

AGENDA
JAMES CITY COUNTY BOARD OF SUPERVISORS
JOINT MEETING WITH THE WJCC SCHOOL BOARD AND
THE WILLIAMSBURG CITY COUNCIL
JAMES CITY COUNTY RECREATION CENTER
5301 LONGHILL ROAD
WILLIAMSBURG, VA 23188
October 10, 2025
8:30 AM

A. CALL TO ORDER

B. ROLL CALL

C. ACTION ITEM(S)

1. James City County Approval of the Contract for the Joint Operation of the Williamsburg-James City County Public School System
2. City of Williamsburg Approval of the Contract for the Joint Operation of the Williamsburg-James City County Public School System
3. School Board Approval of the Contract for the Joint Operation of the Williamsburg-James City County Public School System

D. BOARD DISCUSSIONS / GUIDANCE

1. Academic Achievement Update

E. CLOSED SESSION

F. ADJOURNMENT

1. Adjourn until 5 pm on October 14, 2025 for the Regular Meeting

PROPOSED
JOINT SCHOOL OPERATIONS CONTRACT
OCTOBER 10, 2025



WILLIAMSBURG
JAMES CITY COUNTY
PUBLIC SCHOOLS
EST. 1955



PROPOSED JOINT SCHOOL OPERATIONS CONTRACT AT-A-GLANCE



WILLIAMSBURG-JAMES CITY COUNTY SCHOOLS, JAMES CITY COUNTY, AND THE CITY OF WILLIAMSBURG

are taking a modernized approach to operating and capital costs that also aims to strengthen student outcomes through a contract that:

INVESTS IN THE SYSTEM

ADJUSTS FOR ENROLLMENT

SIMPLIFIES CAPITAL FUNDING

ESTABLISHES PREDICTABLE AND PLANNED ANNUAL FUNDING

DRIVES INVESTMENT IN STUDENT OUTCOMES

RESTRUCTURES SCHOOL BOARD GOVERNANCE



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Proposed JOINT SCHOOL OPERATIONS CONTRACT AT-A-GLANCE



INVESTS IN THE SYSTEM

The new joint contract ensures more investment from the localities. In Fiscal Year 2027, operational contributions are as follows: \$104,500,000 from James City County and \$14,450,000 from the City of Williamsburg.



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ADJUSTS FOR ENROLLMENT

Local contributions will be adjusted each year, starting in FY2028, based on each locality's increase or decrease in student enrollment.



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SIMPLIFIES CAPITAL FUNDING

Each locality is responsible for funding capital projects within its respective locality. Both contribute to capital expenses for shared-use facilities.

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Proposed JOINT SCHOOL OPERATIONS CONTRACT AT-A-GLANCE



ESTABLISHES PREDICTABLE AND PLANNED ANNUAL FUNDING

Localities must provide an initial budget for operating costs to the school division in October of each year. WJCC will then develop its operating budget within those funding parameters, with an opportunity to request additional funds for specific student performance-related enhancements.

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Proposed JOINT SCHOOL OPERATIONS CONTRACT AT-A-GLANCE



DRIVES INVESTMENT IN STUDENT OUTCOMES

The new contract restructures the schedule of joint meetings so that division-wide and community-specific student performance data will be the driver for budget requests.

OCTOBER

- WJCC: Student performance data
- Localities: Initial budget

DECEMBER

- School system capital needs

FEBRUARY

- Operating budget
- WJCC: additional funding needs

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JOINT SCHOOL OPERATIONS CONTRACT
AT-A-GLANCE



RESTRUCTURES SCHOOL BOARD GOVERNANCE

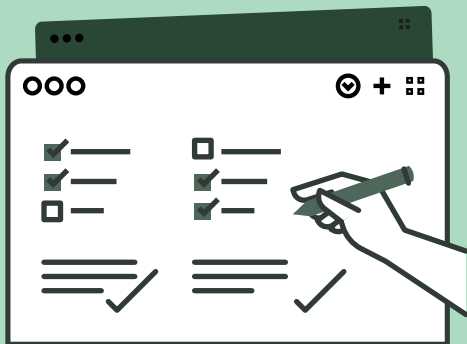
The new contract adds the WJCC School Board as a party to strengthen the ability of funds to address strategies that enhance student performance. Also, the JCC Board of Supervisors has the option to vote on adding two new seats to the school board to reflect the county's potential population growth.

PROPOSED JOINT SCHOOL OPERATIONS CONTRACT AT-A-GLANCE



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ESTABLISHES PREDICTABLE AND PLANNED ANNUAL FUNDING

Localities must provide an initial budget for operating costs to the school division in October of each year. WJCC will then develop its operating budget within those funding parameters, with an opportunity to request additional funds for specific student performance-related enhancements.

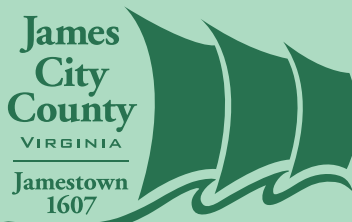
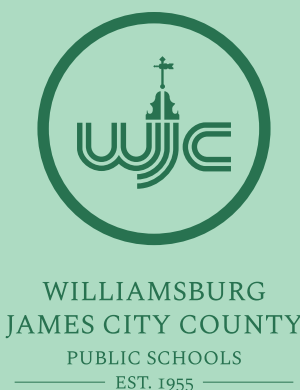


DRIVES INVESTMENT IN STUDENT OUTCOMES

The new contract restructures the schedule of joint meetings so that division-wide and community-specific student performance data will be the driver for budget requests, ensuring outcomes receive prominent attention as part of the annual budget conversation.

RESTRUCTURES SCHOOL BOARD GOVERNANCE

The new contract adds the WJCC School Board as a party to strengthen the ability of funds to address strategies that enhance student performance. Also, the JCC Board of Supervisors has the option to vote on adding two new seats to the school board to reflect the county's potential population growth.





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2024-2025 Academic Achievement, Accountability & Accreditation Overview

October 10, 2025

June 2025 KPI Progress – Key Priority



Key Performance Indicator



**2024-2025
Rate**

**Target
Rate**

Percentage of K-2 students meeting proficiency on VALLSS

79%

85%

Percentage of Bright Beginnings demonstrating literacy growth in kindergarten readiness on VALLSS

95%

85%

Percentage of Bright Beginnings demonstrating mathematics growth in kindergarten readiness on VKRP

97%

85%

Increase the identification of K-12 gifted students from underrepresented student groups

21%
(1.4% increase)

24.6%
(+5%)



October 2025 KPI Progress – Key Priority



Key Performance Indicator



**2024-2025
Rate**

**Target
Rate**

Percentage of students meeting proficiency on Grade 3-8 & EOC Reading SOL

78%

85%

Percentage of students showing growth on Grade 4-8 Reading SOL

88%

90%

Percentage of students meeting proficiency on Grade 3-8 & EOC Math SOL

77%

85%

Percentage of students showing growth on Grade 4-8 Math SOL

83%

90%

Percentage of students meeting proficiency on Grade 5, 8 & EOC Science SOL

77%

85%

Percentage of students meeting proficiency on Grade 10 Writing SOL

80%

85%



COMING NOVEMBER 2025 – Graduation & 3E Framework



Key Performance Indicators



90% of the annual cohort of students will participate in future-ready employment, enlisted, and enrollment opportunities

95% of the annual cohort of students will complete all requirements for graduation as measured by the state Federal Graduation Indicator (FGI) 4-Year Rate

98% of annual cohort of students will complete all requirements for graduation or an approved alternative education program as measured by the state Graduation Completion Index (GCI)

Increase the number/percentage of secondary students enrolled in advanced courses and programming by 5%.



Accountability vs.

Accreditation



Virginia's School Performance



Performance Categories (Summative Label)

Aligned Federal Identification for Improvement

No
Identification

Student Group
Additional or
Targeted Support

School-level
Comprehensive
Support

OSQ Support and Federal Dollar Allocation



Accreditation

Eight Components of SOA, including
Comprehensive School Identification

Accreditation

Fully
Accredited

Conditionally
Accredited

Accreditation
Denied

Solely to meet state statutory obligations
and focused on operational compliance





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2025 Accountability:

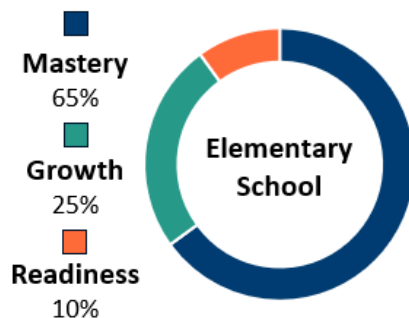
School Performance & Support Framework

Virginia's New Accountability System

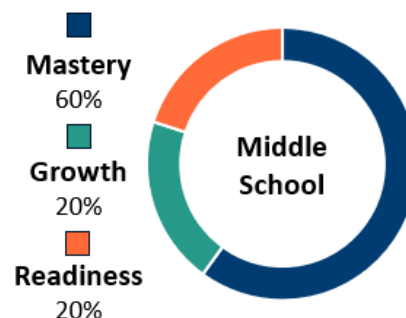
The School Performance and Support Framework is a weighted index.

The model allows easy translation into the number of points earned or score.

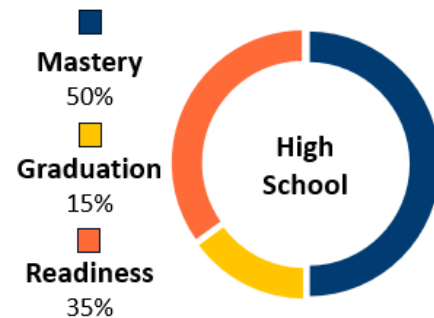
All total scores will be out of 100, but component scores vary based on grade span.



Elementary Schools	
Mastery	65%
Growth	25%
Readiness	10%
Total	100



Middle Schools	
Mastery	60%
Growth	20%
Readiness	20%
Total	100



High Schools	
Mastery	50%
Graduation	15%
Readiness	35%
Total	100



Performance Categories

Distinguished

Schools are exceeding the state's expectation for achievement, growth, graduation, and readiness.

90 points and above

On Track

Schools are meeting the state's expectation for achievement, growth, graduation, and readiness.

80 to 89 points

Off Track

Schools are not meeting the state's expectation for achievement, growth, graduation, and readiness.

65 to 79 points

Needs Intensive Support

Schools are significantly not meeting the state's expectation for achievement, growth, graduation, and readiness.

Below 65 points

Schools that are federally identified as Targeted or Additional Targeted Support and Improvement will have their category lowered by one.





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2025 Accreditation

Accreditation

Virginia Standards of Accreditation (SOA) are designed to ensure that an effective educational program is established and maintained in all of Virginia's public schools.

Accreditation		
Fully Accredited	Conditionally Accredited	Accreditation Denied



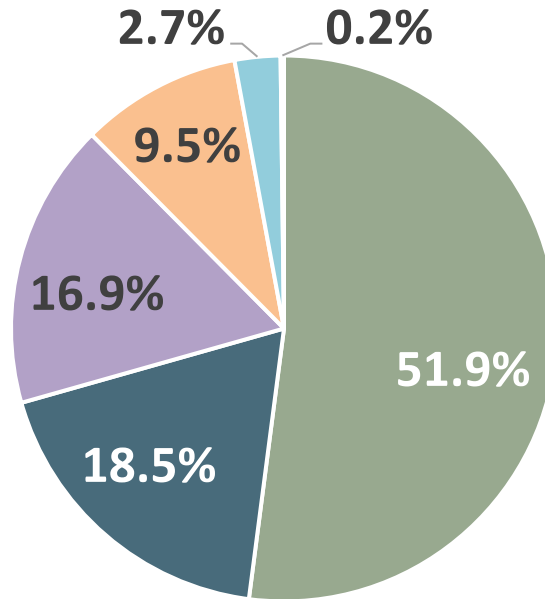


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2024-2025 Enrollment & Demographics

WJCC Enrollment by Race/Ethnicity (K-12)

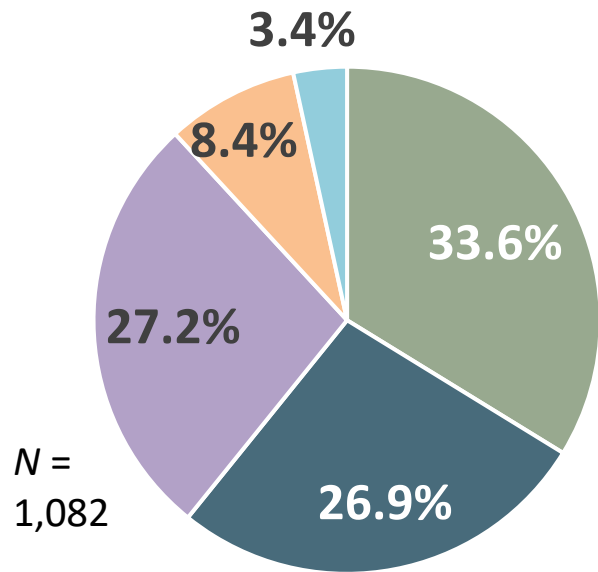


■ White ■ Black ■ Hispanic ■ Multiple Races ■ Asian ■ American Indian

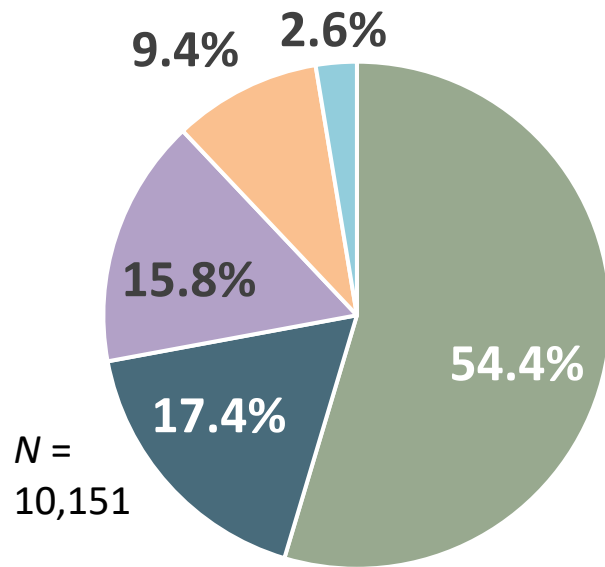


Locality Enrollment by Race/Ethnicity (K-12)

