



THE ACADEMIES OF HAMPTON
2019 ANNUAL REPORT



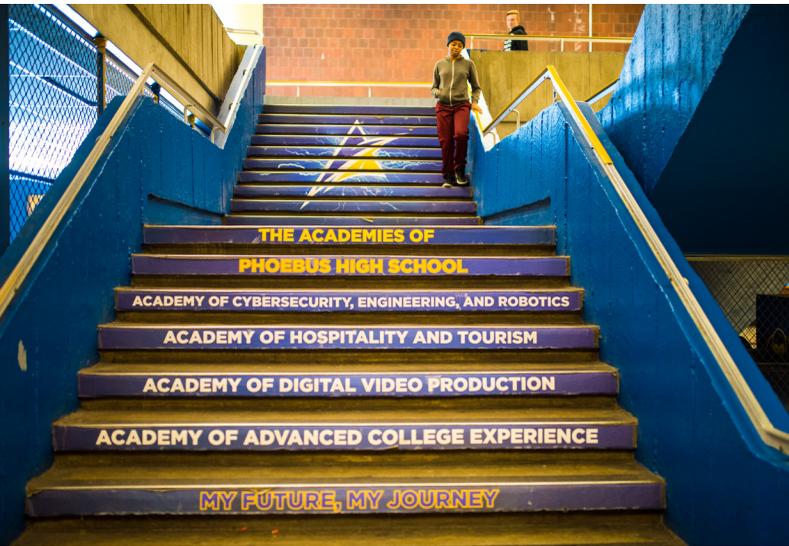
HAMPTON CITY SCHOOLS
ONE DIVISION
ONE TRANSFORMATION
DIFFERENT SCHOOLS FOR A DIFFERENT WORLD





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Dear Transformational Partners,

You are part of our journey to renegotiate what education looks like in our community. Together, we are not only looking at the system, but redesigning the components that make up the system to better meet the needs of our students, community, and region. We continue to work side-by-side to strengthen the path for our young people to graduate prepared and eager for the future that awaits them. Together, we are transforming teaching and learning, the school experience, and business and civic engagement to prepare all students for careers, lifelong learning, and life.

This ambitious journey started in 2016 with a simple, yet complex question: "What should our students know, understand and be able to do, to be successful after high school?"

Educators, parents, industry, and community leaders answered this question with a resounding response: our students should graduate the *Portrait of a Hampton Graduate*. They should be able to demonstrate competencies and mastery in content knowledge, career and life skills, problem-solving, critical thinking, communication, collaboration, and leadership. In addition, our students should graduate with a positive sense of self and purpose. The answer to this question became our transformational beacon; we pledge that Hampton students will graduate on time and ready for college, careers, and life.

Recognizing ninth grade is a critical year for setting the course to high school graduation, we began the transformation of our high schools in 2017–2018 with the Class of 2021 by launching wall-to-wall Freshman Academies. In Freshman Academy, our young people explore who they are, who they want to become, and how to get there. The Class of 2021 and 2022 successfully transitioned from middle school to high school and have adjusted to high school expectations, routines, and achieved higher rates of academic success and promotion to their 10th grade college and career academy.

In September 2018, we implemented the second phase of our high school transformation by welcoming the Class of 2021 into one of the 16 college and career academies. In college and career academies, students take a deeper dive into the industry and careers of interest. Collaborating with employers, students engage in work-based learning through simulated workspaces, real-world learning experiences, cross-curricular lessons, career expos, project and challenged-based learning, and internships ensuring young people graduate with the skills and competencies necessary for a successful future.

The Academies of Hampton's 41 pathways bolster college and career readiness by vertically aligning the high school experience to postsecondary opportunities and workplace need. The Academies help our young people graduate and enter college and the workforce with a plan, direction, and the momentum that will propel them to their definition of success in life.

While this report celebrates our accomplishments to date, it also demonstrates the strong foundation we have built for the future as we continue to scale-up our efforts. We are thankful for your time, energy, and expertise. Our momentum is strong, our commitment is powerful, and our collective impact is changing lives.




