



PWCS VISION 2025

SCHOOL BOARD MEETING | 11-18-25





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.

MISSION

- We serve as trusted partners in education with our students, families, and community.
- We prepare our students to be critical thinkers, responsible digital citizens, innovators and visionaries, resilient individuals, and global collaborators.
- We commit to inclusive practices and equity with an expectation of excellence from every student and employee every day.

FAST FACTS



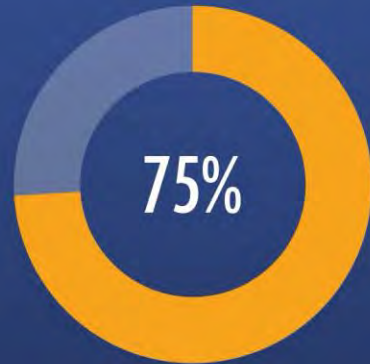
DIVISION SIZE **2ND**

MOST DIVERSE **1ST**

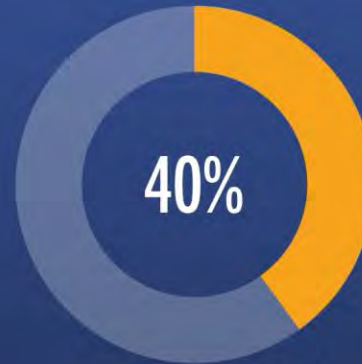


DIVISION SIZE **34TH**

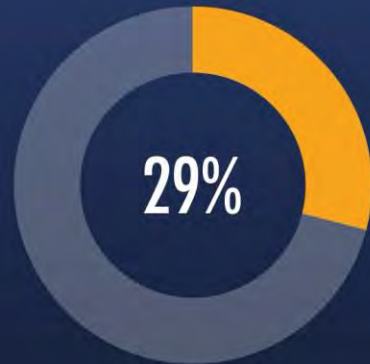
MOST DIVERSE **10TH**



MINORITY POPULATION



ECONOMICALLY DISADVANTAGED



ENGLISH LEARNERS
2021-22 – 27%



STUDENTS WITH DISABILITIES
2021-22 – 13.8%

EMPLOYEES

7,970 TEACHERS

6,634 STAFF

5,254 OTHER

19,858 TOTAL

STUDENT ENROLLMENT

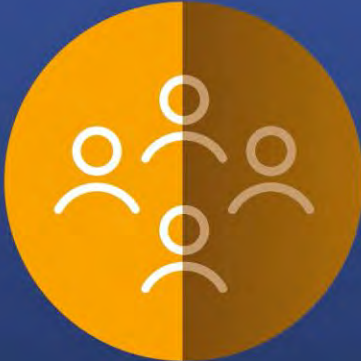
90,064 TOTAL

Source: Data Analysis and Reporting Tool, PWCS research as of November 2025

CORE VALUES



Equity



Inclusivity



Innovation



Integrity



Resiliency



Well-being

PWCS PROFILE OF A GRADUATE



KEY COMMITMENTS



**LEARNING AND
ACHIEVEMENT
FOR ALL**



**POSITIVE
CLIMATE AND
CULTURE**



**FAMILY AND
COMMUNITY
ENGAGEMENT**



**ORGANIZATIONAL
COHERENCE**

WILDLY IMPORTANT GOALS

95% on-time graduation rate by 2025

Essential drivers to achieve this goal

5% decrease in chronic absenteeism

10% decrease in English Learners dropout rate

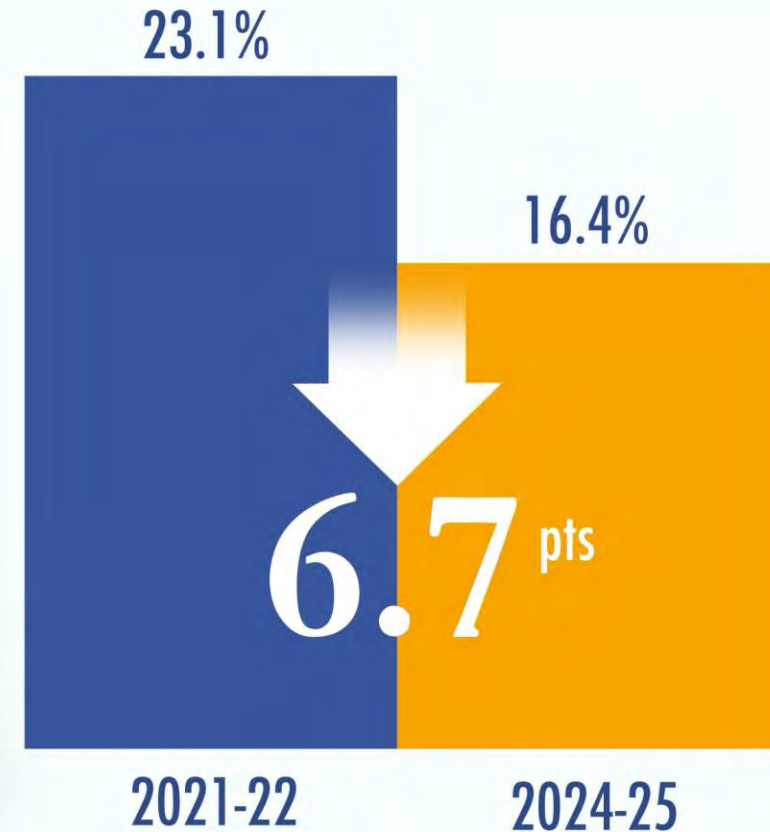
85% SOL proficiencies across core content areas