Williamsburg Race/Ethnicity



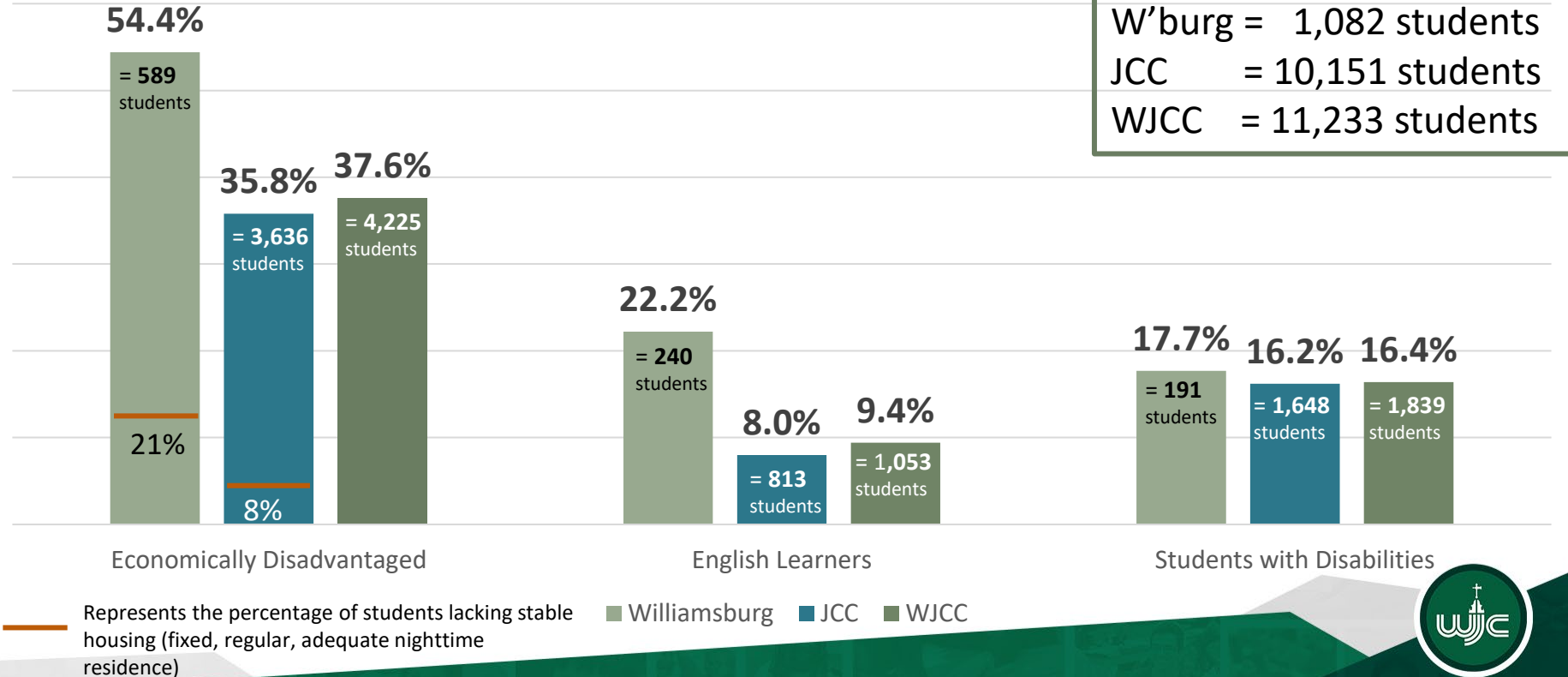
James City County Race/Ethnicity



■ White ■ Black ■ Hispanic ■ Multiple Races ■ Asian

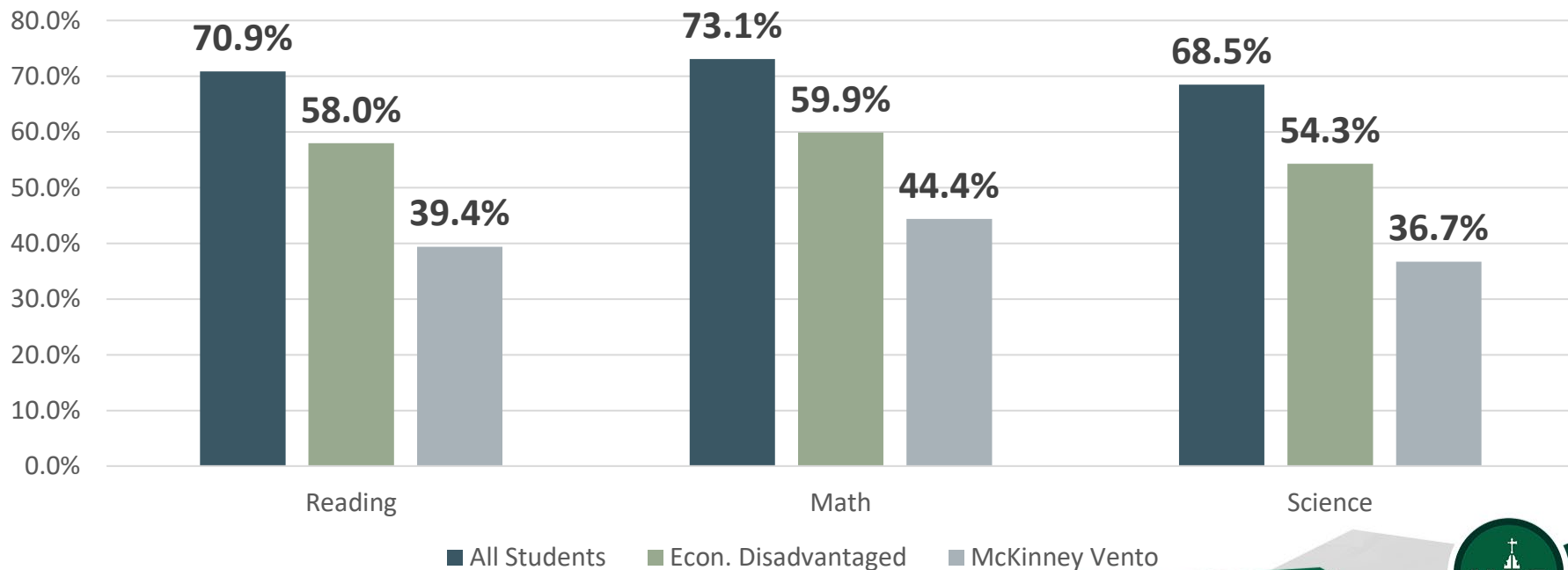


Enrollment by Student Groups (K-12)

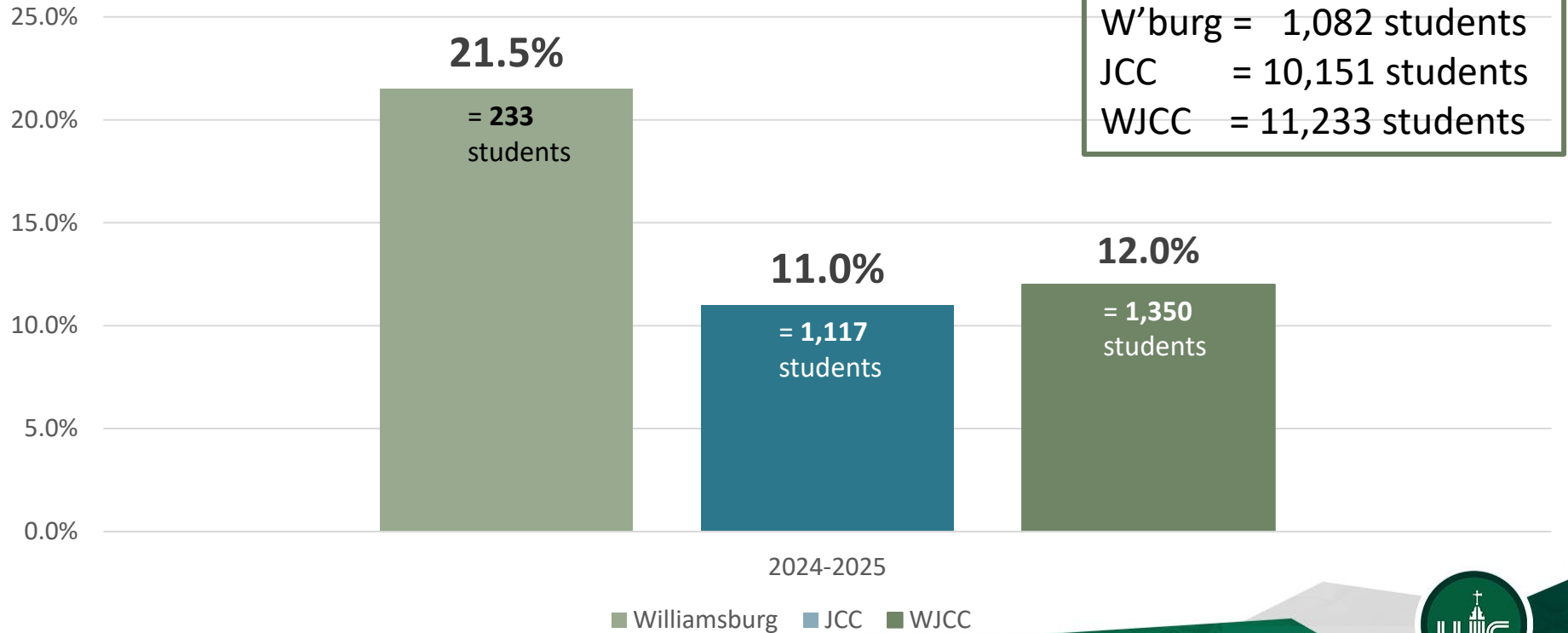


Research – Students Experiencing Homelessness

2023-2024 All Assessment Pass Rates - Virginia



Student Transiency Rates by Locality (K-12)



Student Enrollment by Locality (K-12)

School	Williamsburg	JCC	Total
Clara Byrd Baker	89	370	459
D. J. Montague	1	499	500
J. Blaine Blayton	2	480	482
James River	5	442	447
Laurel Lane	56	478	534
Matoaka	1	583	584
Matthew Whaley	325	134	459
Norge	6	572	578
Stonehouse	0	833	833
Berkeley	153	507	660
James Blair	74	439	513
Lois Hornsby	21	771	792
Toano	2	701	703
Jamestown	8	1,219	1,227
Lafayette	279	943	1,222
Warhill	60	1,180	1,240

2025 End-of-Year Student Record Collection

Williamsburg
enrollment = 1,082 students (9.6%)

JCC enrollment = 10,151 students (90.4%)