Jeffery O. Smith, Ed.D.
Superintendent
Hampton City Schools




Mrs. Ann Cherry
Chairwoman
Hampton City Schools

HAMPTON VA

Dear Businesses, Parents and Community Members,

The Academies of Hampton are helping to ensure that Hampton remains a vibrant waterfront community that embraces innovation to create an even more dynamic future. This innovative and transformative approach to education benefits everyone in our city:

- A family's decision on where to live is influenced by excellent public schools.
- A business' decision to open, relocate or expand is dependent on having a qualified workforce.
- A community's ability to pay for services and amenities is reliant on its citizens having economic security.
- A sustainable community is made up of citizens who are engaged in their neighborhoods, organizations and government.

This model necessarily broadens the responsibility for education. Our school system has partnered with the community, especially employers, to ensure that our high-school graduates are prepared for employment and/or higher education. Business partners help create curricula to ensure that student learning in key career pathways is relevant. They offer speakers, company tours, job shadowing and internships. In exchange, they get direct access to highly qualified, work-ready graduates. Some of the 16 academies, with 41 career pathways, are targeted specifically to careers and expertise that are local: ship design, cyber security, robotics. Others are targeted to growing in-demand fields anywhere – health careers, information design, environmental studies. (Of course, we certainly hope many of our graduates stay in Hampton or return after additional education!) Some pathways offer certifications for immediate employment – 911 dispatchers, medical technicians, culinary workers.

This effort isn't designed to lock 9th- and 10th-graders into specific job fields, but to allow them to explore general areas of career interest. Students still study core academic subjects (math, science, social studies, English), but with a focus toward practical, real-life applications. Learning environments are small, allowing students and instructors to collaborate, build trust and exercise critical thinking. Academies engage their students and keep them involved in their educations and their futures. Students can graduate with required certifications, associate's degrees, or admissions to the nation's top colleges based on advanced-level courses.

If we – business leaders, parents and community members – continue to work closely together to foster this type of education, we will all reap the benefits. Hampton will remain a vibrant, inclusive and innovative community because this generation will be prepared to lead us into that future.



A handwritten signature in black ink that reads "Donnie R. Tuck".

Donnie R. Tuck
Mayor



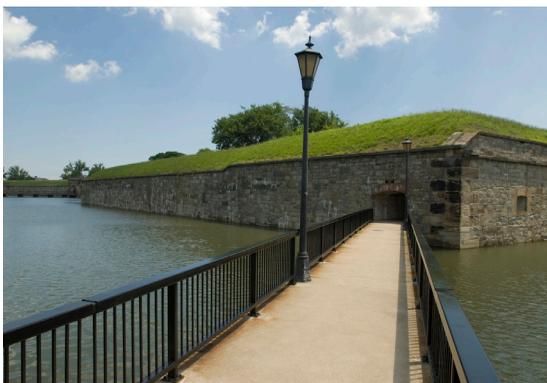
A handwritten signature in black ink that reads "Mary B. Bunting".

Mary B. Bunting
City Manager

HAMPTON VA



WHO WE ARE . . .



Hampton, Virginia

Established in 1610, Hampton is one of America's oldest cities, yet remains a hub for innovation. Rich in history with small-town charm, Hampton has been recognized by Money magazine and several websites as one of the best places to live, as well as a national model for civic engagement. Partnering with citizens and collaborating with a diverse array of businesses, universities, military, and other government entities is at the core of Hampton's philosophy. Hampton is home to Hampton University Proton Therapy Institute, a state-of-the-art cancer treatment center, and Sentara Careplex, a technologically advanced facility featuring the area's first dedicated orthopedic hospital. As Mayor Donnie Tuck shared in his 2018 State of the City address, "Hampton takes care of business by being attuned to the needs of our businesses, our partners, and our residents." The people who work, live, visit, invest, learn, play, and innovate in this vibrant, waterfront community every day make it a great place to be.



Hampton's motto is "From the Sea to the Stars." As the oldest continuous settlement in the original 13 Colonies, Hampton claims many "firsts," including America's first established free public school system and Virginia's first free library. Hampton is home to the first U.S. Air Force Base and NASA Research Center. The first astronauts trained in Hampton, and "Hidden Figures" Katherine Johnson, Dorothy Vaughn, Mary Jackson, and other African-American female mathematicians helped NASA get to the moon. Enslaved people who escaped here during the Civil War were considered free and established a thriving community. Along with its noteworthy firsts, the city continues to celebrate outstanding achievements and has many reasons to believe that the future is bright.