CHRONIC ABSENTEEISM

WIG 5%

10% The amount of missed school days that constitutes chronic absenteeism



OVERVIEW OF DROPOUT RATE

WIG 10%

2021-22

2024-25*

2.2^{pts}

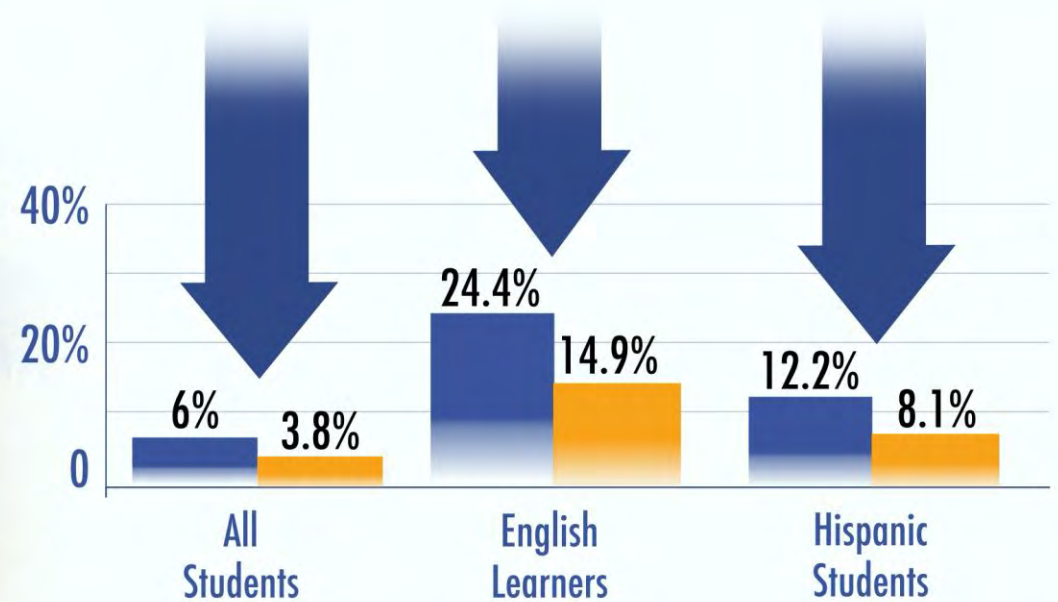
decrease in the overall dropout rate

10^{pts}

decrease in the English Learners dropout rate

4^{pts}

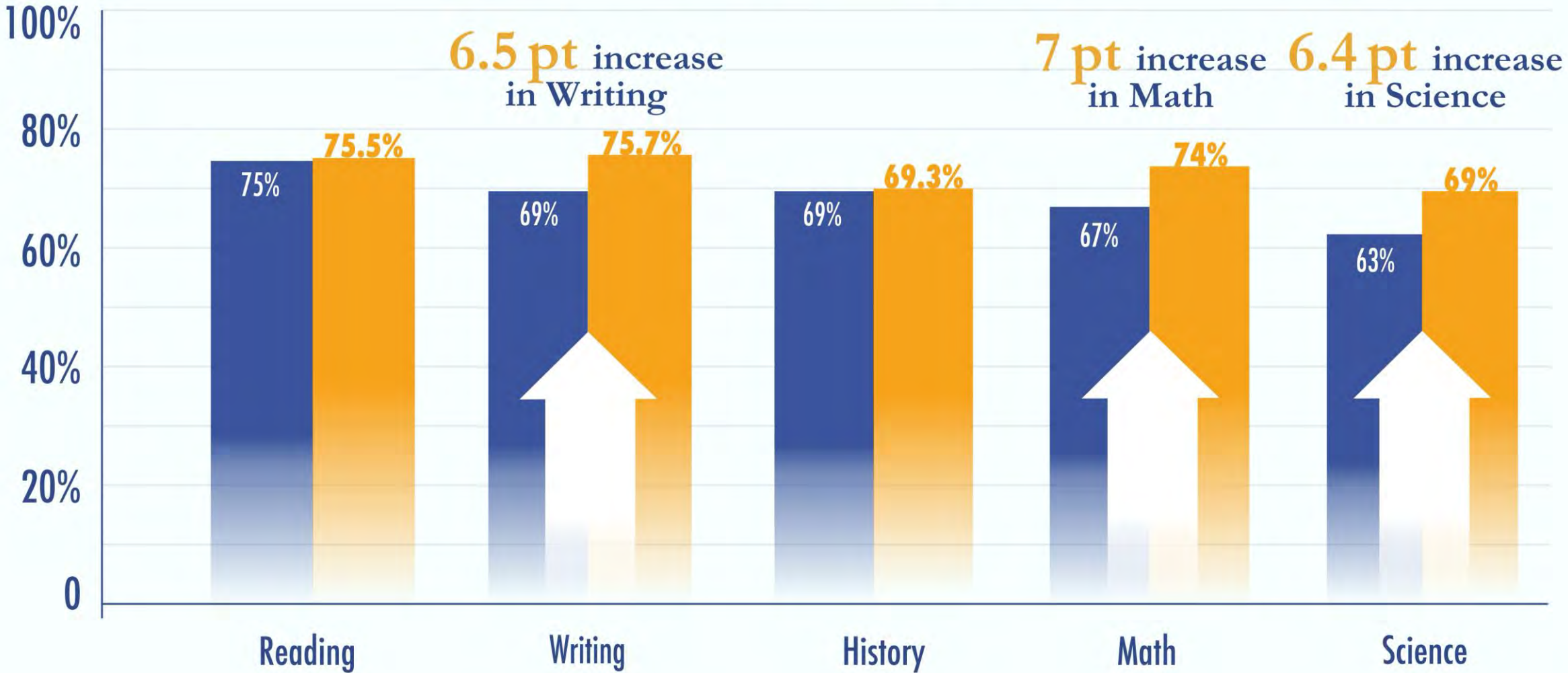
decrease in the Hispanic dropout rate



SOL: OVERALL PASS RATES

WIG 85%

2021-22 2024-25*



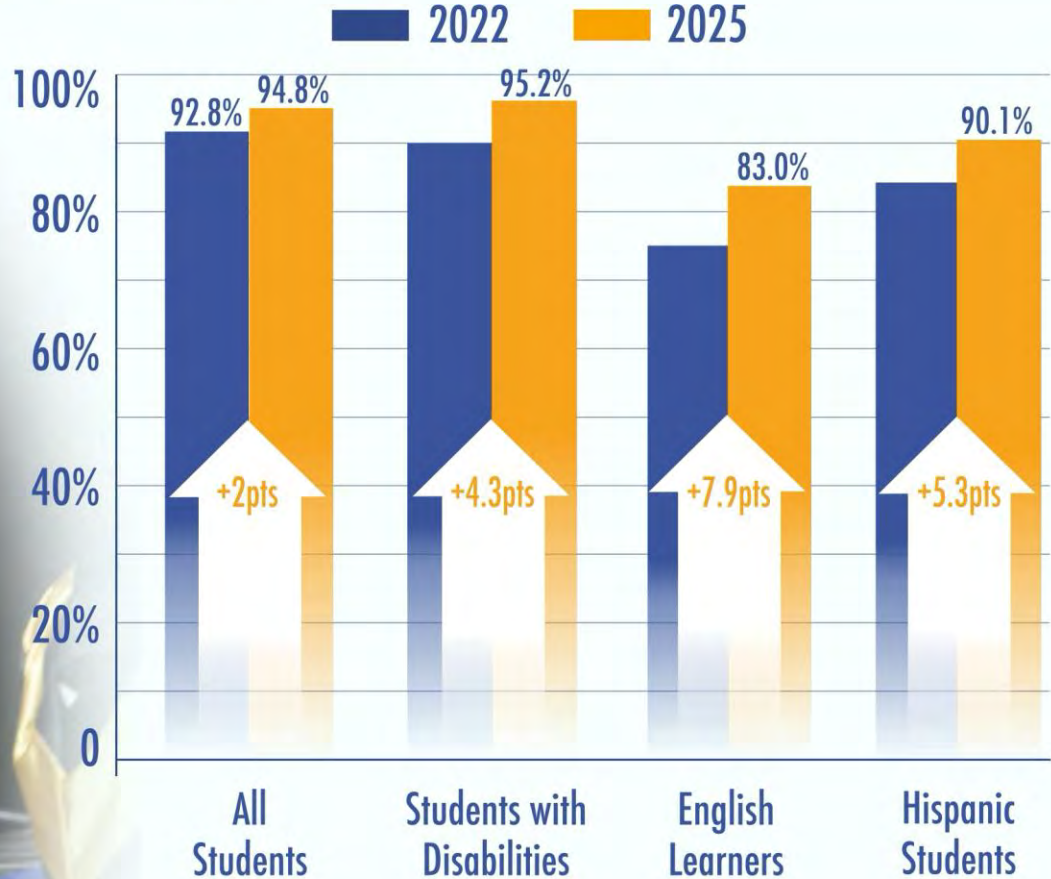
*Data as of November 2025

GRADUATION RATES

WIG 95%

94.8%

2025 on-time graduation rate



LEARNING AND ACHIEVEMENT FOR ALL

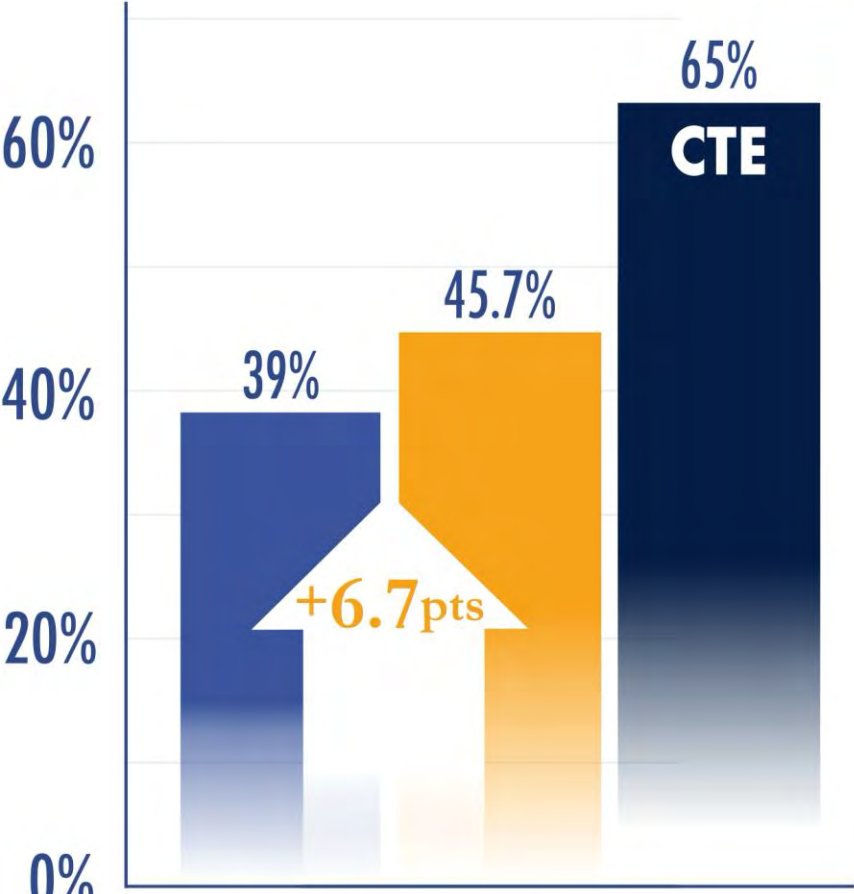
- PWCS will provide equitable opportunities for all students to achieve at high levels.
- PWCS will prepare all students for postsecondary education and the workforce.
- PWCS will prepare all staff members to support and challenge all students.



