

**Initiative 1:** Partner with identified representatives from each school division, students and parents



## ENGAGEMENT

**GOAL 1:** Have a greater social media presence.

**Initiative 1:** Maximize the utilization of Twitter, Facebook, and Instagram

**GOAL 2:** Build community relations and increase the reach of the YWC program offerings.

**Initiative 1:** Distribute YWC newsletter throughout the community

**Initiative 2:** Meet with community leaders and faith-based organizations



## EXPERIENCE

**GOAL 1:** Engage students in self-reflective and exploratory activities that will enhance career readiness and strengthen the development of professional skills.

**Initiative 1:** Provide training in building self-efficacy and personal responsibility regarding their own learning.

**GOAL 2:** Provide more project-based experiences.

**Initiative 1:** Each class will select a project that culminates their progress and skills during the course.

**Initiative 2:** Improve student confidence in verbal communication and presentation skills.





## COLLABORATION

**GOAL 1:** Participate with the Career and Technical Education program and Center of Apprenticeships and Adult Training on events and activities.

**Initiative 1:** Assist with Community Service Projects.

**Initiative 2:** Develop a “Signing Day” program based on the GLS model for Out of School Students.



## CAREER READINESS

**GOAL 1:** Deliver Career and Life Specific workshops.

**Initiative 1:** Host Resume, Mock Interview, Career Exploration, and financial literacy workshops.

**Initiative 2:** Partner with the Good Life Solution program to connect partnership opportunities for YWC In School Students.

**Initiative 3:** Schedule college tours and FAFSA workshops.





# GOALS AND INITIATIVES



## EQUITY

- GOAL 1:** Develop an online paperless referral system.
- GOAL 2:** Conduct an annual equity assessment to ensure identified barriers are addressed and eliminated.



## ENGAGEMENT

- GOAL 1:** Increase the number of families served by 25% through increased outreach to schools, community agencies, and other collaborative partners.
- GOAL 2:** Continue to expand virtual meeting options.



## EXPERIENCE

- GOAL 1:** Create an online resource center for families which will include strategies for enhanced family communication, parenting interventions, school/family collaboration approaches, and connection to area agencies for additional support.



## COLLABORATION

- GOAL 1:** Collaborate with three new community partners in increasing and innovating wraparound service delivery.





## NEW HORIZON REGIONAL EDUCATION CENTERS TRAINS AND EDUCATES A FUTURE READY WORLD-CLASS WORKFORCE

By engaging all students *(of various ability levels)* in **PERSONALIZED AND AUTHENTIC SPECIALIZED PROGRAMMING** that supports the development of **EACH** student through a **CULTURE OF INNOVATION** & across rigorous **LEARNING EXPERIENCES** to ensure that **ALL** New Horizon graduates successfully

**DEVELOP CAREER READY SKILLS:**  
**CRITICAL THINKER | SAVVY COMMUNICATOR | THOUGHTFUL COLLABORATOR | CREATIVE | REFLECTIVE**

**AND LEAD IN A DIVERSE GLOBAL COMMUNITY**  
**EMPATHETIC | SERVICE-ORIENTED | EMPOWERED | ADAPTABLE | COURAGEOUS**



A. Center for Autism, Yorktown Middle School  
11201 George Washington Highway  
Yorktown, VA

B. Woodside Lane Campus CTE-Bldg A, and  
Center for Autism/Newport Academy-Bldg-B  
13400 Woodside Lane  
Newport News, VA

C. Center for Autism, Kiln Creek Elementary School  
1501 Kiln Creek Parkway  
Newport News, VA

D. Butler Farm Campus  
520 Butler Farm Rd,  
Hampton, VA

## Board of Trustees

James Kelly, *Board Chair*  
*Williamsburg/JCC Public Schools*

Reginald Woodhouse, *Vice Chair*  
*Hampton City Public Schools*

Elisa Nelson  
*Gloucester County Public Schools*

Marvin Harris  
*Newport News Public Schools*

Michelle Sheeler  
*Poquoson City Public Schools*

Sean Myatt  
*York County School Division*

## Superintendents

Dr. Walter R. Clemons,  
*Superintendent-In-Charge*  
*Gloucester County Public Schools*

Dr. Jeffery Smith  
*Hampton City Public Schools*

Dr. George Parker  
*Newport News Public Schools*

Mr. Arty Tillett  
*Poquoson City Public Schools*

Dr. Olwen Herron  
*Williamsburg/JCC Public Schools*

Dr. Victor Shandor  
*York County School Division*

## NHREC Leadership Team

Casey M. Roberts, *Executive Director*

Kimberly Bracy, *Executive Assistant/Clerk of the Board*

Mary Piatak, *Director of Finance*

Terry Stanton, *Director of Facilities*

Crystal Taylor, *Network Administrator*

Dewey Ray, *Principal, Butler Farm Campus*

Nicole Stephens, *Principal, Woodside Lane Campus*

Chester Hall, *Assistant Principal, Woodside Lane Campus*

Vikki Wismer, *Director, Governor's School for Science and Technology*

Angel Grant, *Director of Special Education*

Dr. Joy Richardson, *Coordinator, Center for Autism*

Anthony Grimes, *Coordinator, Newport Academy*

Leann Sorrell, *Coordinator, Center for Autism*

Edward "Kip" Eure, *Program Director,*  
*Center for Apprenticeship and Adult Training*

Valencia Huggins, *Program Coordinator, Youth Workforce Center*

## SERVING SIX GREATER PENINSULA SCHOOL DIVISIONS



WILLIAMSBURG  
JAMES CITY COUNTY  
PUBLIC SCHOOLS





# BOLDLY GO 2025

STRATEGIC PLAN FOR THE FUTURE



ILLUMINATING MINDS, IGNITING PASSIONS, SHAPING FUTURES