City of Hampton Demographics

Population	134,313 people
Ethnicity Percentages	
African American:	51.1%
White:	41.6%
Hispanic or Latino:	6.0%
Identified by two or more:	4.2%
Asian:	2.4%
American Indian and Alaska Native:	0.5%
Native Hawaiian and Pacific Islander:	0.2%
Households	53,555 households \$52,021 median household income
Education	
High school graduates:	90.7%
Bachelor's degree or higher:	25.5%





We do not rest on our 400+ year-old laurels. Here are a few developments from the most recent fiscal year:



Meals tax revenues were up for the 7th straight year, above **\$20 million**, and sales tax revenues remain above **\$15 million** for the 4th straight year

Tourism hit a new high and marked the **4th** straight year that visitors contributed in excess of **\$200 million** to the economy

Maximus and WPS Health Solutions, two new companies, grew beyond projections

Serious crime dropped in 2017, to the **second-lowest level** since at least **2003**

Home sales were up for the **4th year**

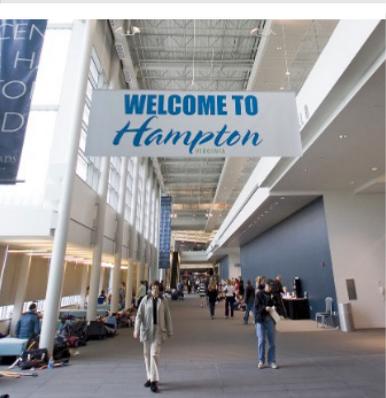


Innovator and **NASA engineer** Brian Stewart developed **FROG-SKIN**, an ice treatment for sports-related injuries



The **historic Phoebus area** emerged as the trendy area for restaurants, pubs and arts and **hosted a national Facebook experience**, Community Boost

National recognition as one of **15 under-the-radar cities** you need to visit; one of seven finalists for the Innovations in Government Awards; and, **fifth** among **140** mid-size cities for diversity



Six beach homes featured on **HGTV**, as the city becomes known as one of the few affordable beach communities in the Mid-Atlantic

Hampton Roads region named the nation's **fastest-growing metro** area for millennials

Sentara Careplex recognized by U.S. News and World Report as a **top regional hospital**



WHO WE ARE . . .

Hampton City Schools

In collaboration with our community, Hampton City Schools' mission is to ensure "academic excellence for every child, every day, whatever it takes." The district is the 14th largest school division in Virginia, serving a diverse population of 19,555 students, including more than 530 students from 35 countries, speaking 41 different languages. Over 53 percent of our students are enrolled in the federal free and reduced meals program (VDOE, 2018). The teacher/student ratio for grades kindergarten through three is 1 to 23, with the ratio at 1 to 25 for grades four through twelve. Over 48 percent of Hampton City Schools 1,503 teachers hold master's degrees or higher and 60 are National Board-certified.

Hampton City Schools' strategic plan focuses on the important work of maximizing the learning for every child, and at the same time, creating a safe and nurturing environment that prepares each child for success in college, career, and life. The goals for the 2018–2019 academic year focused on early literacy and college and career readiness. The HCS College and Career Readiness Plan institutionalizes the division's vision to strengthen and scale K-12 career readiness activities and provide all students

with meaningful pathways to success beyond high school. The division's commitment to prepare all students for college and careers can be seen in the policies, programs, and supports that impact day-to-day operations and classrooms. The school division is transforming teaching and learning by providing all students with multiple, meaningful learning opportunities, at every grade level, designed to build awareness of career opportunities, provide real-world instruction, and lead to credentials with labor market value.

Hampton City Schools Demographics

Enrollment	19,555 students
Average Daily Attendance	94.63% present
Ethnicity Percentages	
African American:	59.7%
White:	23.2%
Hispanic or Latino:	6.6%
Identified by two or more:	8.2%
Asian:	1.8%
American Indian and Alaska Native:	0.3%
Native Hawaiian and Pacific Islander:	0.2%
Graduation Rate	92.4%
Free and Reduced Meal	53.8%

Hampton City Schools ensures academic excellence for every child, every day, whatever it takes.