EARLY COLLEGE AND CAREER CREDENTIALS

GOAL 60%

2021-22 2024-25

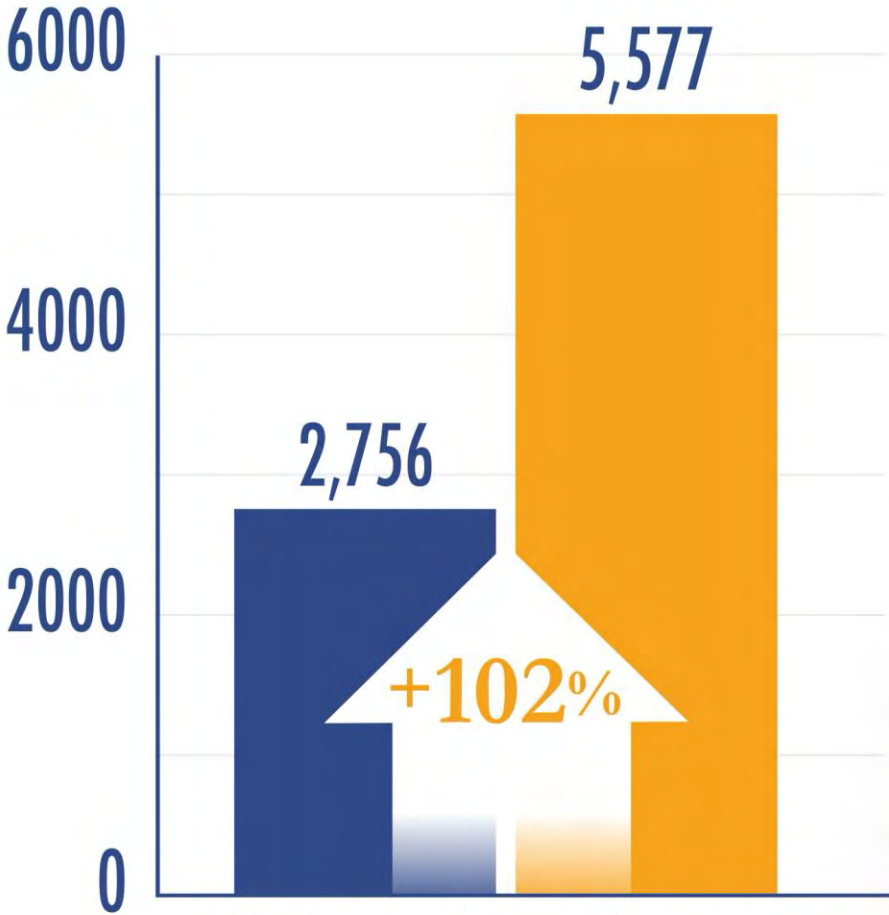


Graduates will earn at least one early college or career credential



SAT PARTICIPATION

2021-22 2024-25

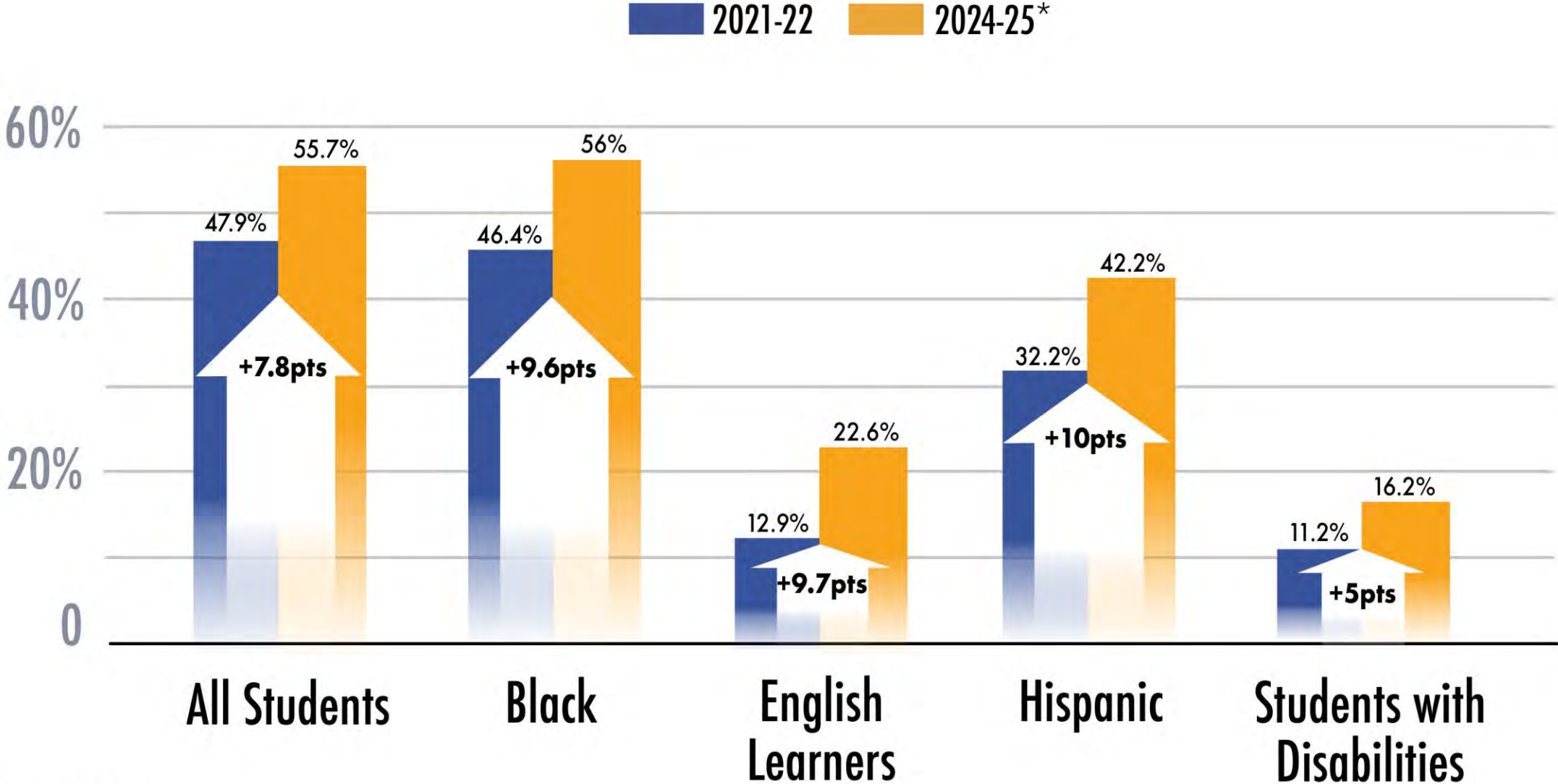


PWCS opened equitable access to all grade 11 students



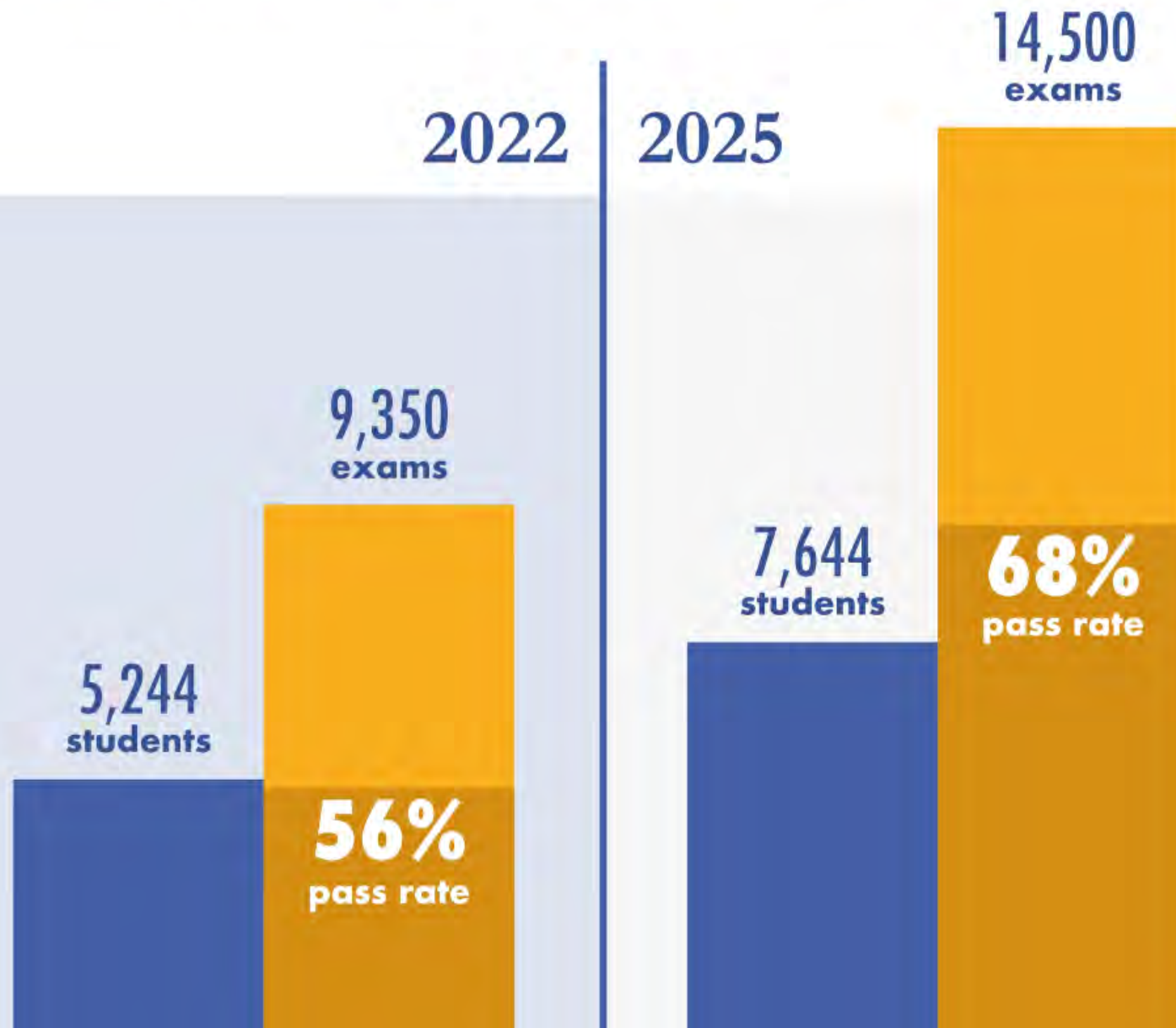
PARTICIPATION IN ADVANCED COURSES INCREASED OVER THE PAST FOUR YEARS

GOAL 10%



*Data as of November 2025

ADVANCED COURSE ACHIEVEMENT



CAREER AND TECHNICAL EDUCATION

GOAL 100% HS

| | 2021-22 | 2024-25 |
|---|---------|---------|
| State licensures earned | 18 | 150 |
| Workplace Readiness Skills assessments passed | 2,111 | 5,632 |
| Industry certifications achieved | 3,360 | 21,265 |
| Students earning one or more credentials | 4,751 | 23,568 |
| Total credentials achieved | 5,489 | 27,049 |

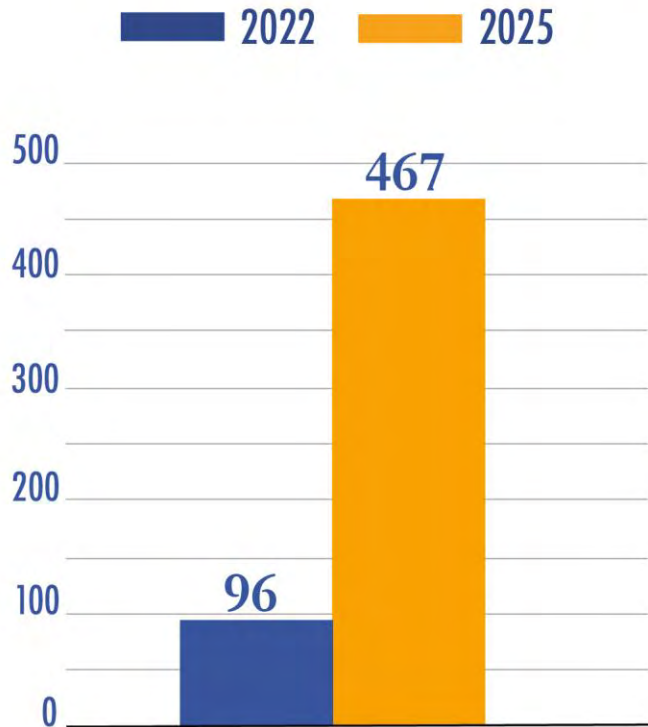


PROJECT SEARCH AND EMPLOY PROGRAM ACHIEVEMENTS

- **2024 Chamber of Commerce Award:** Explore Todos Neighborhood Market won the 2024 Innovative Partnership of the Year Award
- **2025 Chamber of Commerce Award:** Project SEARCH Westminster at Lake Ridge won the 2025 Innovative Partnership of the Year Award
- **Project SEARCH UVA Health Employment Outcomes:** 74% of graduates have received a competitive employment offer upon completion of the program
- **Explore Todos Neighborhood Market Employment Outcomes:** 67% of graduates have received a competitive employment offer upon completion of the program
- **Number of Students Participating:** Increased from 10 in SY23 to 60 projected for SY26

VIRGINIA SEAL OF BILITERACY

GOAL 5%



1,019
Seals of Biliteracy
earned by students



World Language credits earned through credit by assessment testing (grades 7-12):

2022-23

232

2024-25

1,248

MATHEMATICS ALIGNMENT AND ADOPTION PROCESS

The division's new math curriculum rollout is on track, a **\$13M investment** that includes summer teacher training