WJCC enrollment = 11,233 students



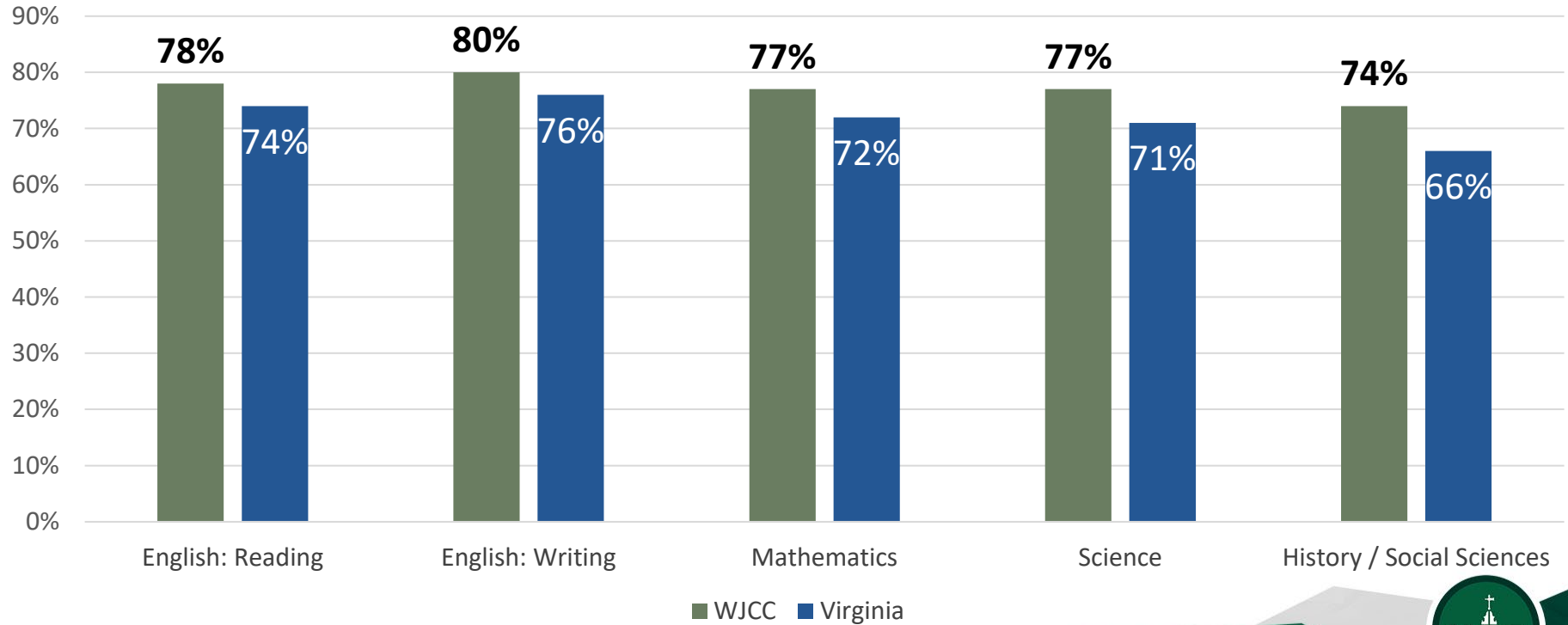


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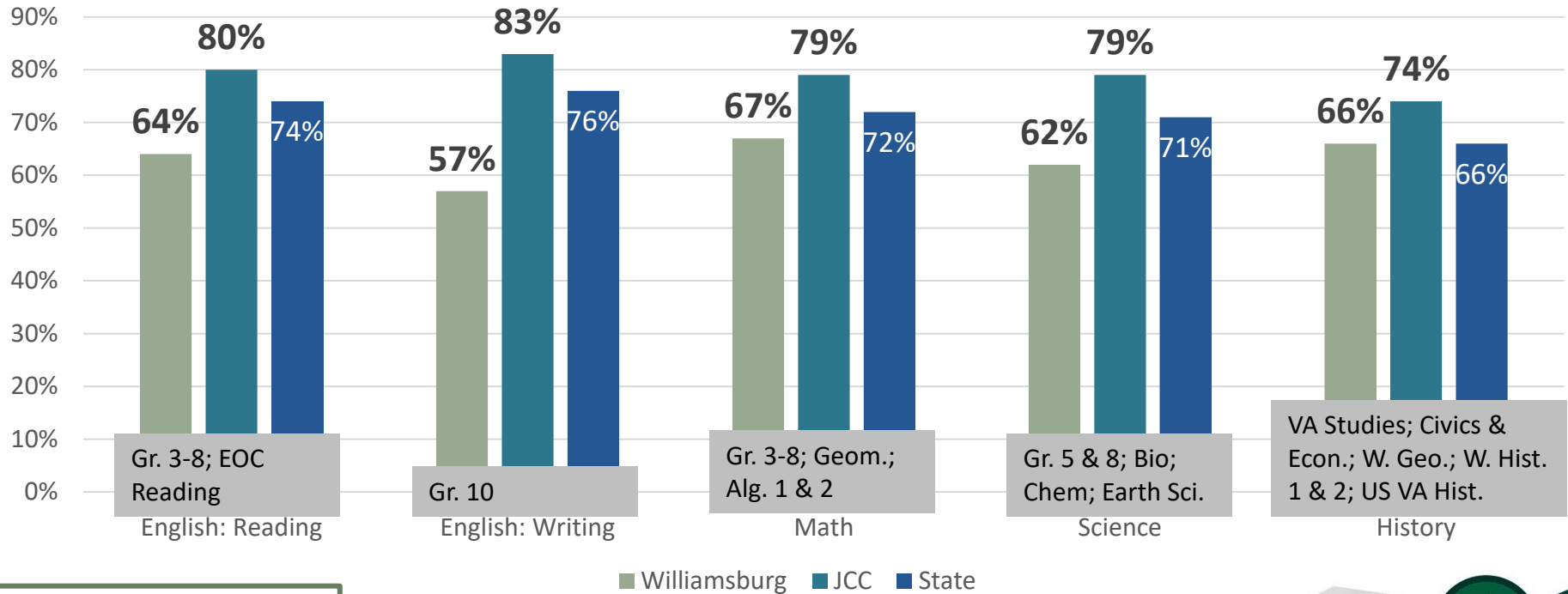
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2025 Academic Achievement: All Students

WJCC vs. Virginia – 2025 Academic Performance



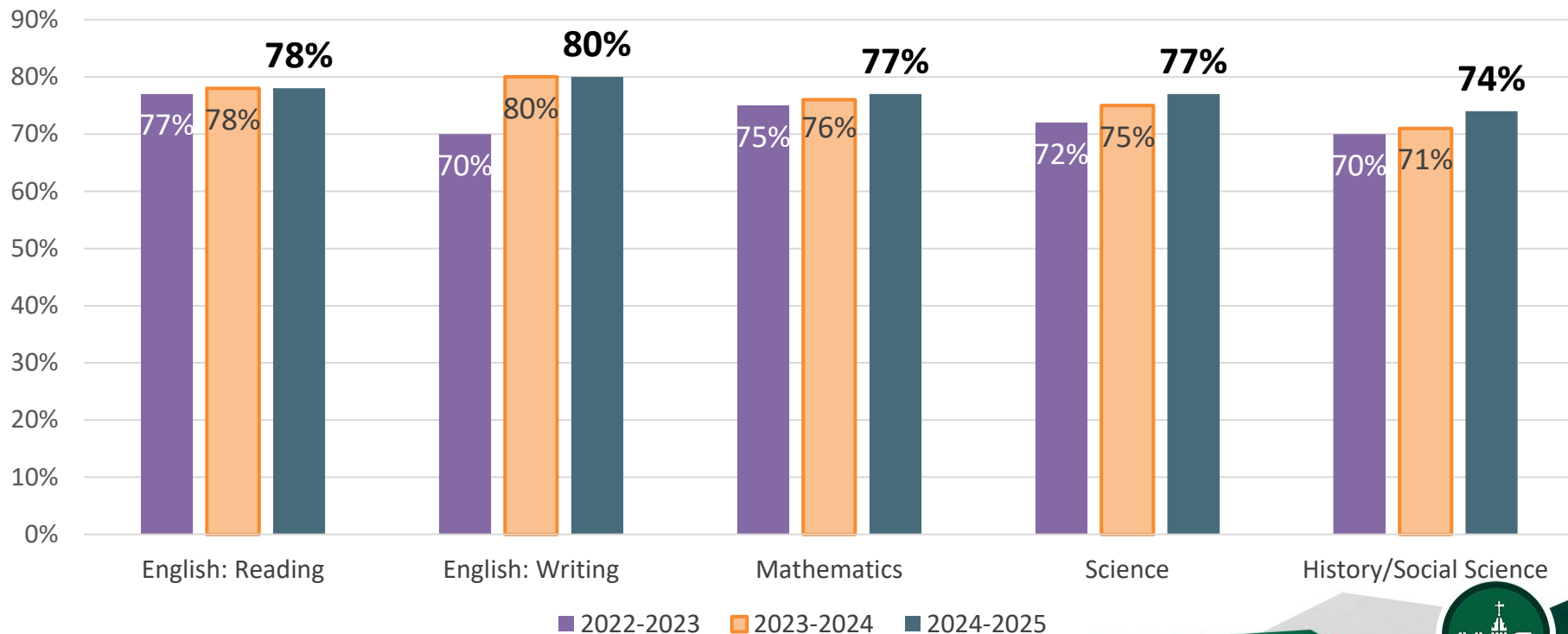
Locality vs. Virginia – 2025 Academic Performance



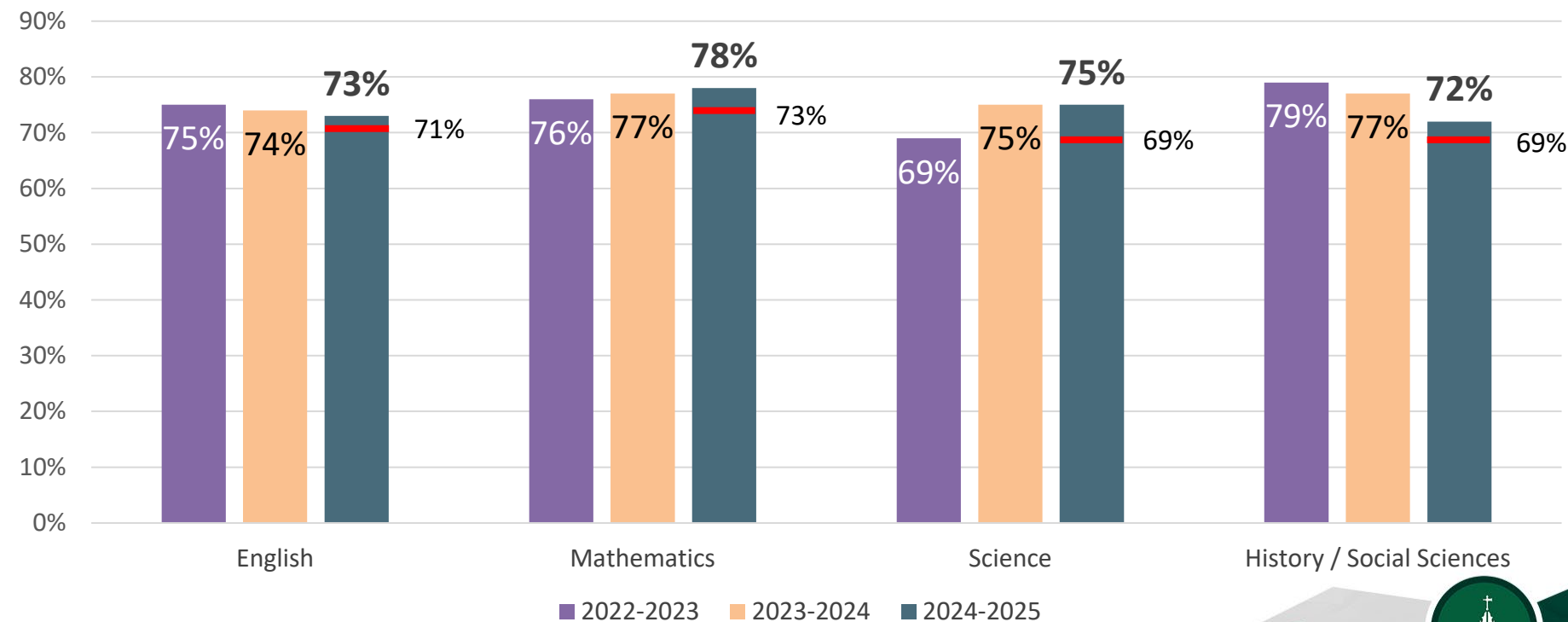
W'burg = 1,082 students
JCC = 10,151 students



Division – Academic Performance Trend



Elementary – Academic Performance Trend



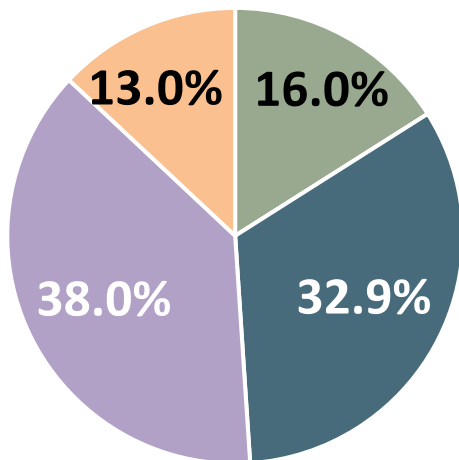
— Represents the 2025 elementary state average