85% kindergarten students reading on grade level



92.6% on-time graduation rate (as calculated by the Virginia Department of Education's On-Time Rate Schedule), highest graduation rate since 2008

20 Advanced Placement Courses Offered

82% SOL Geometry assessment pass rate (2018-2019) up from 66% (2017-2018), highest pass rate ever experienced by HCS

98% 8th grade students explored two or more career pathways and completed StrengthsExplorer

1.57% dropout rate, lowest since 2008 and surpassing statewide average of 5.5%

93% schools accredited without conditions, highest accreditation rate in six years

2,604 industry credentials earned across 68 different industry pathways for the Class of 2019



10,820 dual enrollment credit hours earned by HCS students since 2015-2016, a 642% increase over the last four years

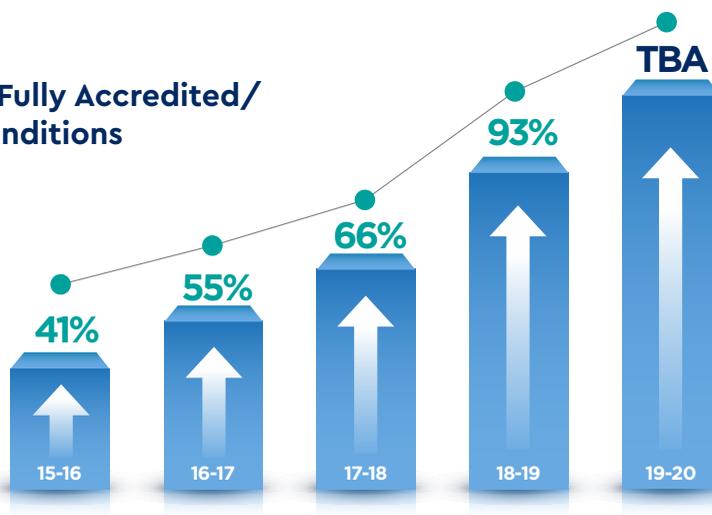


Featured in the Old Dominion University's 2018 State of the Region Report as "The Next Generation of Learning"

Highlighted by the Center for American Progress as one of the four models working across the country for high school redesign

Class of 2019 was offered over \$59 Million in scholarships and grants

Percentage of Schools Fully Accredited/ Accredited Without Conditions





From kindergarten to graduation, Hampton City Schools sets the goal that all young people graduate prepared for postsecondary success. Through a community-driven process, Hampton's education, civic, and business leaders worked together to craft a master plan aimed at ensuring all students are prepared for the global economy through personalized learning experiences offered in cutting edge learning environments. By integrating career learning into the K-12 school experience, Hampton City Schools' *College and Career Readiness Plan* ensures young people graduate prepared for success in college and the workplace, able to apply learning in the real world, and equipped with 21st century workforce skills.

Hampton City Schools' College and Career Readiness Plan:

- Ensures high-quality teaching and learning from PreK through 12th grade
- Transforms all secondary schools to ensure that all students graduate from high school ready for college and career
- Ensures postsecondary access and completion
- Sustains improvements through continued education, business and civic leadership

With college and career readiness as the goal, K-12 instruction and real-world experiences embed core academic skills, career-aligned technical skills, professional skills, and lifelong learning skills with personalized college and career exploration and work-based learning experiences. Classroom and extended learning opportunities offer all students in K-12 a variety of academic, hands-on, virtual, and online learning experiences. Our students engage in self, career, and industry exploration that connects the dots between instruction and 21st century careers. Every Hampton student is connected with college and career pathway opportunities in our community through every level of their educational track.



What Our Students Should Expect

<p>GRADES K-5</p>	<p>Elementary school teachers engage students in self-discovery and interest exploration to encourage college and career aspirations.</p>	<p>ELEMENTARY</p>
<p>GRADES 6-8</p>	<p>Each middle school student explores at least two career pathways prior to entering 9th grade so they are prepared for college and career exploration, academy selection and success after graduation.</p>	<p>MIDDLE</p>
<p>GRADES 9-12</p>	<p>In high school, the work-based learning continuum ensures 9th grade students engage in self, career, and industry exploration; 10th grade students explore careers and industries; 11th grade students are immersed in industry exploration; and 12th grade students are immersed in careers of interest.</p>	<p>HIGH</p>
<p>BEYOND HIGH SCHOOL</p>	<p>Our graduates leave with a diploma that demonstrates they have the knowledge and skills needed to be successful for life beyond high school.</p>	<p>GRADUATE</p>

“ What should our students know, understand, and be able to do, to be successful after high school? ”

With the vision that all students graduate prepared for the 21st century economy, Hampton City Schools' high school redesign journey began in 2016 with a community-driven process with over 450 community stakeholders. Through a series of visioning, framing, and planning sessions, the community answered a simple, yet complex question: "What should our students know, understand, and be able to do, to be successful after high school?"