98

training sessions were held in July

REGIONAL SCIENCE FAIR PARTICIPATION

SY 2021-22

72 students representing 6 high schools

39

projects participated

SY 2024-25

125 students representing 11 high schools

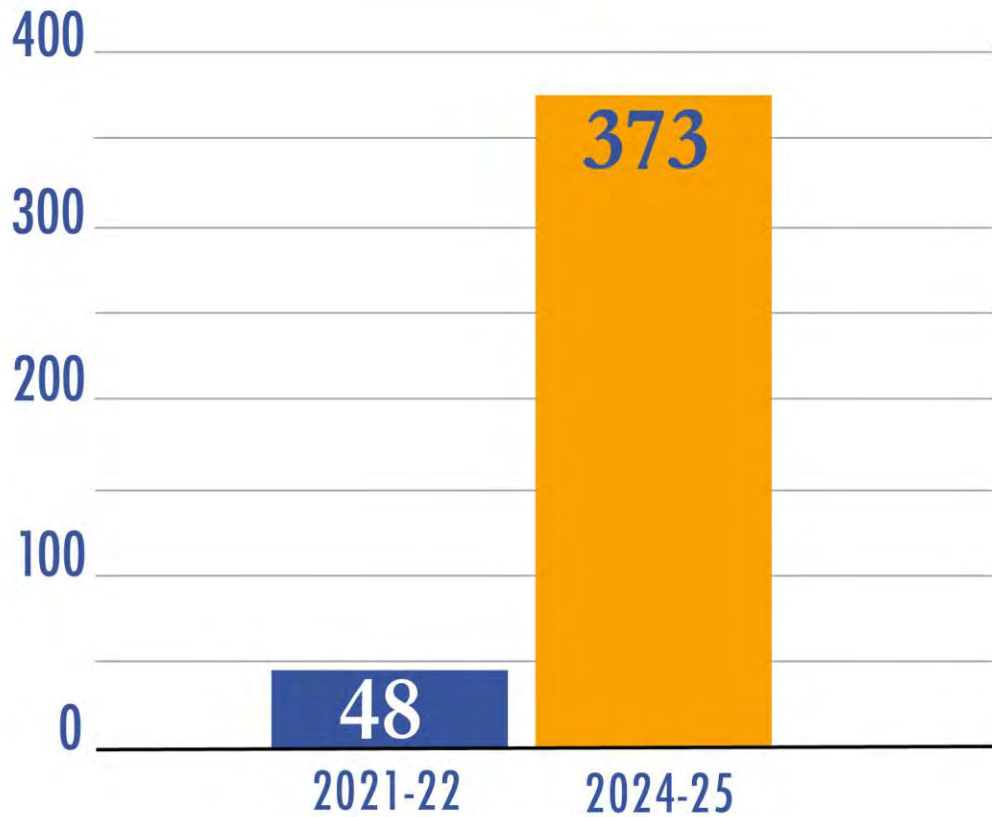
70

projects participated, making the largest fair to date



TOTAL FORMAL CTE WORK-BASED LEARNING BUSINESS PARTNERS

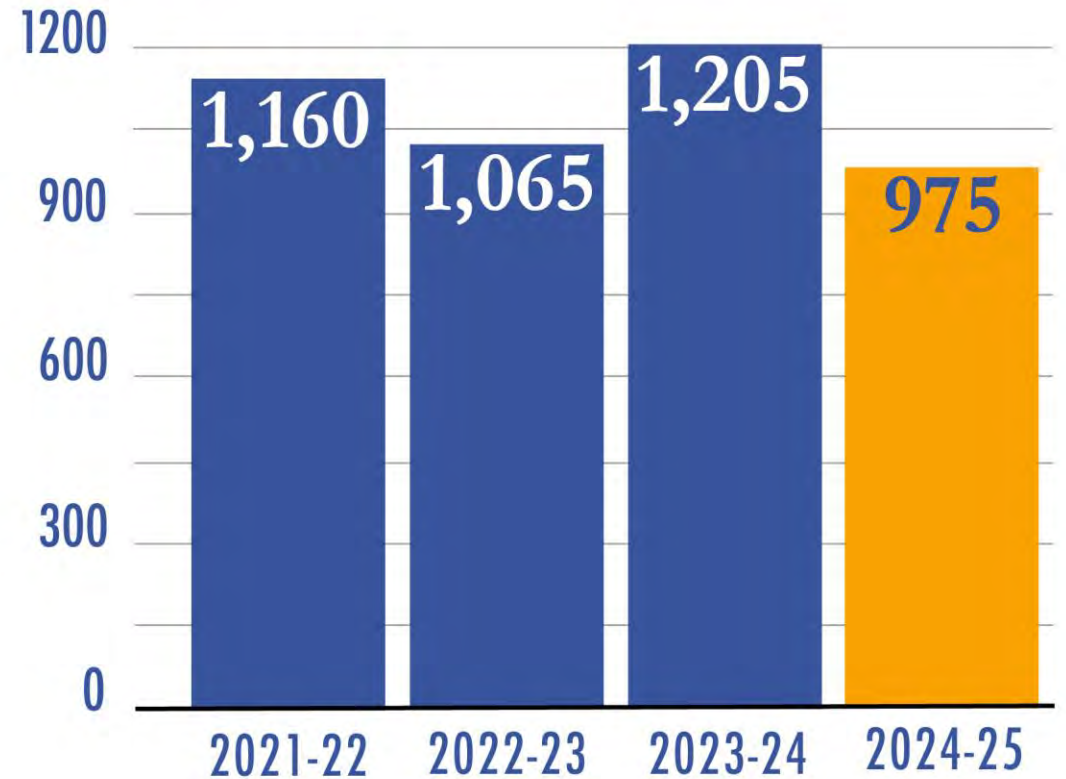
GOAL 350



PWCS STRATEGIC PLAN: SUMMER JOBS

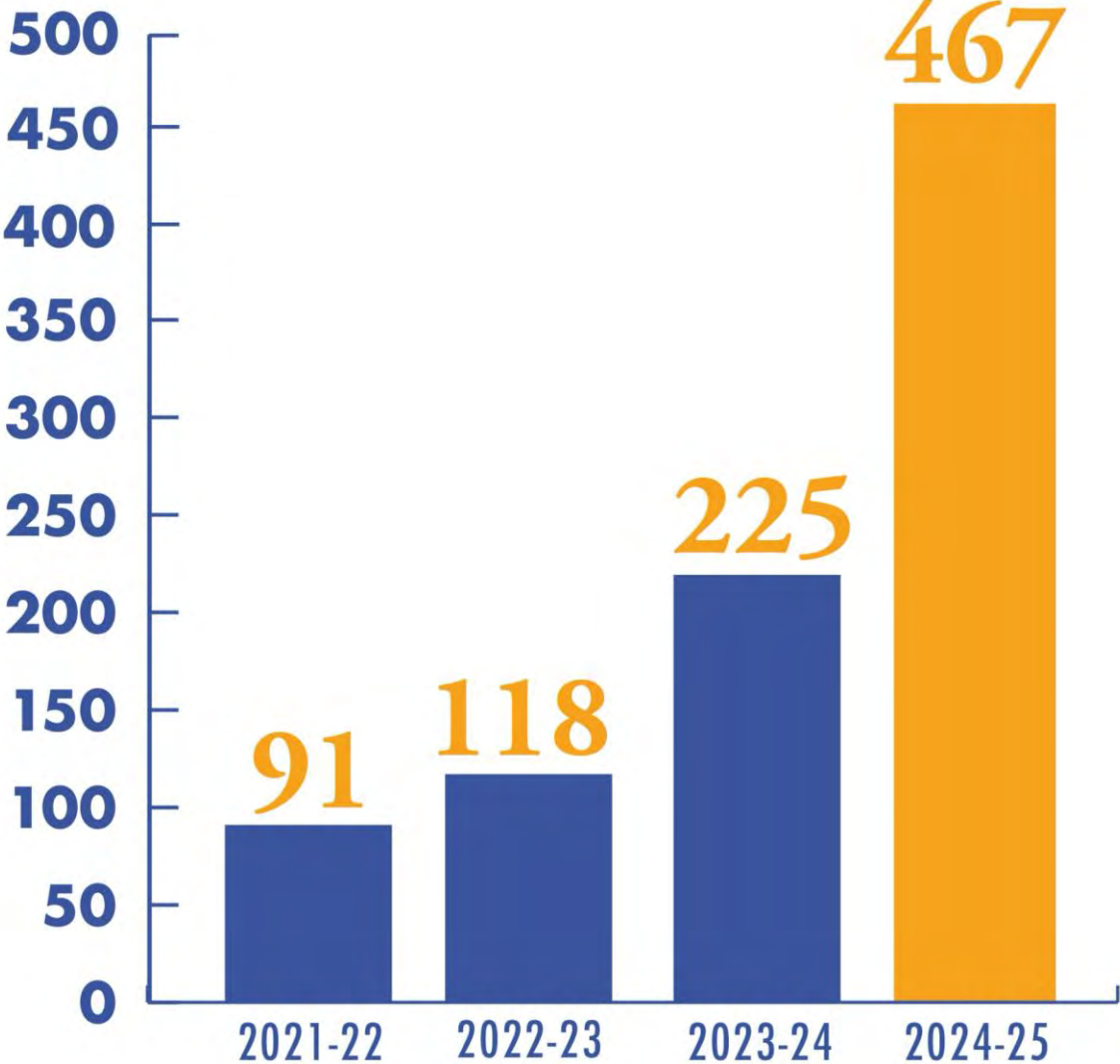
GOAL 3500

Total of **4,405** summer jobs for juniors and seniors



NUMBER OF WORK-BASED INTERNSHIP OPPORTUNITIES

GOAL 500



900+ internship experience



POSTSECONDARY PLANNING, ADVISING, AND COUNSELING

100%

of high schools have a
college and career
counselor

100%

of graduates have a
postsecondary plan

\$492M

student self-reported
scholarships from 2022-25

\$91M 2022

\$119M 2023

\$123M 2024

\$159M 2025



LEARNING AND ACHIEVEMENT FOR ALL

PROGRESS ON KEY STRATEGIES

- ✔ Train and implement instructional rounds in all schools
- ✔ High quality, culturally relevant curriculum
- ✔ Multi-Tiered System of Supports (MTSS)
- ✔ Additional preschool expansion
- ✔ Establish student voice committees in secondary schools
- ✔ Engage implementation of instructional best practices to promote English Language development and proficiency
- ✔ Provide academic advising and outreach to increase the participation and performance of underrepresented students in gifted, advanced, and specialty programs
- ✔ At least one full-time, highly qualified gifted resource teacher at every school
- ✔ Implement Unfinished Learning Plan
- ✔ High schools have a dedicated postsecondary advisor
- ✔ Increase graduates earning early college credentials
- ✔ Increase participation in the Seal of Biliteracy
- ✔ EMPLOY, EXPLORE, Work-based partnerships
- ✔ Postsecondary transition planning
- ✔ Student vision report for postsecondary plans and goals
- ✔ Professional learning on continuous improvement process
- ✔ \$260 million in self-reported and verified scholarships
- ✔ Student Senate and Student Representatives create Student Bill of Rights
- ✔ Addition of Dual Language immersion programs
- ✔ Dropout rate for English Learners
- ✔ STEM Center development
- ✔ Reading and writing SOL scores
- ✔ Universal Design for Learning

- ✔ On track/goal met
- ✔ Approaching
- ✔ Off track/not started

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- ✔ Approaching Reading and writing SOL scores
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POSITIVE CLIMATE AND CULTURE

2021-22

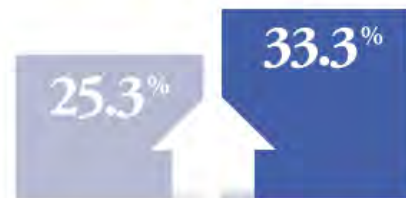
2024-25

Goal 90%



Certified Staff
Retention Rate

Goal 5% Increase



Increase in diversity of
our teaching workforce

Goal 350



Participate
Learning

Goal 95%



School Administration
retention rate

HUMAN RESOURCES AND COMMUNICATIONS

PRINCE WILLIAM
COUNTY PUBLIC
SCHOOLS

**YOU
BELONG
HERE**



- **2,410 unique applicants:**
Highest number of applicants on record
in March 2025
- **1,774 unique applicants:**
Second highest number of applicants
on record in April 2025

Marketing Campaign

July 1, 2024, through May 27, 2025:

20,694,075

Total Impressions

38,685

Total clicks to application website

TEACHERS FOR TOMORROW UPDATE