Growth – Elementary Reading & Math

Reading Growth

N=1,506



■ Exceeded Expected Growth

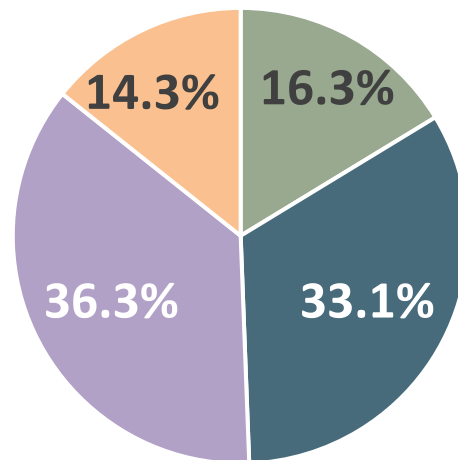
■ Met Expected Growth

■ Below Expected Growth

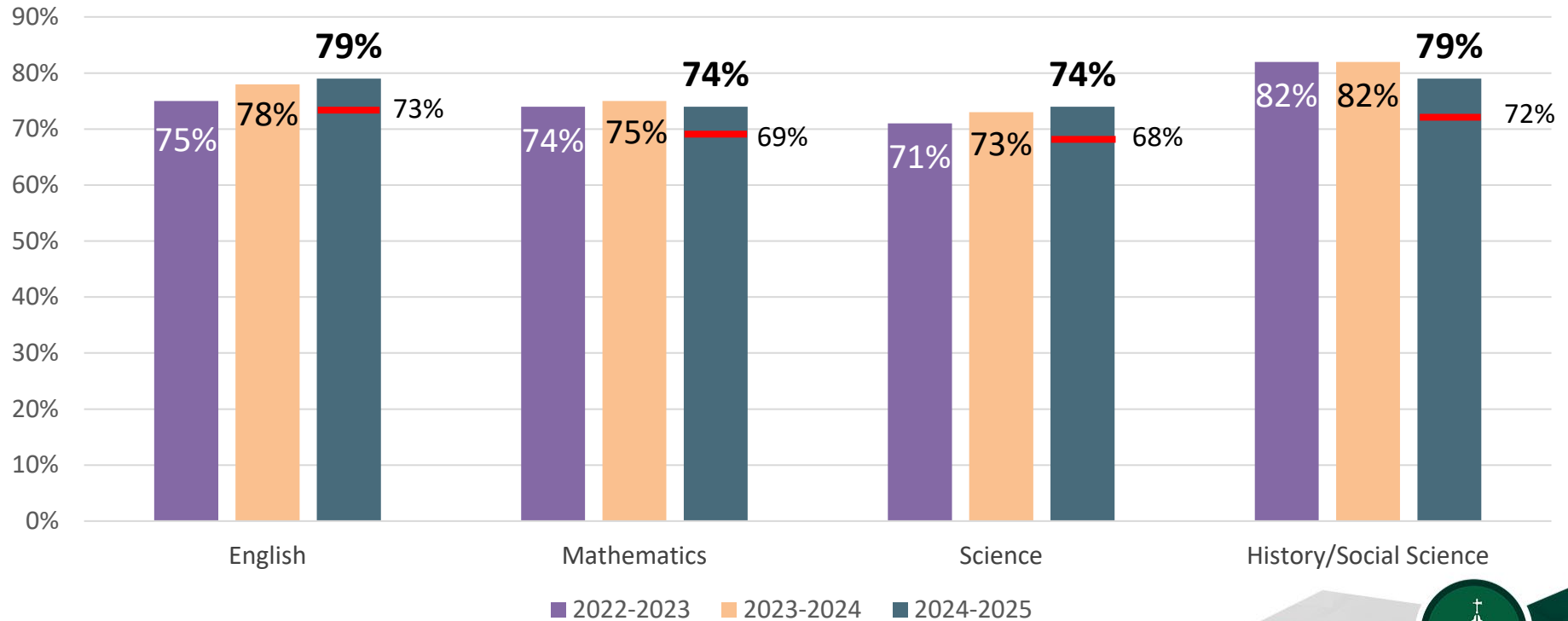
■ Did Not Meet Expected Growth

Math Growth

N=1,505



Middle School – Academic Performance Trend



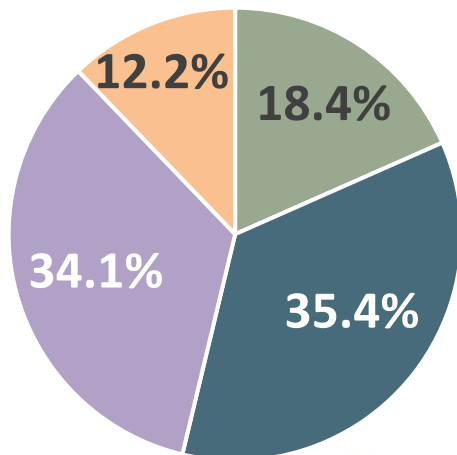
— Represents the 2025 middle school state average



Growth – Middle School Reading & Math

Reading Growth

N=2,463



■ Exceeded Expected Growth

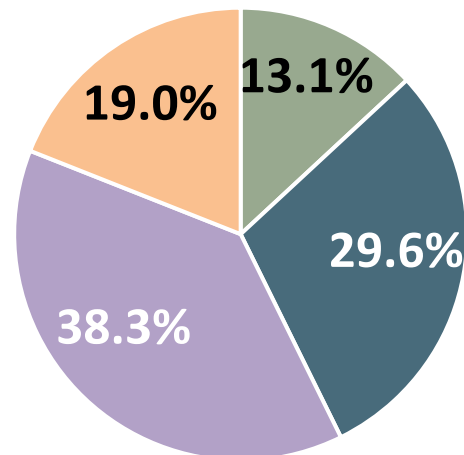
■ Met Expected Growth

■ Below Expected Growth

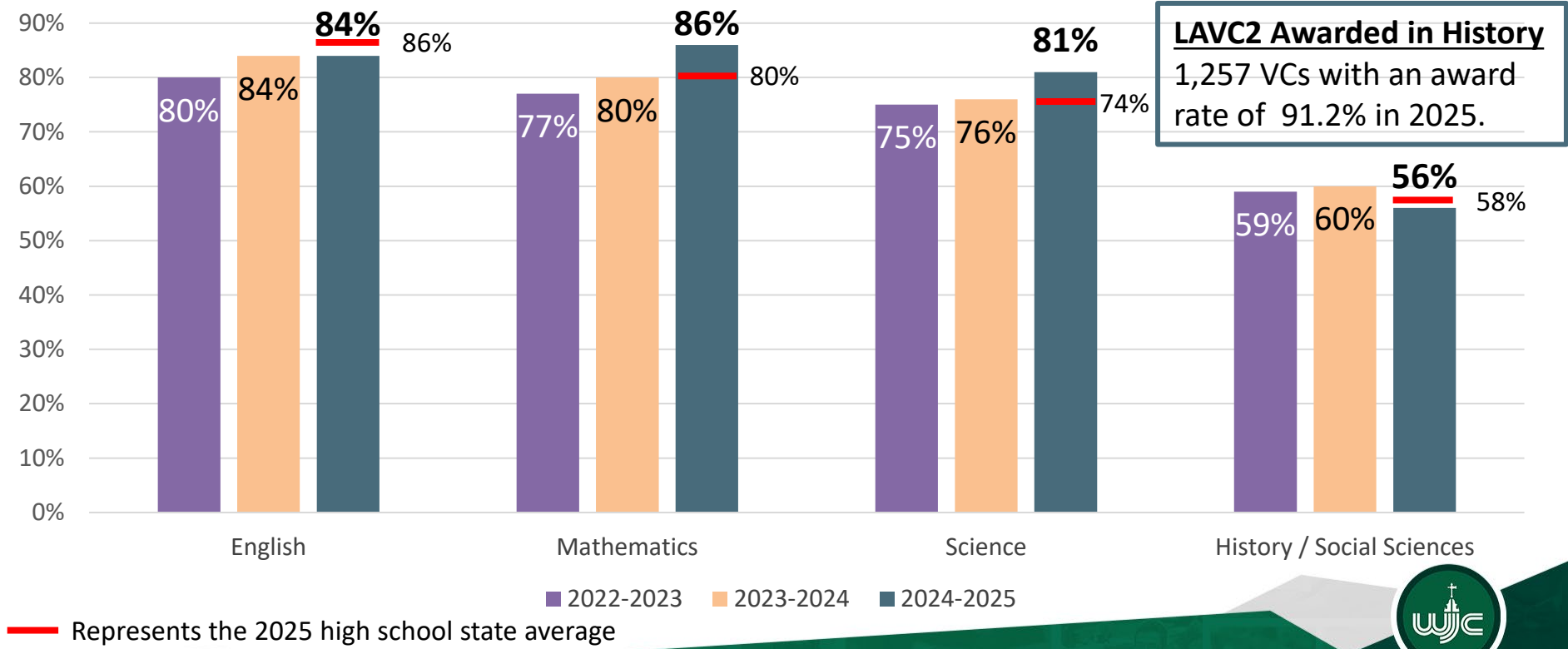
■ Did Not Meet Expected Growth

Math Growth

N=2,452



High School –Academic Performance Trend



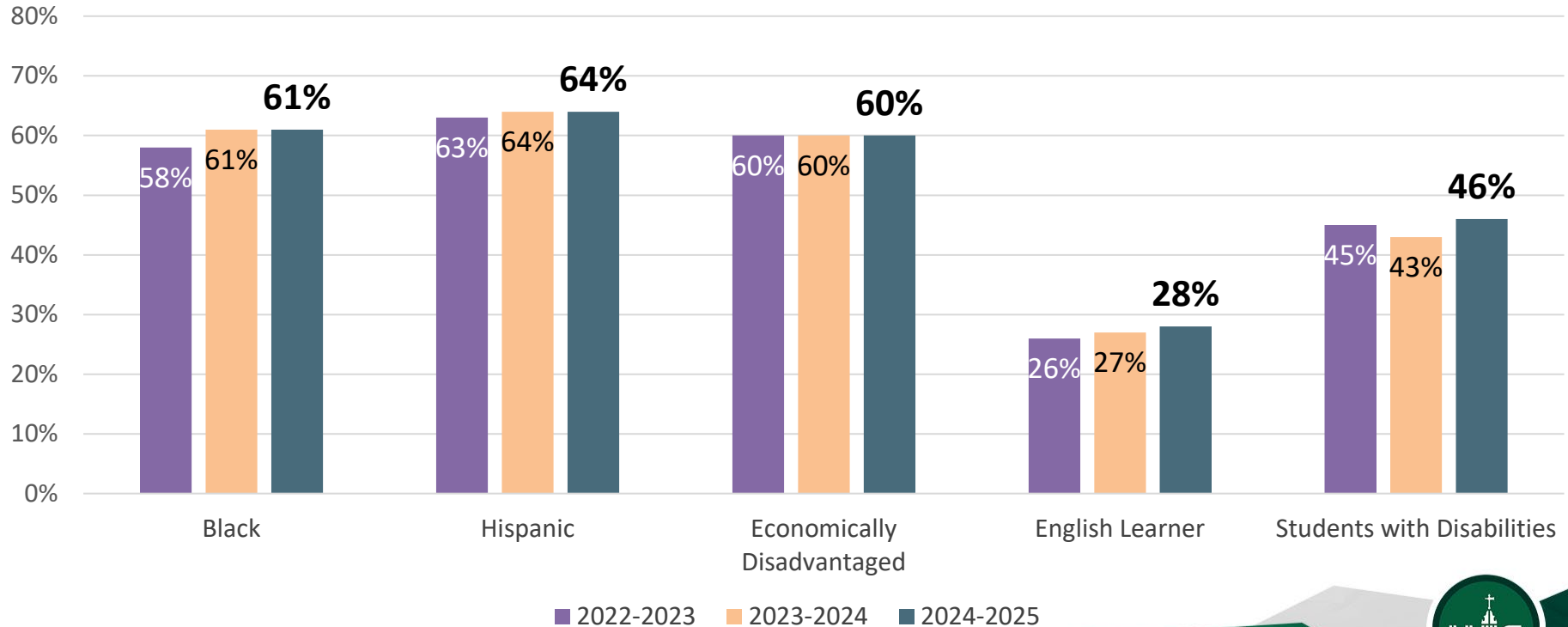


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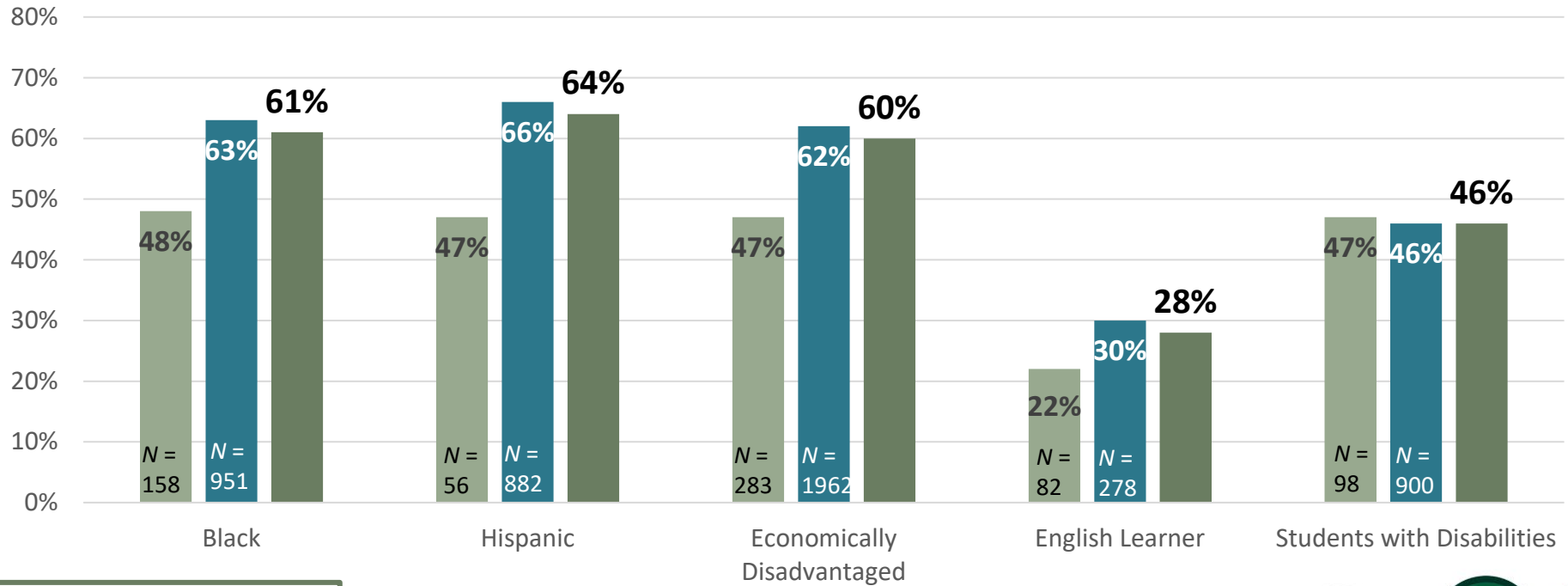
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2025 Academic Achievement: Student Groups