The community-connected and focus-driven conversations with business, industry, postsecondary, and workforce development leaders revealed existing and emerging in-demand, high-wage workforce opportunities in the regional job market that required a strong talent pipeline. Community leaders highlighted the threats faced by employers and industries: talent deficits in the workforce pipeline; growing skills gap; increased demand for greater technical skills and credentials; and, an aging workforce. Business and education leaders recognized that giving students the skills they need to succeed in a global economy is a step on the path toward securing the talent pipeline our businesses desire and need.

Employers and postsecondary leaders guided the conversation, and the community identified the defining characteristics of the Hampton graduate. *The Portrait of a Hampton Graduate* describes the future employee the region will ultimately need to sustain and grow the local economy. Hampton City Schools' *College and Career Readiness Plan* describes how the school division, in collaboration with a host of community partners, is preparing all students in grades K-12 for success in careers, lifelong learning, and life. By the time they walk across the stage, Hampton graduates will demonstrate content knowledge; career and life skills; communication, collaboration, and leadership skills; and a positive sense of self. Hampton's graduates will be prepared for tomorrow's workforce.

With a sense of urgency, Hampton began its journey to transform the learning environment. The first step on this journey was to build world-class college and career academies designed to prepare students for personal and professional success with courses and career pathways that jumpstart their futures. Immediate efforts focused on creating and implementing a plan of success for 9th graders, including small learning communities and the restructuring of all four traditional high schools into wall-to-wall college and career academies, geared toward supporting college and career readiness.



**2016
2017**

Piloted Success 101, a course designed to connect academics with real-world applications through field trips, guest speakers, and career events.

**2017
2018**

Welcomed the first class of 9th grade (Class of 2021) students into the wall-to-wall Freshman Academy small learning communities providing students the opportunity to explore their strengths, interests, and possible academic and career pathways.

**2018
2019**

Introduced the Class of 2021 to 16 college and career academies and 41 career pathways, closely aligned with the business community and colleges, that prepare students for careers that are growing and thriving in Hampton, the region, and the Commonwealth.

Freshman Academy

A Story of Transition

For students who never walk across the stage at graduation, their challenges begin long before senior year. The Bill & Melinda Gates Foundation (2017) report shows that whether students graduate from high school is largely determined during their freshman year with the most predictive indicators being student engagement and academic performance. Focused on creating a plan of success for all 9th graders, we are transforming the 9th grade experience through revolutionizing teaching and learning, redesigning the high school environment, and engaging community partners in direct and meaningful ways.

We began the high school transformation in 2017-2018 when we welcomed brand new 9th graders in a completely different way with our redesigned *Summer Bridge Program*. The orientation quickly engaged students in their small learning communities. Immediately students put on their team-specific t-shirts and were excited about being a part of a team or squad.

As the school year begins, freshmen all over the city enjoy a variety of experiences. As members of teams, students make connections among content areas.

This is possible because teachers meet throughout the year to collaborate about content standards and instructional strategies with their Freshman Academy teams. As a team, teachers talk about how students are adjusting, which students need more support, and how the team can work together to support students better. The academy model provides structured opportunities for greater collaboration among schools and departments across the curriculum. Teachers enjoy newfound opportunities to be creative in how students learn without sacrificing the standards.

Through Freshman Academy experiences and teacher collaboration, students realize reading and writing are essential to learning and working in every field, not just in English class. Students discover that the scientific method, from question to conclusion, applies to problem solving in technology, math, art, music, and health. They learn why history provides a context for how we learn and discover. They see the value of healthy competition and celebrate individual and team success. They learn how to communicate and collaborate through problem-based learning experiences in which they have to transfer the skills and knowledge from among their core classes into real world experiences.

From the first days of freshman year, students begin thinking about their future – the one they really want. Helping students find their passion can assist them in discovering career paths and finding a career that they can enjoy. There is nothing like the moment when a student tells you with pride, "I am going to be an architect. I didn't know what that was six months ago but I know I want to be one so I can design buildings." Or when asked about their next step after high school, the student responds, "I am going to college. Nobody in my family has ever gone to college, but I can do it."



