

PWCS

ELEVATE

2030



PWCS **Vision**

Every student will graduate on time with the knowledge, skills, and habits of mind necessary to create a thriving future for themselves and their community.

core **Values**



Equity



Inclusivity



Innovation



Integrity



Resiliency



Well-Being



profile of a **Graduate**

core **Commitments**



**Learning &
Achievement for All**



**Positive Climate
and Culture**



**Family & Community
Engagement**



**Organizational
Coherence**



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artificial
Intelligence

Key Stats:

50%

of all entry-level white-collar jobs will be eliminated by AI (MSNBC)

11.7%

of the U.S. workforce could be replaced by AI today (M.I.T.)

22%

of global jobs displaced by 2030, but will create 170 million brand new roles (World Economic Forum)

workforce Challenge

AI Impact:

40%

of adults lack basic
digital skills
(J.P. Morgan)

57%

of worker hours will be
automated by AI agents and
robots (McKinsey Global)

68%

of employer-required
skills will change by
2030 (Microsoft)



undergraduate majors with
Highest Unemployment

Computer Engineering

7.5%

Computer Science

6.1%

Information Systems

5.6%



top growth clusters in **Prince William County**

**Information
Technology**

**Business
Management &
Administration**

**Health
Science**

**Architecture
& Construction**



key **Question:**

**How is PWCS preparing to help
create thriving futures?**



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Learning & Achievement for All

95%

Grad Rate with
new Federal
Graduation Indicator



80%

of students reading
on grade level
by 2nd grade



Goals

85%

SOL Pass Rate

+10%

Advanced pass rates
literacy, math,
and science

+6%

**Enrollment at
two- and four-year
colleges**

60%

**Students meeting
college-readiness
benchmark**

Goals

10%

**Students will receive
the Seal of Biliteracy**

150

**Students will earn
an associate degree**

100%

**High schools will offer at
least one career cluster in a
high-wage, high-demand field**

Strategies

- Mobile science labs
- Global competencies & multilingual skills
- Career pathways, entrepreneurship, and student-run businesses
- IB & Cambridge alignment and expanded K–12 access
- Increased IB/Cambridge diploma completion
- CTE pathways to high-wage, high-demand careers
- Competency-based credits
- Personalized learning (LEAP)
- Student micro-credentials
- AR/VR and emerging technologies
- Enhanced specialty programs & district rightsizing
- Career clusters in every high school, including IT
- Work-based credit options for English learners
- Universal Preschool
- Vocational assessment center for students with disabilities
- Robotics competition site
- Innovation zones for professional learning
- Teacher micro-credentialing & adaptive learning



Global Competencies & Multilingual Skills

- The global workforce increasingly demands individuals who can communicate in more than one language
- Bilingual professionals are more likely to earn higher wages and have expanded career opportunities

By 2030:

- 20% degree completion in IB and Cambridge programs K–12
- Grow dual-language immersion and add new world language programs
- 10% of graduates will earn a Seal of Biliteracy
- Introduce translation and interpretation coursework to prepare students for global careers

Career Clusters & IT Pathways

Preparing students for success starts with early and intentional career exploration that grows with them at every stage of learning

By 2030:

- Elementary: Engage in career awareness
- Middle: Participate in career exploration activities
- High: Career preparation activities or experiences
- 100% of high schools will create an IT pathway
- 100% of students will have the opportunity to choose courses in IT-related fields



Careers, Entrepreneurship, & Student Businesses

Entrepreneurial experiences challenge students to shift their perspective from being consumers of content to being creators, leaders, problem-solvers, and innovators

By 2030:

- Provide school-based enterprises, such as school stores and student-run businesses
- High schools will provide opportunities for students to take part in career preparation activities or experiences
- Middle school course dedicated to research-driven entrepreneurship



AR/VR & Emerging Technologies

Immersive Learning:

- Augmented and Virtual Reality provide personalized, adaptive environments
- Make global content accessible, interactive, and engaging
- Enhance engagement and deepen understanding

By 2030:

- Every school will have access to AR/VR technology

Innovation Zones & Teacher Learning



PWCS will provide teachers with rigorous, research-driven instructional experiences emphasizing inquiry-based and experiential learning