Student Groups – Reading Performance Trend



2025 Student Groups by Locality – Reading

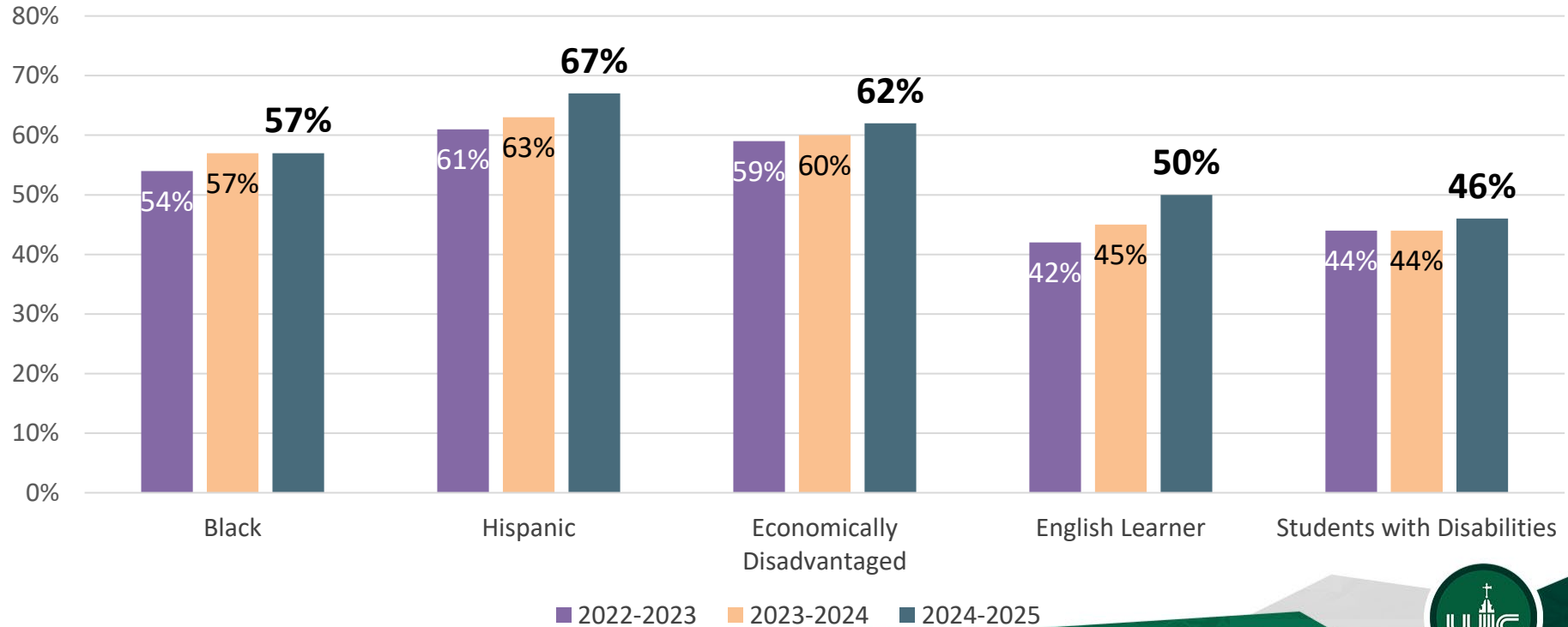


W'burg = 1,082 students
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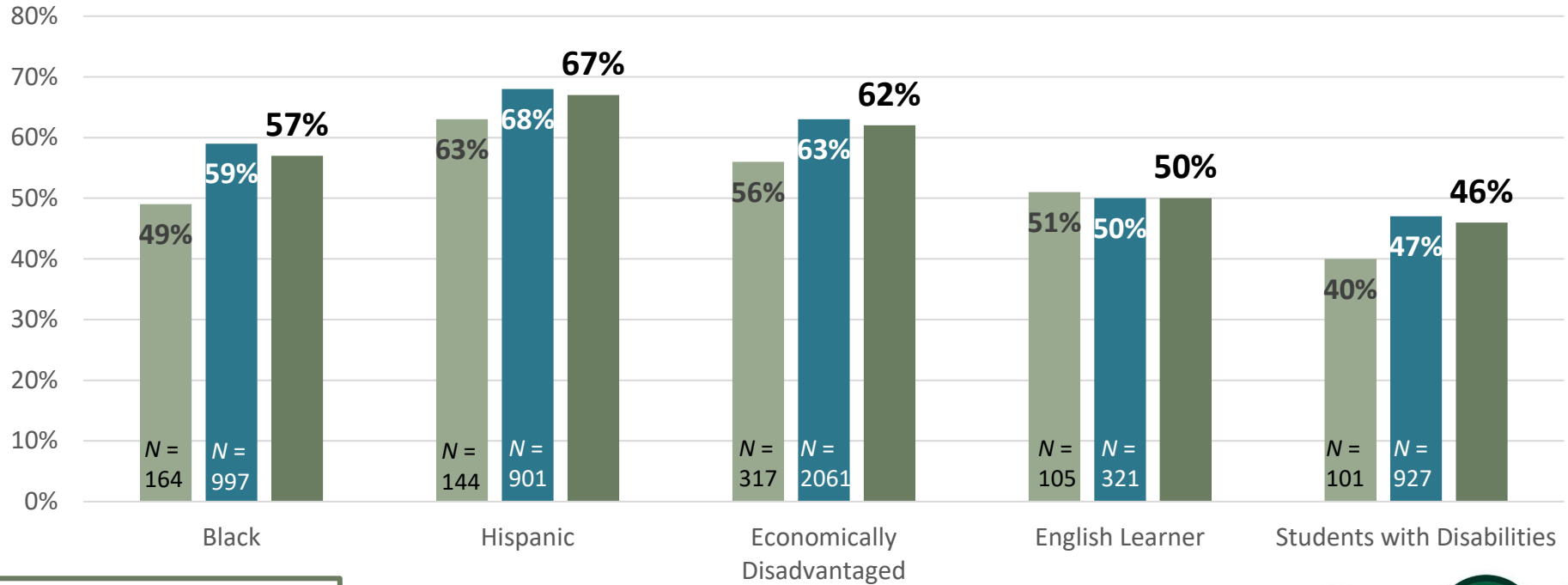
■ Williamsburg ■ JCC ■ WJCC Combined



Student Groups – Math Performance Trend



2025 Student Groups by Locality – Math

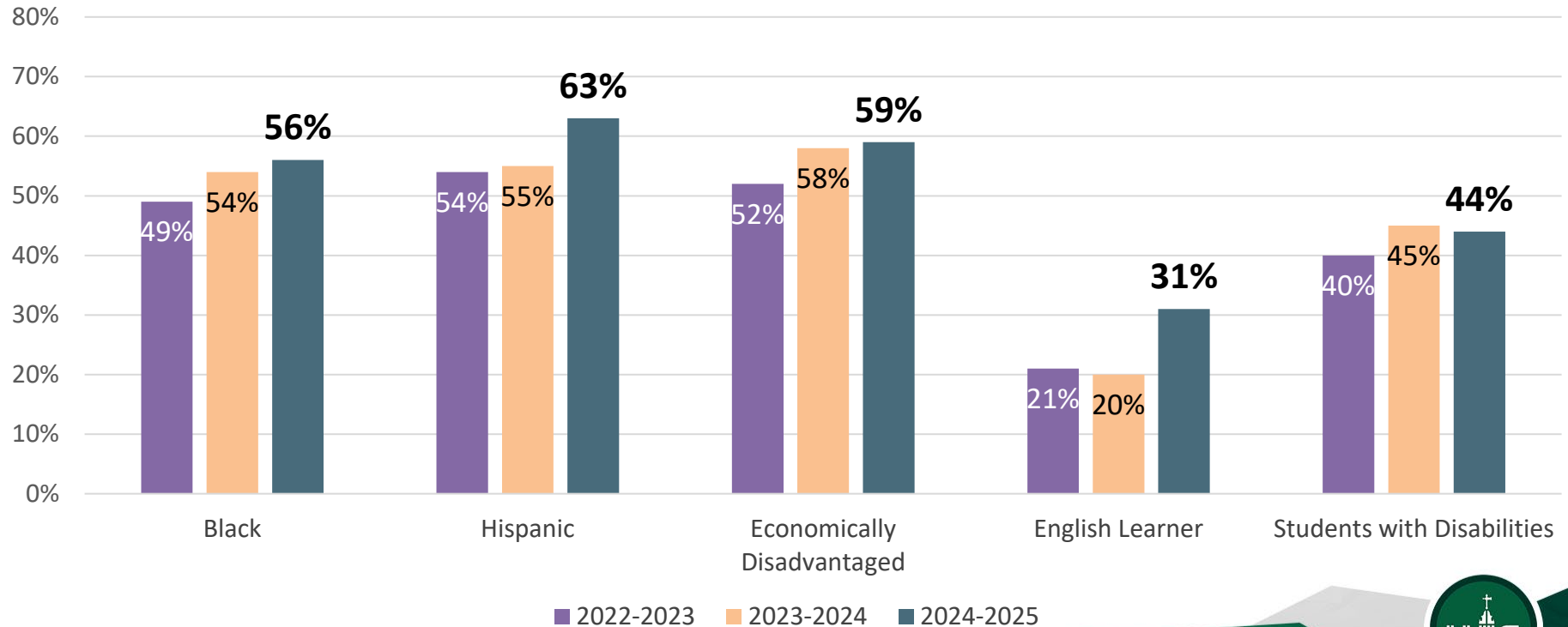


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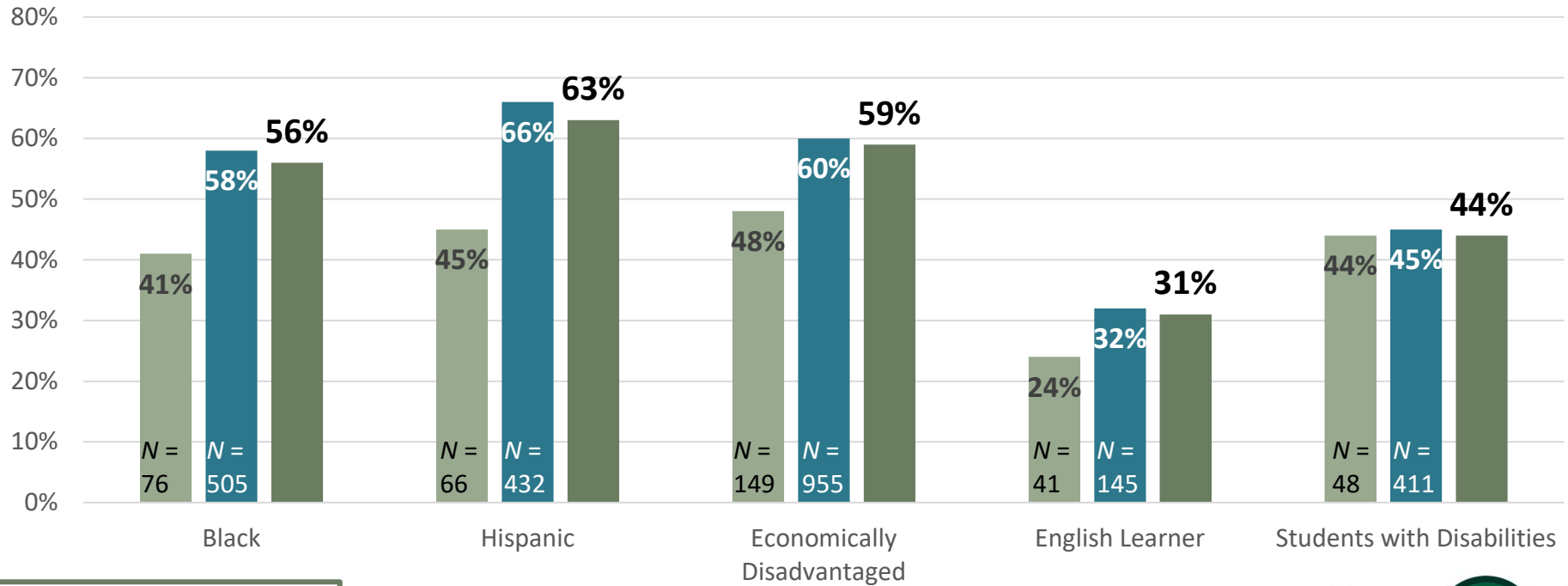
Williamsburg JCC WJCC Combined