It's not just about the freedom to decide for themselves, it's discovering what it takes to make it happen. Working backwards from their 10-year goal, students are guided to draw conclusions and set goals for gainful employment, as well as the credentials or post-secondary education they will need to make it happen. They gain the opportunity to do something teenagers really want – CHOICE! Freshman Academy puts students in the driver's seat to make decisions that impact their own future.

Freshman Academy

A Small Learning Community

- Promotes positive transition from middle to high school
- Establishes positive teacher-student relationships
- Provides autonomy support in a nurturing environment
- Nurtures students in supportive, small-learning environment
- Equips students with study and social skills needed to succeed
- Allows students to explore their personalities and interests
- Helps students find purpose
- Fosters better understanding of unique set of skills and talents
- Connects curriculum to the real world
- Fosters a sense of competence
- Offers college- and career-awareness activities
- Promotes career exploration
- Culminates with personalized 10-year plan that identifies each student's academic and life goals, along with a plan to achieve those goals

Hampton freshmen explore over 100 careers during the 2nd annual *My Future, My Journey* Career Exploratory Program

High school freshmen from all four high schools had the opportunity to explore 21st century careers during the *My Future, My Journey* Career Exploratory Program at the Hampton Roads Convention Center on December 13, 2018. Focused on preparing students for leadership, career and college success, the event introduced students to many college and career paths and allowed them to gain a deeper understanding of each particular career pathway.

More than 100 businesses and community partners introduced their industry to over 1,500 young people. The engaging and interacting exhibits and hands-on demonstrations mimicked real-world scenarios.

Legislators attending the event viewed and participated in the experiences available to the students. Delegate Gordon Helsel, Senator Monty Mason, and Senator Mamie Locke attended, as well as Emily Weisenberger from Delegate Marcia Price's office. School Board members Ann Cherry, Joe Kilgore, Richard Mason, and Jason Samuels were also in attendance.

Hampton freshmen commit to graduate in 2022

With the pomp and circumstance they will experience when they graduate in June 2022, 1,400 Hampton City Schools freshmen made a commitment to graduate during HCS's second annual Commitment to Graduate Ceremony in March 2019. Students promised to dream big, take their lives in bold directions, envision greatness in themselves, and seize every opportunity that they can to achieve it. Their families, teachers, administrators, and community members joined the Class of 2022 and pledged that they would do their best to help them demonstrate greatness and achieve academic success.

The inspiring and motivating Dr. Adolph Brown, III spoke to the Class of 2022 and reminded them that the decisions they make today will affect them in the future.

Superintendent Dr. Jeffery Smith challenged the students to always remember that there are no shortcuts to excellence or success. He said, "As shining stars of the Class of 2022, we need your energy, passion and what will become your expert knowledge to make this world a better place."

Class of 2022 enjoys College and Career Exploratory Site Visits

Over 1,300 freshmen explored colleges and the world of work during the *My Future, My Journey* College and Career Exploratory Site Visits in November 2018. Postsecondary colleges, universities and apprentice programs hosted "college" tours and gave students an opportunity to get a firsthand view of postsecondary training and education institutions, see themselves as college students, hear about college entrance requirements, understand the importance of preparing early, meet other prospective students, and understand college on a deeper level by talking to students, faculty, and financial aid and admission officers. The college tours linked careers and college to student success in school today and to their expectations and opportunities for the future.



Transforming Our Schools Linking Academics with Real Life

Inspiring young people to change the world

Today's global economy requires graduates to have academic talents and workplace skills that meet the demands of 21st century careers. The Academies of Hampton are transforming the traditional high school experience into a learning community that prepares all students for college and careers by linking academic courses to career themes.

Teaching through the lens of a career creates exciting opportunities for teachers to make meaningful and relevant connections with the world outside of the classroom and to make the classroom a place students want to be. Learning through the lens of a career focuses student learning on a career path that the student finds interesting and one that meets academic standards and goals.

Designed and supported by community partners and aligned with local workforce data, Hampton's 16 college and career academies with 41 pathways introduce students to a variety of college and career options. As a small learning community, each academy provides rich learning environments in and out of the classroom. Experiential learning makes lessons come alive and helps students acquire academic and workforce readiness proficiencies while developing the personal, social, and emotional competencies that they need to be successful in college, careers, and life. Rigorous academic standards, valuable hands-on experiences, and applicable real-world learning opportunities give our students the opportunity to envision a future and help them to create a roadmap to achieve success.