By 2030:

- 100 students and 200 teachers will be awarded micro-credentials in computational thinking
- 10 classrooms of innovation
- 1 teacher-led model innovative instructional lab

A photograph of three diverse preschool children sitting at a wooden table, engaged in a painting activity. The children are smiling and looking at their colorful artwork on the table. The child on the left is a young girl with dark hair, wearing a pink shirt. The child in the middle is a young boy with blonde hair and glasses, wearing a white shirt. The child on the right is a young girl with dark hair in pigtails, wearing a white shirt and blue overalls. The background shows a bright, well-lit classroom with a window and various educational toys.

Universal Preschool

Create a clear pre-K to kindergarten pathway with literacy grounded in the science of reading

- Increase family access to preschool programs
- Strengthen parent and student knowledge
- Ensure schools use evidence-based strategies

By 2030:

- All PWCS families will have access to universal preschool



Positive Climate & Culture

10%

Reduction in
English learner
dropout rate

60%

Classified staff
engaged in upskilling
and credentialing

150

Dedicated residential units
to the H.O.M.E. initiative

Goals

100%

Schools will have an
individual who is trained in
mental health first aid

5%

Increase in staff diversity

100%

Schools will increase
participation in activities
and athletics by expanding
program offerings

100%

PWCS students will have access to school-based outdoor learning environments



Goals

100%

Building automation systems across all facilities

25%

Reduction in greenhouse gas emissions

Strategies

- **Student Success Programming (transition from grade 8 to grade 9)**
- **Human Capital Framework**
- **Talent acquisition**
- **Expanding induction and mentorship for all staff**
- **Principal Residency Program**
- **H.O.M.E. Residency Program**
- **Leadership tracking**
- **Increased student activities and athletics**
- **Employee recognition systems**
- **Alternative fuel vehicles**
- **Greenhouse emissions**
- **Solar Low IG practices**
- **Smart technology in buildings**
- **AI emerging technologies to sustain healthy learning environments**
- **Outdoor learning environments/ infrastructure at every school**

Human Capital Framework

The Human Capital Framework is PWCS' foundation for attracting, supporting, developing, and retaining our workforce

- Talent Acquisition
- Talent Integration and Transition
- Professional Growth and Career Pathways
- Performance Management and Feedback
- Talent Retention and Engagement
- Succession Planning and Knowledge Transfer

By 2030:

- Create a clear, fair, and cohesive employee experience and ensure that the school system remains focused on accountability, clarity, and educational excellence