Student Groups – Science Performance Trend



2025 Student Groups by Locality – Science



W'burg = 1,082 students
JCC = 10,151 students

Williamsburg JCC WJCC Combined





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2025-2026 Focus Areas

Literacy Focus Areas

High-Quality Tier 1 Instruction

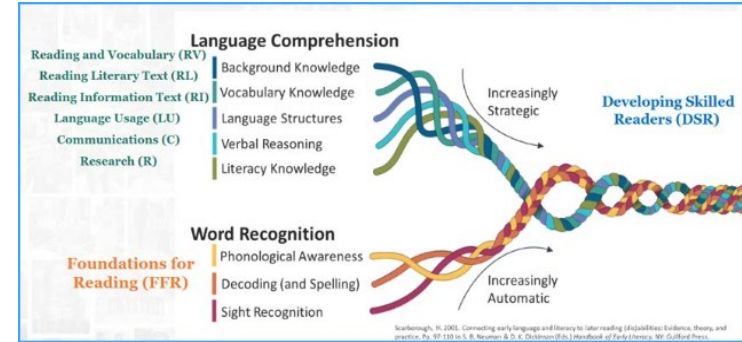
- Benchmark Advance (ES, Year 2)
- UFLI Project Read (word recognition)
- SPIRE Literacy Intervention (word recognition)
- HMH *Into Literature* Curriculum (Grades 6-12)

Progress Monitoring & Tiered Interventions

- VALLS Assessment (expanded to identified students in Grades 4-8)
- Student Reading Plans (for identified students in Grades K-8)
- ES Literacy Intervention Teachers (16) & Tutors (35)
- Lexia (Core 5 for ES; PowerUp for MS)
- Benchmark Steps to Advance (multilingual learners & special education)
- Expansion of IXL Flex Diagnostic (3 times per year)

Professional Learning

- Collaborative Planning Supports with Reading Specialists
- Camp GPS – Secondary English Curriculum
- Integrated Reading and Writing Assessments (interrater reliability)
- IXL Training



Mathematics Focus Areas

High-Quality Tier 1 Instruction

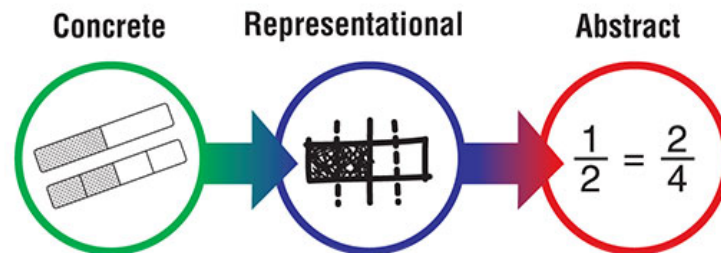
- Kiddom (ES, Year 1)
- ES Instructional Schedule (60 min. of core instruction & 30 mins. differentiation daily)
- Expansion of Hands-On Standards with Math Manipulatives (Math 6 & Algebra 1)
- Update Secondary Math Curriculum to Align with New Standards of Learning (unit plans & assessments)

Progress Monitoring & Tiered Interventions

- ES Math Interventionists (13)
- Expansion of IXL Flex Diagnostic (3 times per year)
- Algebra 1 Midyear Review Assessments
- Math Scaffolds for Multilingual Learners

Professional Learning

- Collaborative Planning Supports with Math Specialists & Coaches
- Kiddom Curriculum (11 hours by Kiddom trainers)
- Camp GPS – ES Math & Algebra 2, Algebra 2/Trig
- Co-Teachers Training on Hands-On & Concept-Based Instruction
- IXL Training



Science Focus Areas

High-Quality Tier 1 Instruction

- Science 5 Units (embedded spiral review)
- Experiential Field Trips with James River Association (Grade 4)
- Common Lab Experiences (Grades 4, 5, 8, & Biology)
- Supplemental Digital Learning Resources
- Science Textbook Adoption (Grades 4, 5, & Environmental Sci)

Progress Monitoring & Tiered Interventions

- Common Assessments (Grade 4-8, & Biology)
- Legends of Learning Formative Assessments
- Newsela Formative Assessments
- School-Based SOL Remediation & Prep

Professional Learning

- Collaborative Planning Structures (data discussions and spiral review/remediation)
- Utilizing Generative AI to Enhance Lessons
- Literacy Integration through Newsela



Social Studies Focus Areas

High-Quality Tier 1 Instruction

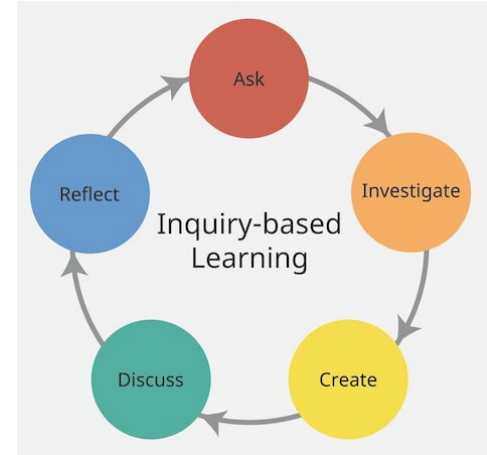
- Revise Curriculum for All Courses (alignment with new Standards of Learning)
- Curriculum Resource Repositories
- Four new Social Studies Units for Grade 5
- New Supplemental Resources for Grade 2

Progress Monitoring & Tiered Interventions

- Three Virginia Studies (Grade 4) quarterly assessments
- Expansion of LAVC2 Assessments

Professional Learning

- Camp GPS – High School Courses with LAVC2
- Strategies for inquiry-based learning, source analysis, skill-based activities



Family Learning (Division-Wide)

Family Academies

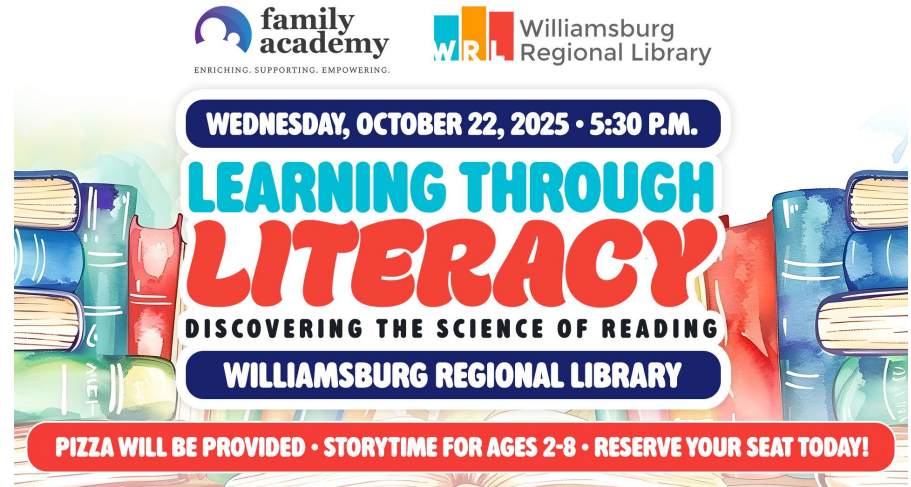
- Literacy Night (October 22)
- Math Night (TBD)

Family Updates

- Resources & Strategies for Supporting Learning at Home

Diverse Learners

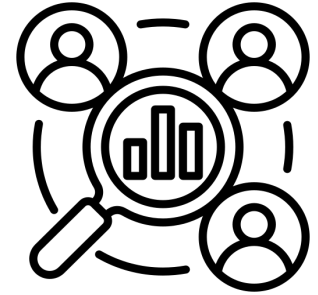
- LIEP Parent Nights
- Special Education Advisory Committee (SEAC) Events



Addressing City/County Achievement Gaps

1. Analyze and monitor quantitative data at the locality level.

- Student Achievement
- Student Demographics & Enrollment
- Attendance
- Behavior
- Tiered Supports
- Class Ratios
- Teacher Quality (licensure)



2. Collect qualitative data to conduct root-cause analyses of achievement gaps.

3. Convene a Community of Practice, inclusive of school division and City of Williamsburg liaisons, to analyze and discuss data, and identify cross-functional and systemic recommendations for continuous improvement.

4. Examine and consider the need for additional staffing supports for schools serving a high percentage of students residing in the City of Williamsburg.





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Questions?



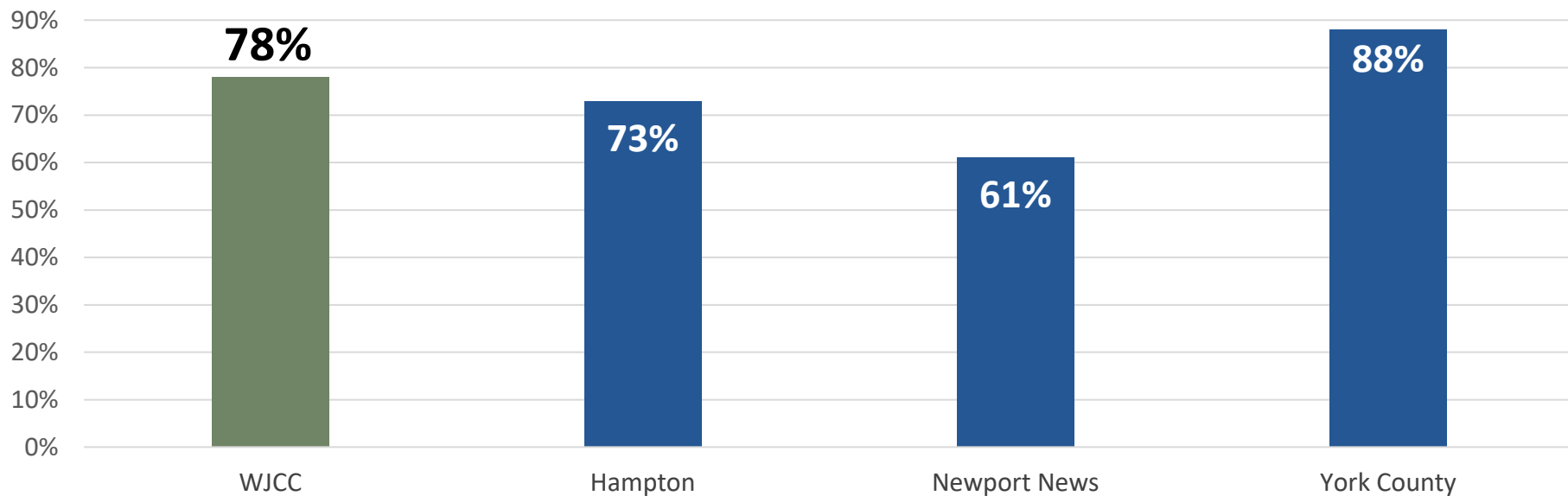
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Local School Divisions