79

PWCS graduates hired as teachers since the start of the program, all completed the Teachers for Tomorrow coursework during their high school years

57

Teachers for Tomorrow graduates currently enrolled in college programs and pursuing licensure in teaching or related service fields

All 13

PWCS high schools currently offer Teachers for Tomorrow I and II courses

Total number of
Teachers for Tomorrow
program participants



VCU TEACHER APPRENTICESHIP/ RESIDENCY UPDATE

20

new candidates for 2025-26

42

PWCS-VCU cohort members
for 2025-26

13

teachers hired since 2023



ENERGY MANAGEMENT & SUSTAINABILITY

An aerial photograph of a large, multi-story school building with a flat roof. The roof is covered with numerous solar panels, arranged in neat rows. The building is surrounded by greenery, including trees and a baseball field in the background. The sky is clear and blue.

We sought to reduce 10% of divisionwide building greenhouse gas emissions year over year

So far, PWCS emissions have decreased by

1.5%

Completed several energy efficiency projects to improve progress toward goal

Implement K-12 environmental literacy curriculum

100%

SAFETY SCREENING TECHNOLOGY

Implemented EVOLV

in all middle and high schools

63% decrease
in the number of disciplinary
code incidents

70% decrease
in possession of a knife

100% decrease
in both possession of a
taser and a firearm



SECURITY OPERATIONS CENTER

Opened Security Operations Center
in August 2024

2,939

Calls
received

1,095

Events
managed

1,949

Incident
messages

99% Positive
Responses



POSITIVE CLIMATE AND CULTURE

PROGRESS ON KEY STRATEGIES

- ✔ Develop and implement PWCS Heals Initiative
- ✔ Expansion on divisionwide social and emotional learning
- ✔ Implement comprehensive plan to address students with chronic absences
- ✔ Implement “Support Corps” counselors
- ✔ Develop and implement a divisionwide plan for Restorative practices
- ✔ Developed and implemented “PWCS LEADS”
- ✔ Launching Leadership Capacity (LLC)
- ✔ “You Belong Here”
- ✔ “Teach PWCS,” Grow Our Own

- ✔ Teaching assistant to Teacher program and certification
- ✔ 350 international educators employed
- ✔ Implement “Say Something” initiative
- ✔ Provide safe online learning and work environment
- ✔ Enhanced school security through site assessments
- ✔ Enhance school security officer (SSO) program
- ✔ Increase crisis management readiness
- ✔ Promoted environmental literacy across all content areas
- ✔ Develop annual divisionwide maintenance and facility plan
- ✔ Complete first Net-Zero school replacement

- ✔ Launching Talent Management and Development
- ✔ PWCS will have five schools earn Green Ribbon School designation
- ✔ Middle School student satisfaction rates

- ✔ On track/goal met
- ✔ Approaching
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FAMILY AND COMMUNITY ENGAGEMENT

- PWCS will engage families and communities as authentic partners in education to support academic progress.
- PWCS will work collaboratively with community agencies and business partners to support strategic initiatives.
- PWCS will ensure honest, transparent, and two-way communication with families, schools, and the community to foster trusting relationships.