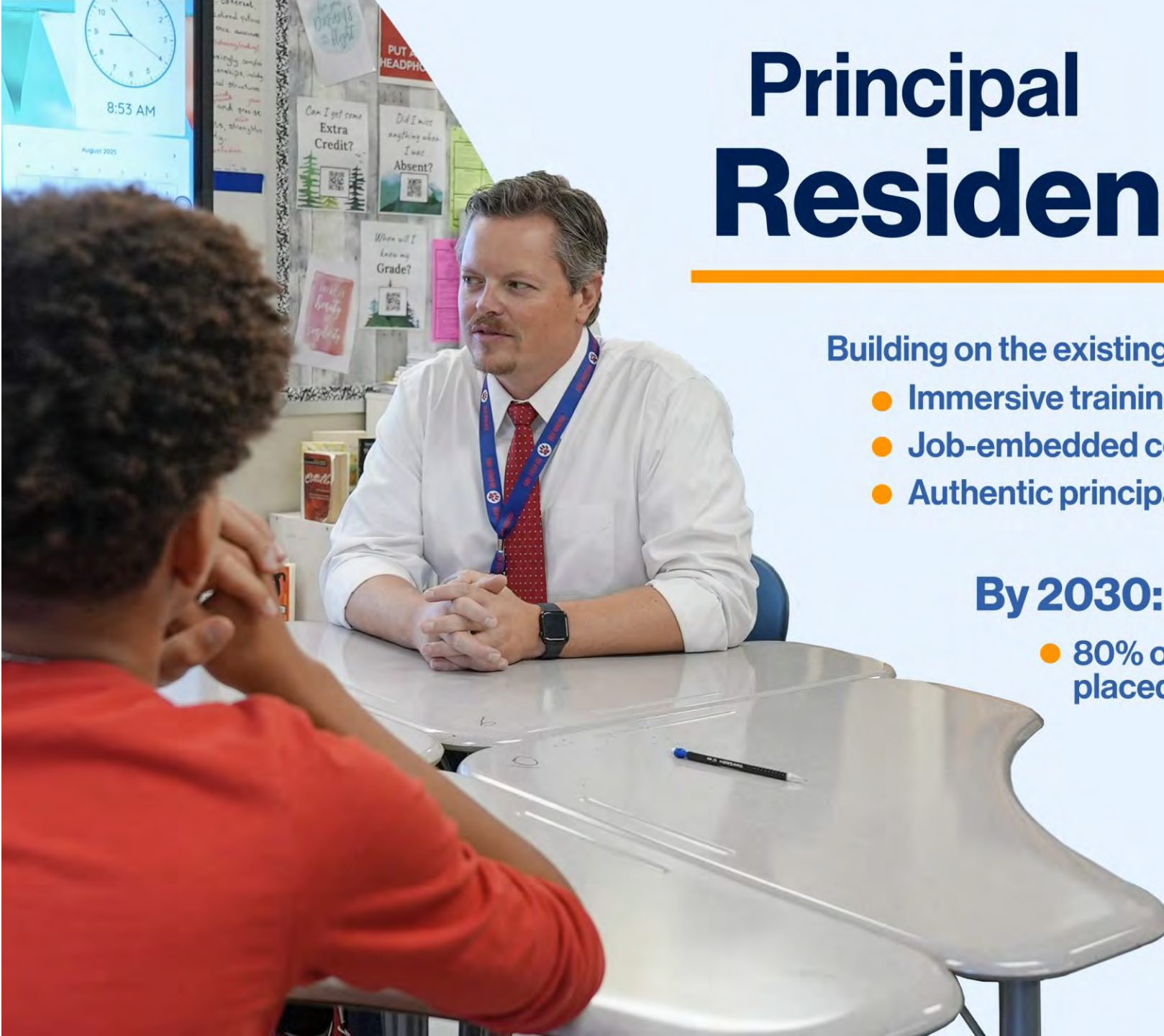
Principal Residency Program

Building on the existing Aspiring Principals cohort

- Immersive training
- Job-embedded coaching
- Authentic principal-level experiences for aspiring leaders

By 2030:

- 80% of residency graduates will be placed in leadership roles





H.O.M.E. Residency

Joining PWCS is more than starting a job — it's beginning a new chapter, and through the Housing Options Made Easier (H.O.M.E.) initiative, we are making housing more accessible to position PWCS as an employer of choice

By 2030:

- PWCS will establish formal public/private partnerships to identify at least 150 dedicated residential units, creating affordable housing options that reduce barriers for staff and strengthen PWCS' position as an employer of choice

Smart Buildings



Smart Integration:

- Use AI, smart sensors, and predictive analytics to strengthen safety and improve indoor air quality
- Detect issues early, extend equipment life, and cut energy costs—reinvest savings into classrooms

Sustainability Commitment:

- Join Better Buildings Challenge
- Convert all lighting to LED
- Upgrade building envelopes
- Prioritize geothermal and smart HVAC systems

By 2030:

- 25% reduction in greenhouse gas emissions

Outdoor Learning Environments



Our Approach:

- Design high-quality outdoor spaces
- Integrate environmental literacy into instruction
- Train educators to teach confidently outdoors

Community Partnerships:

- Collaborate with local groups and environmental organizations
- Create place-based learning that connects students to their community

By 2030:

- Every school equipped with outdoor learning infrastructure to support wellness, engagement and hands-on exploration



