STRATEGIC PRIORITIES & PLANNING ROADMAP

Berkeley County Schools

Berkeley County Schools (BCS) is prioritizing strategic planning and has partnered with Hanover Research to manage a series of research projects and engage the community in the strategic planning process. The following timeline highlights progress to date and upcoming steps to refine and strengthen the plan over the next year.

OUR STARTING POINT

100 TALKS IN 100 DAYS
FALL 2024

SUPERINTENDENT'S STAKEHOLDER SURVEY
FALL 2024

LISTEN AND LEARN SESSIONS
WINTER 2024

WV LEARNING ENVIRONMENT SURVEY
SPRING 2025

THE DISTRICT'S EMERGING PRIORITIES FOR THE STRATEGIC PLAN

- TEACHER RECRUITMENT AND RETENTION
- CURRICULUM QUALITY
- SCHOOL SAFETY

FORMING STRATEGIC PLANNING COMMITTEES
SUMMER 2025

ADDRESSING STRATEGIC PRIORITIES WITH TEAMWORK

BCS established the following committees to support the district's strategic priorities, implement the research projects outlined in the following pages, and integrate data throughout the planning process.

EXECUTIVE COMMITTEE
5-7 Members
Guiding discussions and focus of the strategic planning process.

STRATEGIC PLANNING COMMITTEE
30-35 Members
Engaging in workshops to develop the Strategic Plan.

Depending on roles, the committees will meet at these planned workshop dates:

- September 10, 2025
- January 20, 2026
- March 2026
- Monthly consultations between Superintendent and Executive Committee

STRATEGIC PRIORITIES DIAGNOSTIC
SUMMER 2025

QUESTIONS ANSWERED

- What are key priority areas for BCS as identified by their leadership team and school board?
- What is the perceived performance in each key priority area as identified by school and district administrators, and school board members?

FINDINGS FROM THE DIAGNOSTIC

In partnership with Hanover, BCS administered a district-wide survey to gather perceptions from board members, as well as district and school leadership, regarding the district's key priority areas. The findings below indicate identified ***performance areas of focus.***

KEY STAKEHOLDERS & DATA SOURCES



BOARD MEMBERS



DISTRICT AND SCHOOL LEADERS

Identified Performance Areas:

- Teacher Recruitment & Retention
- Curriculum Rigor
- School Culture & Climate
- Multi-Tiered Supports
- Family & Community Engagement

OUR JOURNEY AHEAD

STUDENT OUTCOMES DATA ANALYSIS
FALL 2025

Using student data, BCS and Hanover will identify gaps and trends in academic and behavioral outcomes across the district and explore what differences, if any, exist in student outcomes.

QUESTIONS TO ANSWER

- What are the trends in student outcomes?
- What differences in academic outcomes exist across student groups?

KEY STAKEHOLDERS & DATA SOURCES



STUDENT DATA

WVDE STUDENT LEARNING ENVIRONMENT SURVEY
WINTER 2026

As part of a continued effort to ensure all voices are heard, BCS will gather perception data from stakeholders about the learning and teaching environment as well as the social-emotional well-being of students. This process will identify needs and support districts to implement interventions targeting those needs.

QUESTIONS TO ANSWER

- What are the strengths and areas of need within the learning and teaching environment, and overall school experience?

KEY STAKEHOLDERS & DATA SOURCES



FAMILIES



STAFF



STUDENTS

EDUCATION PARTNER DISCUSSION GROUPS
SPRING 2026

Discussion groups to gather and incorporate community perceptions, ensuring that stakeholder voices play a central role in shaping the strategic planning process.

QUESTIONS TO ANSWER

- What are key successes and challenges around district priorities?
- How can the district drive continuous improvement around key priority areas?

KEY STAKEHOLDERS & DATA SOURCES



STAFF



STUDENTS



FAMILIES



COMMUNITY

OUR JOURNEY AHEAD

STRATEGIC PLAN DRAFT
SPRING 2026

BCS and Hanover will synthesize findings across all strategic planning studies, workshops, and committee feedback to develop draft priorities, aims, goals, and the data-informed vision for the future of the district.

QUESTIONS TO ANSWER

- What has BCS learned though this strategic planning process?
- What are the district's vision, mission, core values, priorities, aims, and goals for the next 5 years?
- What key strategies and actions will the district take to reach those goals?

DATA SOURCES



KEY FINDINGS FROM PREVIOUS STUDIES



FEEDBACK FROM COMMITTEES

KPI PROGRESS MONITORING DASHBOARD
SUMMER 2026

BCS and Hanover will collaborate to monitor the district's data-driven progress towards its goals outlined in the strategic plan.

QUESTIONS TO ANSWER

- How can BCS track progress to its goals using district data?

DATA SOURCES



STUDENT DATA



DISTRICT-LEVEL DATA