FAMILY AND COMMUNITY ENGAGEMENT

Current* ■ Goal



Schools will have a parent liaison to support engaging families in the educational process



Schools will have at least one formal business partnership or community agency partnership



Increase parent/guardian participation in family engagement series events for targeted populations



By 2025, schools will have a high-functioning school advisory council





FAMILY ENGAGEMENT

GOAL +10%

Establish centralized supports and coordination
for family engagement efforts

19,574

Views, to date,
on our Family
Engagement Series

99%

of attendants at family engagement
events reporting feeling better equipped
to meet the needs of their students



GOAL \$10M

Develop a strategically driven SPARK funding agenda

\$22.1^M

raised through philanthropic support from the SPARK funding agenda

Ensure that each school has a strategic partnership with a business or community organization

100%

of schools have at least one formal business or community agency partnership



COMMUNICATIONS

SchoolStatus

17.1M text messages **13.4M** emails **30.6M** total messages

SOCIAL MEDIA

Since 2022

33.1M impressions **1.8M** engagements



Facebook



YouTube



LinkedIn



Instagram



TikTok

FAMILY AND COMMUNITY ENGAGEMENT

PROGRESS ON KEY STRATEGIES

- ✔ 100% of schools with a parent liaison
 - ✔ Expanded outreach and participation in Parent Resource Center events
 - ✔ Family Engagement Series
 - ✔ Support military connected students and families
 - ✔ Dedicated military family connection support in the Student Services Department
 - ✔ 39 Purple Star designated schools
Every school with a strategic business or community partnership
 - ✔ Develop strategically specific SPARK funding agenda
 - ✔ Enhance ongoing and two-way communication with families
- ✔ Expand family support through the Global Welcome Centers
 - ✔ Implement a systematic approach to ensure consistency in communication between families and schools, including tools to monitor student progress, provide specific feedback, and share opportunities for parent engagement through SchoolStatus
 - ✔ Expand role in each school's high-functioning advisory councils

- ✔ On track/goal met
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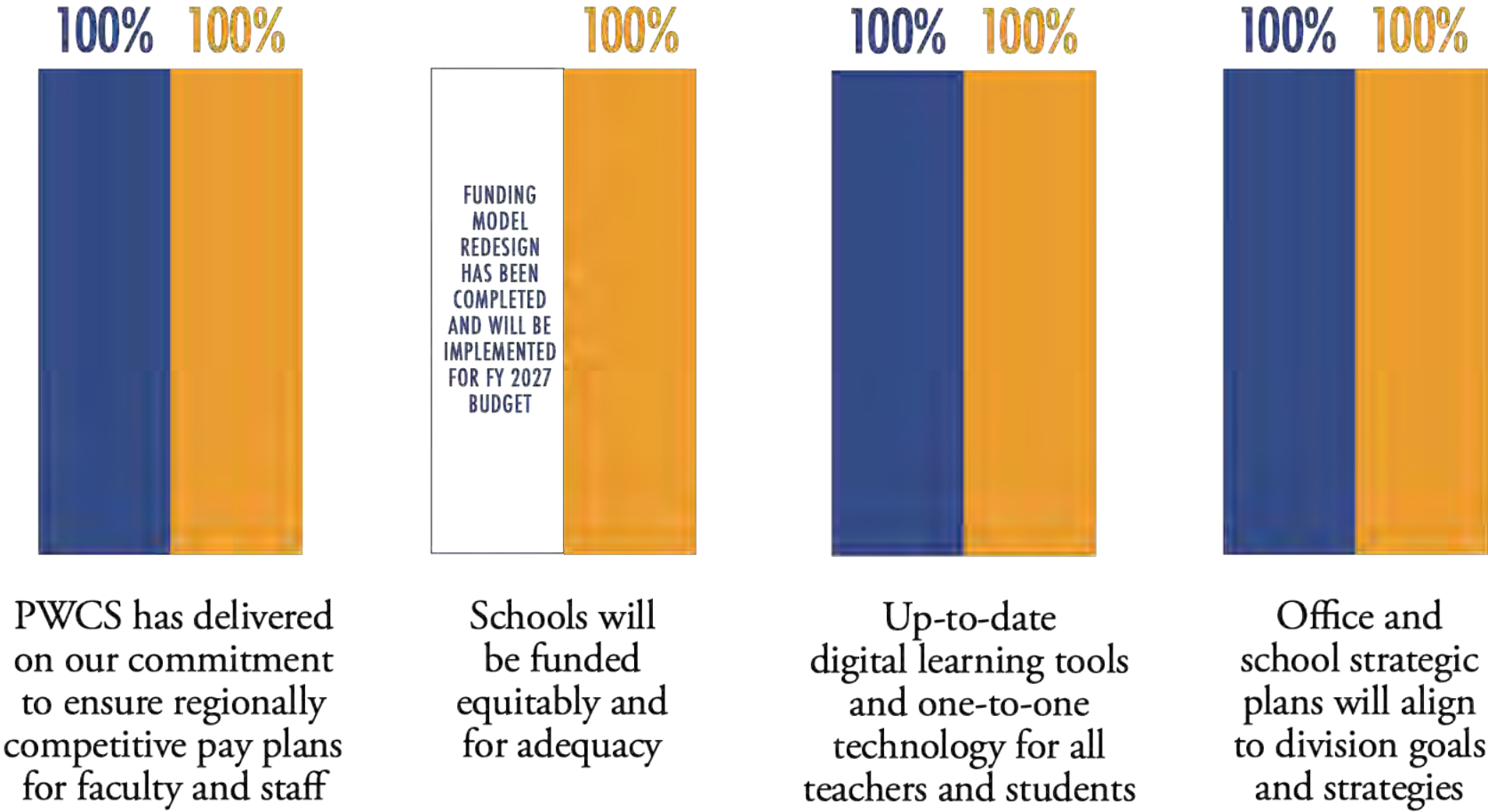
ORGANIZATIONAL COHERENCE

- PWCS will create systemic structures for strong continuous improvement.
- PWCS will remove barriers to communication to facilitate collaboration across offices, schools, and families in the spirit of customer service.
- PWCS will ensure that our strategic priorities are driving our investments.
- PWCS will work toward convergence, operating as a unified school system with shared accountability for school and division goals.



ORGANIZATIONAL COHERENCE

Current* ■ Goal



*Data as of November 2025

AVERAGE SALARY INCREASE

| 2022 | 2023 | 2024 | 2025 | 2026 |
|---------------------|---------------------|---------------------|---------------------|---------------------|
| 5% | 7% | 5% | 5.2-6.1% | 6.8-7.4% |
| 0% benefit increase | 2% benefit increase | 3% benefit increase | 3% benefit increase | 5% benefit increase |

Entry Level Teacher Salary

2021-22

\$51,431

2025-26

\$62,562

ADVANCING DIGITAL EQUITY AND CUSTOMER SERVICE

Digital Equity
Investment:

\$93M

500+

active Zendesk users
across 12 department areas

470,756

tickets as of July 1, 2025

19 Hours

average closure rate

CAPITAL IMPROVEMENT PROGRAM

Renovations/Additions

2021

- Beville Middle School
- Mountain View Elementary School
- Penn Elementary School
- Woodbine

2022

- Bennett Elementary School
- Gainesville Middle School
- Reagan Middle School

2023

- Bristow Run Elementary School
- Hylton High School
- Parkside Middle School
- Signal Hill Elementary School

2025

- Cedar Point Elementary School
- Swans Creek Elementary School

2027

- Global Welcome Center
Renovation

New Schools

2021

- Potomac Shores Middle School
- Gainesville High School

2023

- Innovation Elementary School

2025-26

- Occoquan Elementary First Net-Zero School

2026

- Woodbridge Area Elementary School

2027

- Potomac Shores Elementary School

Notable Projects included in CIP

- Security upgrades at schools
- Secure entrances
- Magnetometers
- Security Operations Center
opened 2024
- Sustainability enhancements
- LED upgrades
- Solar panel installations



PWCS STANDARDS OF EXCELLENCE

1 Shared Responsibility

Joint commitment to provide an exceptional educational environment for all

2 Ultimate Accountability

Continuous improvement through data monitoring

3 Equity and Access

Resource distribution that aligns to diverse student needs

4 Collaboration

Unity between school and central office leaders

5 Operational and Instructional Excellence

High standards in operational and instructional support that minimize managerial burdens on principals



ORGANIZATIONAL COHERENCE

PROGRESS ON KEY STRATEGIES

- ✔ Align strategic and continuous improvement planning efforts for offices and schools
- ✔ Provide school leadership teams with continuous improvement coaching support and partnerships
- ✔ Quarterly public reporting structure that monitors progress toward meeting strategic plan commitments and goals
- ✔ Implement teacher initiated two-way communication, school, and divisionwide messaging platform with auto translation
- ✔ Implement divisionwide customer relationship management platform
- ✔ Establish budget taskforce

- ✔ Implement budget changes which will align strategic priorities for central offices and schools
- ✔ Digital equity investment plan
Base CIP investments on facility condition index
- ✔ Develop a long-term financial plan and forecast model
- ✔ Regionally competitive pay plans based on compensation and benefits study
- ✔ Implement an enhanced divisionwide customer service model survey and training.
- ✔ Curriculum investment plan to coincide with the textbook/ instructional materials.