Family & Community Engagement



150+ Mentors

3
School-based
health clinics

Goals

8
School-based
food pantries
added annually



50 Diverse mentors will support 100 first-generation and underrepresented students

Strategies

- Mobile family support services
- Enhanced onboarding for newcomers
- Comprehensive Family Engagement Center
- Digital citizenship projects
- STEM and AI partnerships
- Career exploration and job shadowing
- Career pathway partnerships
- Diverse partner network (wraparound services)
- 3 school-based health clinics
- Student and Family Workforce Readiness Initiative
- Expand food pantries by 8 annually



School-Based Health Clinics

Our school-based health clinics will reduce barriers to healthcare, improve attendance, and help students focus on learning

Services Provided:

- Preventive care
- Mental health support
- Chronic condition management
- Family navigation services

By 2030:

- 3 school-based health clinics will be implemented
- 85% of students and families will receive essential wraparound services within four weeks of being referred

School-Based Pantries

These pantries will provide fresh food, hygiene supplies, and emergency resources to families in need, improving attendance, engagement, and student well-being by addressing food insecurity

By 2030:

- Expand school-based food pantries by 8 annually, reaching at least 40 to support student needs



Student Mentors

PWCS will launch a Mentorship Network Program pairing students with business and community mentors to support goal-setting, leadership development, and smooth transitions to college and careers

By 2030:

- 150 mentors to support 250 students annually
- 50 trained diverse mentors to support 100 first-generation/underrepresented students
- 50 students will be offered summer internships or job shadowing with tracked outcomes related to college enrollment and career readiness





Education & Workforce Readiness for Families

PWCS will launch a workforce-readiness initiative that establishes three distinct CTE programs for students and families to learn together. We will develop this workforce readiness initiative in collaboration with at least five local business partners

By 2030:

- 85% of targeted students and families will receive opportunities to work together to become workforce ready



SPARK★

The SPARK funding agenda and annual fundraising goals will support the newly realized areas of critical focus:

- \$10 million STEM and AI Education
- \$5 million Wellness and Wraparound Services
- \$8 million Innovation and Digital Citizenship
- \$7 million Career Pathways

By 2030:

- \$30 million in funding will be raised for student learning by SPARK



Organizational Coherence

50%

of new annual investments will be reallocated from prior year operational spending

100%

of departments and instructional staff using AI dashboards for real-time decisions to boost student outcomes

Goals

100%

of core systems (ERP, facilities, finance, HR) will be modernized and integrated with approved AI capabilities

100%

of educators, specialists, and leaders complete advanced AI training for their roles

Strategies

- Data and AI coherence strategy
- Workforce-wide data literacy training
- High-quality data and data security structures
- Comprehensive Return on Investment Framework
- Start-stop-continue criteria for funding process
- Modernized and centralized AI enabled analytics dashboards
- Centralized project management resources
- Modernized enterprise resource planning systems
- Technology Continuous Improvement Plan for Instruction
- Instructional staff training for AI supported tools
- Streamlined cross-department workflows
- Comprehensive and cohesive job architecture
- Defined clear career pathways



Data Dashboard & Data Literacy

Foster a data-driven culture by integrating AI and data literacy into onboarding, leveraging AI-enabled dashboards to monitor and forecast student and operational outcomes

By 2030:

- 100% of PWCS departments and school based staff will utilize data-driven decision-making through AI-enabled analytics dashboards



Enterprise Resource Planning (ERP)

Upgrading ERP and digitizing records will streamline processes, improve accuracy, and optimize resources

AI and automation will cut manual tasks, enhance transparency, and drive smarter decisions through ethical implementation and staff training

By 2030:

- 100% of core ERP systems will be modernized and integrated with approved AI capabilities
- 75% minimum administrative workflows will be automated



Return on Investment (ROI)

Use ROI to strategically allocate resources to programs with the greatest student impact, guided by data, evidence, and stop-start-continue criteria for investment decisions

By 2030:

- 50% of new annual investments will be reallocated from prior year operational spending



Advanced AI Training

Elevate 2030 equips every educator, specialist, and leader with advanced, role-specific AI training, integrating AI into daily practice to improve instruction, streamline operations, and enable smarter decisions

By 2030:

- 100% of our staff will be prepared to use AI tools confidently and responsibly, fostering a culture of innovation and continuous improvement that directly benefits our students and the broader school community



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