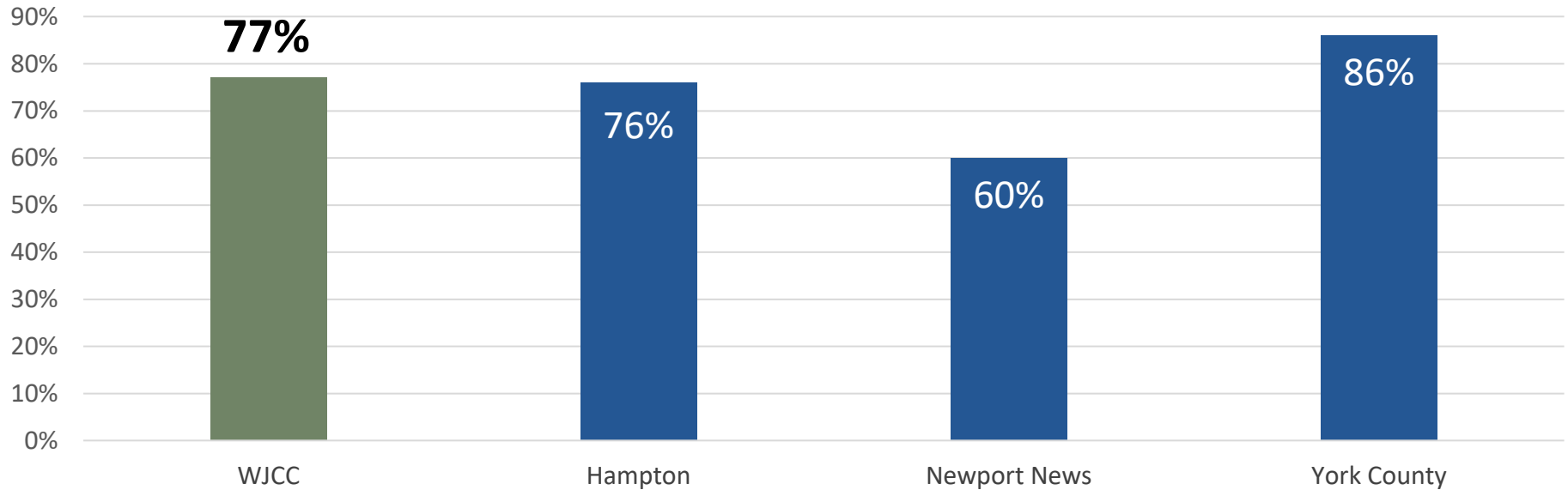
Reading – Local School Divisions

English: Reading Performance – 2024-2025 School Year



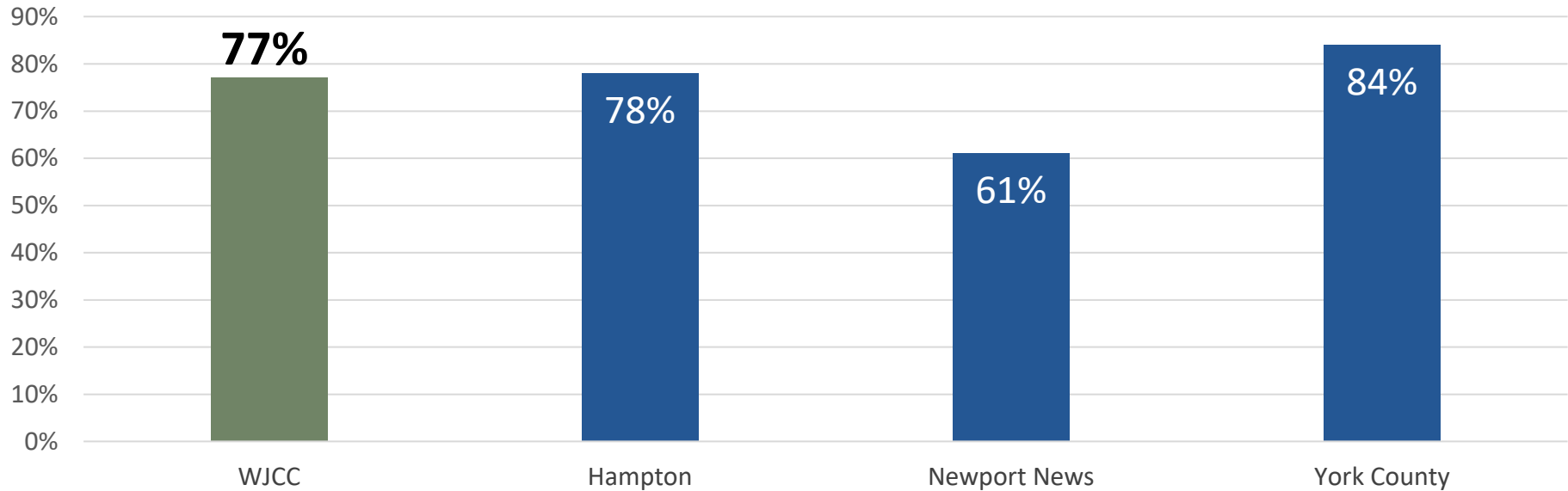
Mathematics – Local School Divisions

Mathematics Performance – 2024-2025 School Year



Science – Local School Divisions

Science Performance – 2024-2025 School Year



Local School Divisions – 2025 Ranking

Division	2024		2025		Difference	
	Pass	Rank	Pass	Rank	Pass	Rank
York	84.51%	4 th	85.46%	4 th	0.94%	0
WJCC	75.98%	30th	77.29%	27th	1.31%	3
Hampton	71.82%	50 th	74.00%	44 th	2.18%	6
Newport News	56.66%	113 th	58.44%	112 th	1.78	1

Source: Hurt, M., 2025, Comprehensive Instructional Program





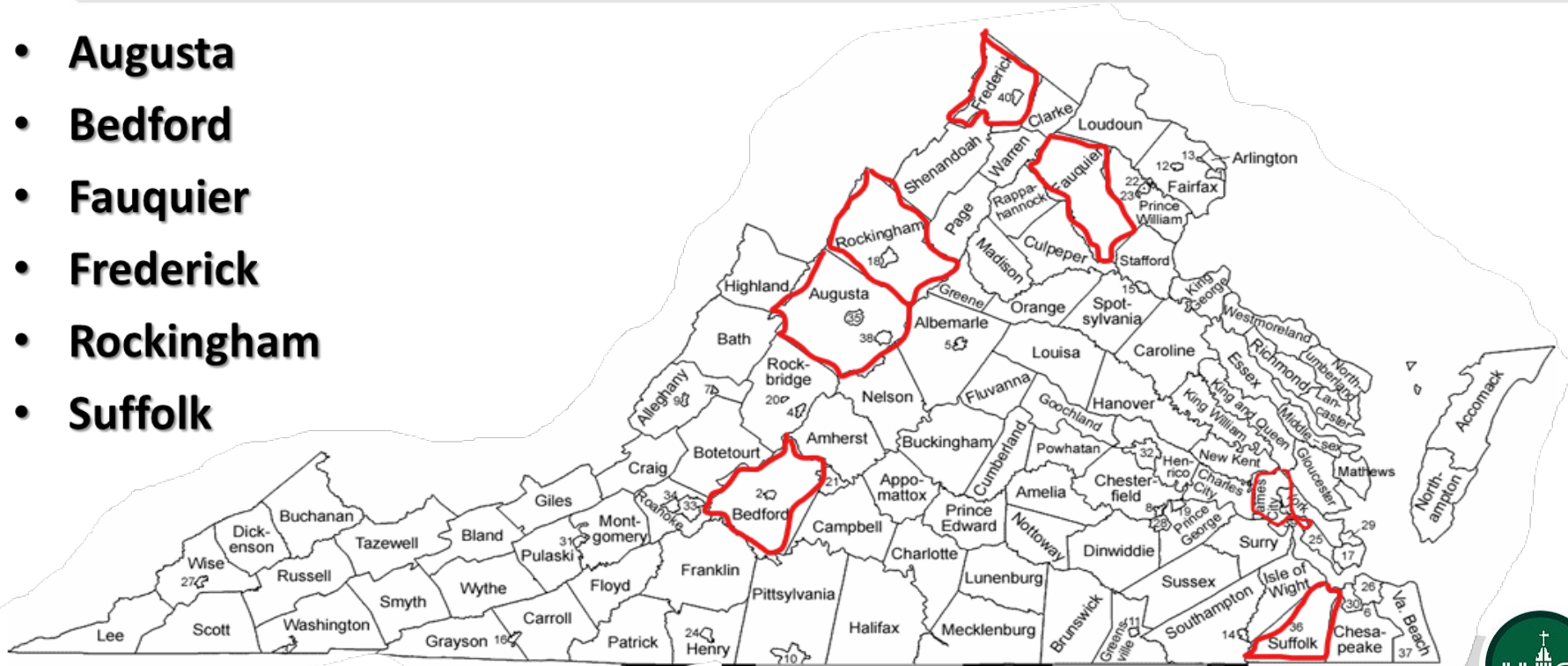
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Similar School Divisions

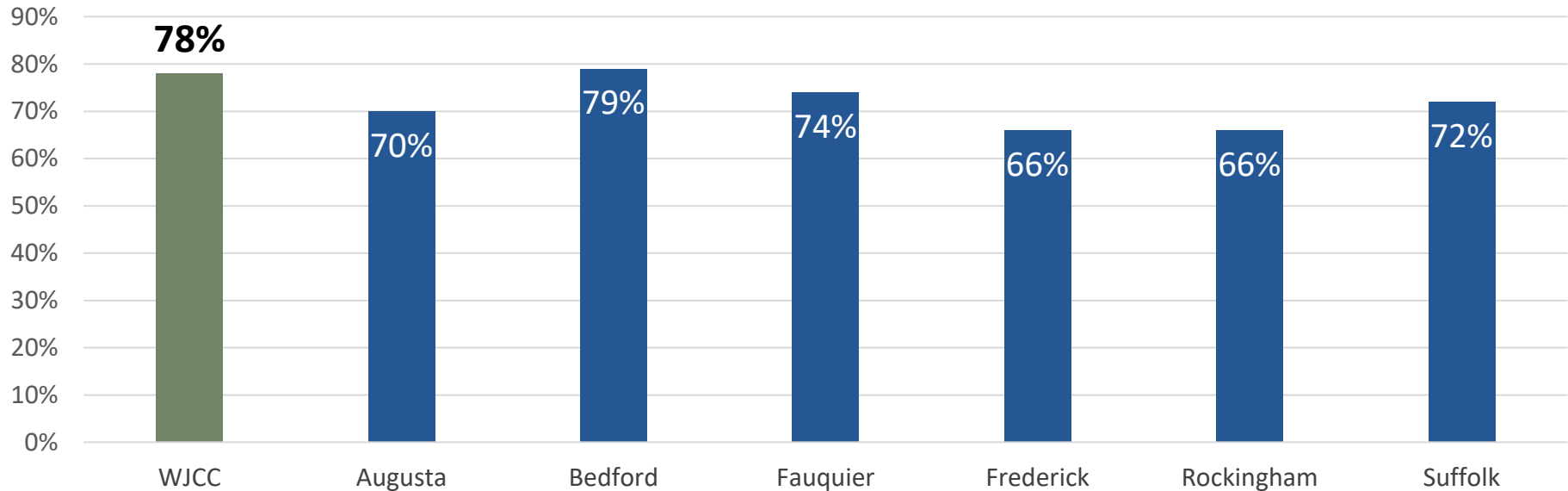
Similar School Divisions

- Augusta
- Bedford
- Fauquier
- Frederick
- Rockingham
- Suffolk



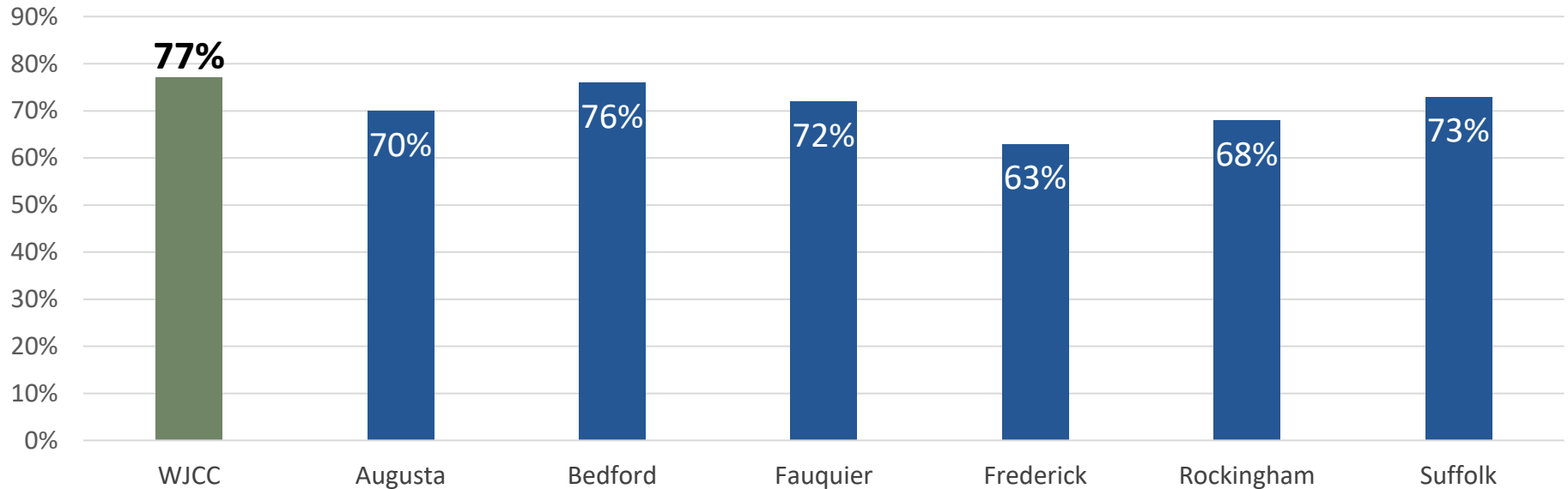
Reading – Similar School Divisions

English: Reading Performance – 2024-2025 School Year



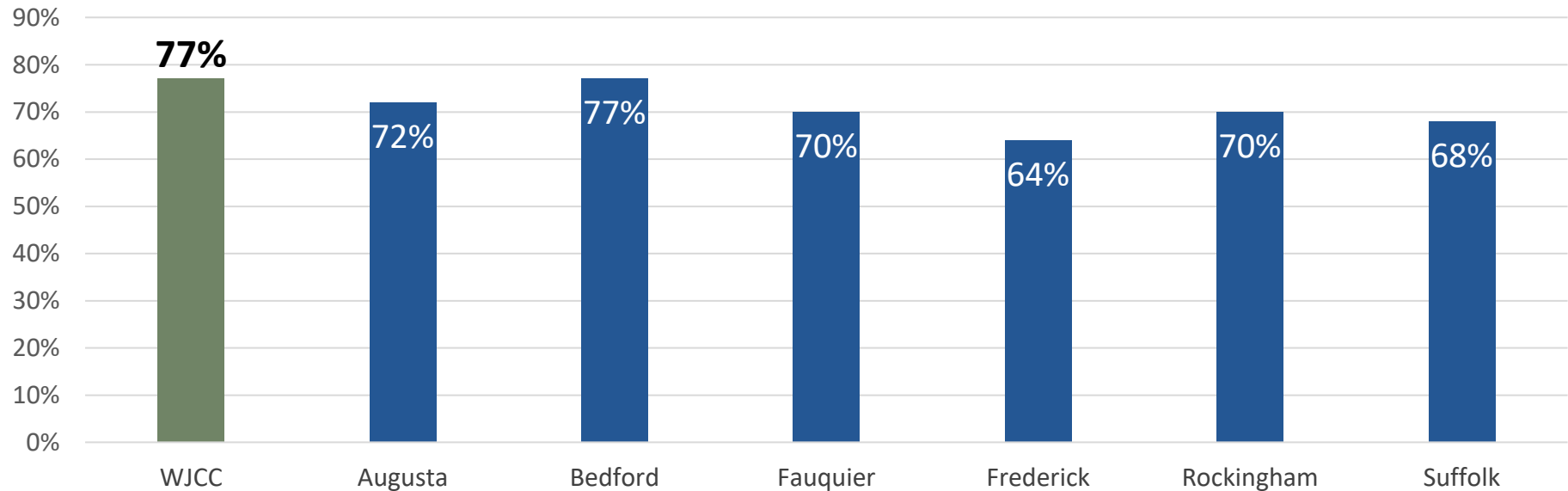
Mathematics – Similar School Divisions

Mathematics Performance – 2024-2025 School Year



Science – Similar School Divisions

Science Performance – 2024-2025 School Year



Similar School Divisions - 2025 Ranking

Division	2024		2025		Difference	
	Pass	Rank	Pass	Rank	Pass	Rank
WJCC	75.98%	30 th	77.29%	27 th	1.31%	3
Bedford	74.56%	36 th	76.02%	31 st	1.46%	5
Fauquier	71.59%	51 st	72.58%	51 st	1.00%	0
Augusta	69.20%	65 th	70.08%	68 th	0.88%	-3
Suffolk	68.79%	66 th	70.04%	70 th	1.25%	-4
Rockingham	65.50%	85 th	67.57%	82 nd	2.07%	3
Frederick	62.76%	99 th	67.97%	94 th	2.21%	5