- ✔ Define and document site-based standards and operational requirements.
- ✔ Apply Six Sigma Define, Measure, Analyze, Improve, Control process to manage quality across the division.
- ✔ Develop and implement plan to ensure adequate staffing levels and a leadership succession plan based on the results of a comprehensive staffing study

- ✔ On track/goal met
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SCHOOL DIVISION RECOGNITIONS OF ACHIEVEMENT

- ACT AMERICAN COLLEGE APPLICATION CAMPAIGN SCHOOL OF EXCELLENCE AWARD, 2022-23
- ADVANCED PLACEMENT COMPUTER SCIENCE FEMALE DIVERSITY AWARD, 2021
- ADVANCED PLACEMENT SCHOOL HONOR ROLL, 2023
- ALLIANCE FOR A HEALTHIER GENERATION AMERICA'S HEALTHIEST SCHOOLS AWARD, 2022-24
- AMERICAN SCHOOL COUNSELOR ASSOCIATION RECOGNIZED ASCA MODEL PROGRAM DESIGNATION, 2021-22
- ASSOCIATION OF SCHOOL BUSINESS OFFICIALS, CERTIFICATE OF EXCELLENCE IN FINANCIAL REPORTING, 2023
- CAMBRIDGE ASSESSMENT INTERNATIONAL EDUCATION SCHOLAR AWARD WITH MERIT AND SCHOLAR AWARD, 2022-2023
- COMMUNITY PARTNER AWARD, 2025
- COMPUTERWORLD BEST PLACE TO WORK IN IT, 2024
- DISTRICT ADMINISTRATION'S TOP 100 INFLUENCERS IN EDUCATION, 2025
- DISTINGUISHED PURPLE STAR SCHOOLS, 2021-25
- FAMILY, CAREER AND COMMUNITY LEADERS OF AMERICA NATIONAL HIGH SCHOOL AWARD, 2022-23
- FAMILY, CAREER AND COMMUNITY LEADERS OF AMERICA NATIONAL "STAND UP" ADVOCACY PROGRAM AWARD, 2022, 2023
- FIRST EVER ALL FEMALE GROUNDS CREW IN SPORTS FIELD MANAGEMENT AT THE SOFTBALL LITTLE LEAGUE WORLD SERIES, 2022
- FORBES AMERICA'S BEST-IN-STATE EMPLOYER, 2025
- GEORGE MASON UNIVERSITY SCHAR SCHOOL OF POLICY AND GOVERNMENT'S REGIONAL ELECTED LEADERS INITIATIVE NORTHERN VIRGINIA LEADERSHIP AWARD, 2021
- GOVERNMENT FINANCE OFFICERS ASSOCIATION CERTIFICATE OF ACHIEVEMENT FOR EXCELLENCE IN FINANCIAL REPORTING, FISCAL YEARS 2022-24
- LEADERSHIP IN GREENER PURCHASING AWARD, 2022
- MERITORIOUS BUDGET AWARD, ASSOCIATION OF SCHOOL BUSINESS OFFICIALS, FISCAL YEAR 2022
- NATIONAL ALTERNATIVE EDUCATION ASSOCIATION, EXEMPLARY PRACTICES MODEL SCHOOL, 2022
- NATIONAL ASSOCIATION OF ESEA STATE PROGRAM ADMINISTRATORS 2022 NATIONAL ESEA DISTINGUISHED SCHOOL
- NATIONAL ASSOCIATION OF MUSIC MERCHANTS BEST COMMUNITIES FOR MUSIC EDUCATION, 2023-25
- NATIONAL ELEMENTARY & SECONDARY ACT DISTINGUISHED SCHOOL, 2024
- NATIONAL NEUROSCIENCE RESEARCH AWARD, 2023
- NORTHERN VIRGINIA MAGAZINE'S 50 MOST INFLUENTIAL PEOPLE OF 2024, 2025
- PROJECT LEAD THE WAY DISTINGUISHED PROGRAM RECOGNITION, 2022-25
- PROJECT LEAD THE WAY, INC. OUTSTANDING ENGINEERING TEACHER OF THE YEAR, 2022, 2023
- REALTOR.COM MOST POPULAR SCHOOL DISTRICT FOR RELOCATION, 2025
- REGION IV SUPERINTENDENT OF THE YEAR, 2024
- SOUTHEAST REGION AMERICAN DRIVER AND TRAFFIC SAFETY EDUCATION ASSOCIATION TEACHER OF EXCELLENCE, 2025
- SPORTS TURF MANAGERS ASSOCIATION AWARD FOR FIELD OF THE YEAR, 2021
- U.S. DEPARTMENT OF AGRICULTURE INNOVATION IN PREPARATION OF SCHOOL MEALS AWARD, 2025
- U.S. DEPARTMENT OF EDUCATION NATIONAL BLUE-RIBBON SCHOOL AWARD, 2021, 2022, 2024
- U.S. DEPARTMENT OF EDUCATION'S GREEN RIBBON SCHOOL DISTRICT SUSTAINABILITY AWARD, 2021, 2022
- U.S. DEPARTMENT OF ENERGY, ALBERT EINSTEIN EDUCATOR FELLOW, 2023
- U.S. DEPARTMENT OF STATE AND FULBRIGHT FOREIGN SCHOLARSHIP BOARD, FULBRIGHT TEACHERS FOR GLOBAL CLASSROOMS PROGRAM AWARD, 2023
- U.S. MARINE CORPS PETE TAYLOR PARTNERSHIP OF EXCELLENCE AWARD, 2022
- VAST RISE AWARD FOR SCIENCE EDUCATION (NON-K12 CATEGORY SUPERVISORY ROLE), 2025
- VIRGINIA ASSOCIATION OF DRIVER EDUCATION AND TRAFFIC SAFETY IN-CAR TEACHER OF THE YEAR, 2024
- VIRGINIA ASSOCIATION OF ELEMENTARY SCHOOL PRINCIPALS DISTINGUISHED PRINCIPAL AWARD, 2025
- VIRGINIA ASSOCIATION OF SCHOOL SOCIAL WORKERS 2023 SCHOOL SOCIAL WORKER OF THE YEAR FOR THE NORTHERN REGION OF VIRGINIA AND SCHOOL SOCIAL WORKER OF THE YEAR FOR THE STATE OF VIRGINIA
- VIRGINIA BOARD OF EDUCATION EXEMPLAR PERFORMANCE AWARDS, 2022-25
- VIRGINIA DEPARTMENT OF WILDLIFE RESOURCES NAMED EIGHT SCHOOLS VIRGINIA NATURALLY SCHOOLS, 2022
- VIRGINIA FAMILY, CAREER, AND COMMUNITY LEADERS OF AMERICA ASSOCIATION SCHOOL ADMINISTRATOR AWARD, 2025
- VIRGINIA MUSIC EDUCATORS ASSOCIATION BLUE RIBBON AWARD 2023-25
- VIRGINIA NATURALLY SCHOOLS, 2023-24, 2024-25
- VIRGINIA SCHOOL COUNSELOR ASSOCIATION COUNSELOR OF THE YEAR, 2025
- VIRGINIA TECH COLLEGE OF AGRICULTURE AND LIFE SCIENCES OUTSTANDING UNDERGRADUATE ALUMNI AWARD, 2023
- VIRGINIA TECH SCHOOL OF PLANT AND ENVIRONMENTAL SCIENCE OUTSTANDING UNDERGRADUATE ALUMNI RECIPIENT, 2022
- WASHINGTON POST PRINCIPAL OF THE YEAR, 2022