Source: Hurt, M., 2025, Comprehensive Instructional Program



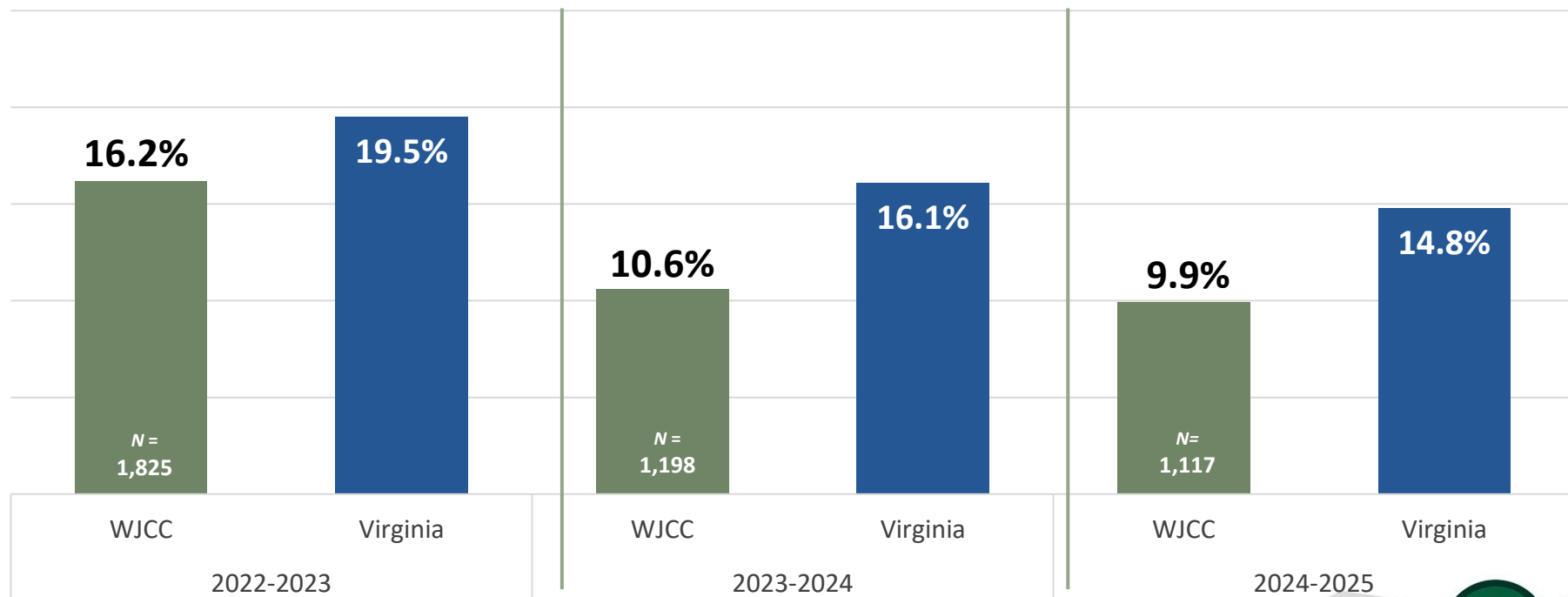


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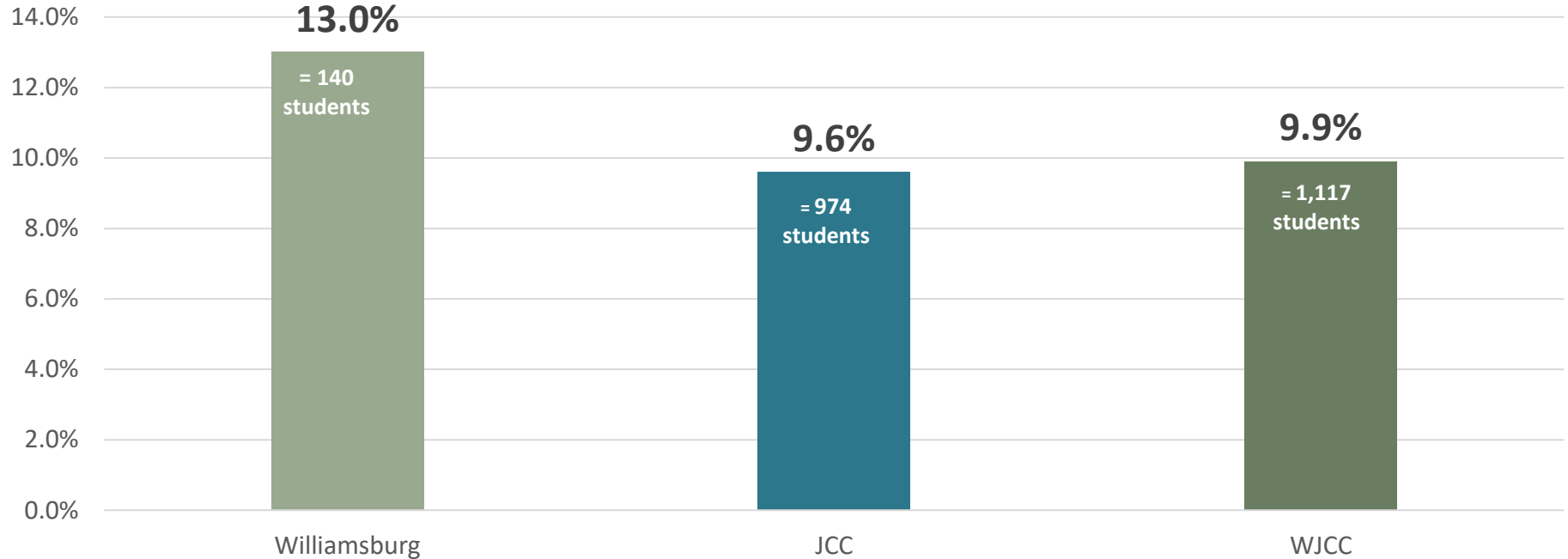
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Chronic Absenteeism

WJCC vs. Virginia Chronic Absenteeism Trend (K-12)



Localities – 2025 Chronic Absenteeism (K-12)



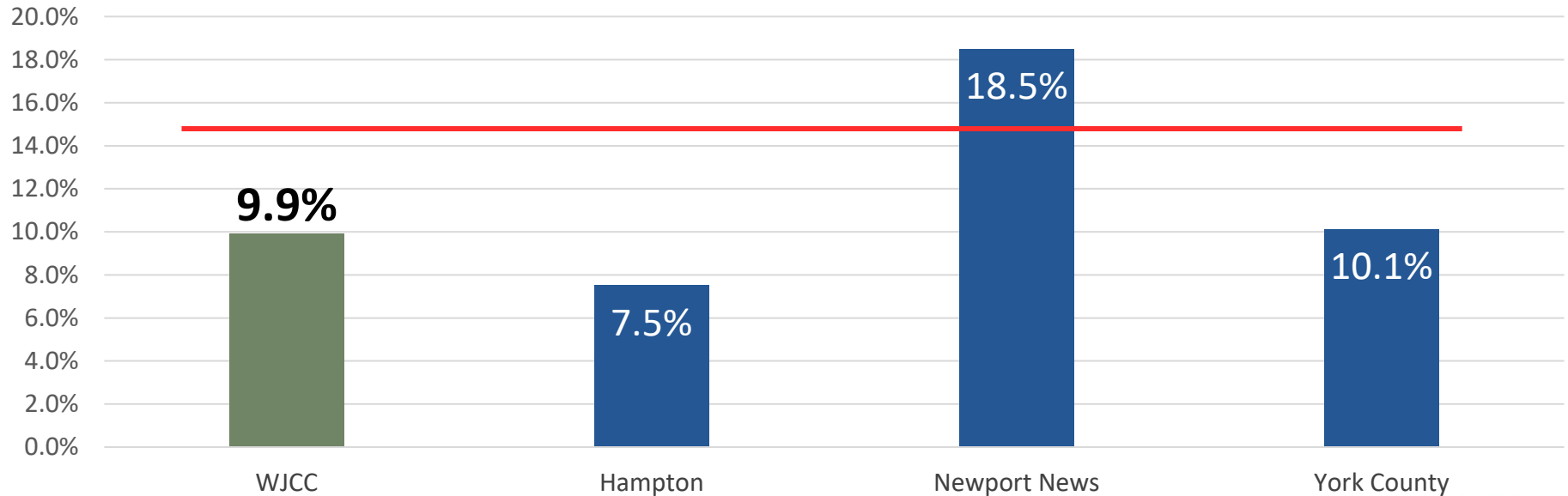
W'burg = 1,082 students
JCC = 10,151 students

■ Williamsburg ■ JCC ■ WJCC



Local School Divisions – Chronic Absenteeism

Chronic Absenteeism – 2024-2025 School Year

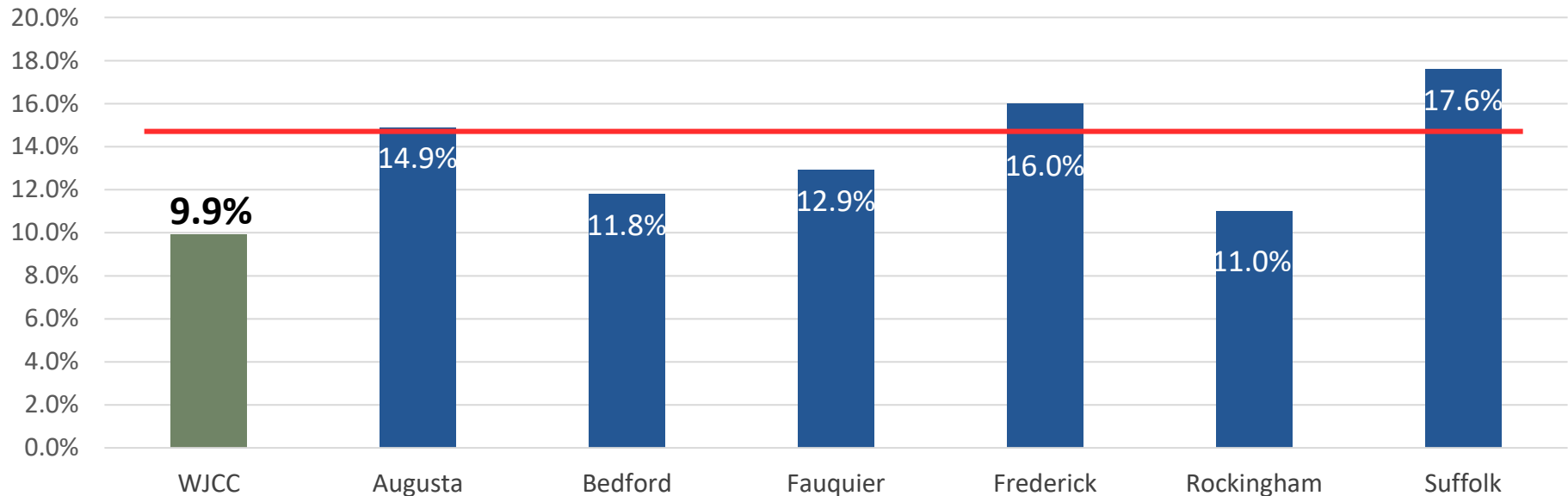


— Represents the 2025 state percentage of 14.8%



Similar School Divisions – Chronic Absenteeism

Chronic Absenteeism – 2024-2025 School Year



— Represents the 2025 state percentage
14.8%





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2024-2025 Academic Achievement, Accountability & Accreditation Overview

October 7, 2025