The Academies of Hampton allows students to have choice. After they choose a pathway, students direct their own course of study. Career exploration experiences give students the skills and competence to make positive, well informed college, career, and life decisions. Working with business and industry partners to solve real-world challenges, rather than hypothetical problems, students become empowered to address novel challenges. This self-efficacy training begins in 6th grade, where Hampton's community-focused after-school and summer enrichment programs in the middle schools equip incoming 9th graders with an awareness of educational and meaningful work opportunities beyond school walls. Freshman Academy at the four high schools strengthens students' focus on transition, workforce and college options, as they choose their academy pathway for the next 3.5 years (their sophomore to senior years). As our high school students dialogue with teachers, community members, and business leaders to solve real-world problems in learning spaces extending beyond the classroom walls and outside of the school day, they become increasingly self-reliant and independent. When our young people walk across the stage at graduation they are the *Portrait of a Hampton Graduate* and with their acquired knowledge, skills, and abilities they have many life options from which to choose.



Academies of Hampton

- Teaches through a college and career lens
- Integrates rigorous interdisciplinary curriculum with technical skills
- Connects curriculum to careers through applied learning opportunities
- Makes learning fun and relevant to future goals
- Provides personalized, hands-on learning experiences
- Builds technical skills and cross-sector competencies
- Offers cross-curricular enrichment activities and extended learning time
- Partners with business and industry to provide students real-world challenges and to solve work-based learning
- Helps students earn industry-valued credentials and accumulate college credits while still in high school
- Graduates students with the essential knowledge and skills for 21st century careers, college, and life



Academies of Hampton Offers Summer Career Institute for Rising Sophomores



The Academies of Hampton offers rising 10th grade students an opportunity to investigate fascinating and challenging topics aligned with the career-themed academies. Using a business-connected, challenge-driven approach to engage students, *Sophomore Summer Institute* introduces them to their college and career academy and pathway options, and encourages them to explore their personal and professional interests through an industry-specific challenge.

During the three week-long program, students explore careers, engage in individualized and structured academic learning, apply academic and technical skills in community-connected and work-

based challenges, and learn more about themselves, their interests, and the community through enrichment activities.

Students collaborate with teachers, business partners, and community members to identify ideas. They then research, investigate, and solve real-world business challenges presented by local organizations. All of the experiences are designed to give students critical knowledge and meaningful skills, including teamwork and leadership, critical thinking, collaboration, communication, and personal responsibility.

The following community partners, in collaboration with academy teachers and administrators, presented an investigative topic and worked with the *Sophomore Summer Institute* students to create solutions for this year's challenges.



<p>The Governor's Health Sciences Academy (GHSA)</p> <p>Business Partner Thomas Nelson Community College Workforce Development</p> <p>"Explore the Unknown" The Challenge: How can the growing number of medical aide and technician careers in the healthcare industry be easily accessed by GHSA students?</p>	<p>Academy of Law and Public Safety (ALPS)</p> <p>Business Partner Hampton Sheriff's Office</p> <p>"Sheriff's Taskforce" The Challenge: What employment criteria can be established for ALPS students to be considered as a qualified applicant for a Hampton sheriff's deputy position upon graduation?</p>	<p>Transportation, Analytics, Information and Logistics Academy</p> <p>Business Partner Virginia Department of Transportation</p> <p>"The Big Hick Up" The Challenge: How can you repair a bridge to an island while allowing the residents access to the mainland?</p>	<p>Academy of Media Arts and Design</p> <p>Business Partner National Institute of Aerospace</p> <p>"Hit or Myth" The Challenge: How can media be used to effectively change beliefs or myths?</p>

<p>Academy of Architecture, Analytics, Environment, and Engineering</p> <p>Business Partner Hampton Community Development Resilience Team</p> <p>"Sink or Swim" The Challenge: Devise a resilience design for the flooding at the intersection of Woodland Road and Fox Hill Road.</p>	<p>Academy of Teaching, Education, and Learning</p> <p>Business Partner Downtown Hampton Child Development Center</p> <p>"Young Einsteins" The Challenge: How can exciting and creative science activities be incorporated within the Pre-K "Creative Curriculum"?</p>	<p>Academy of Entrepreneurship and Information Design</p> <p>Business Partner Kwame M. Brown, Ph.D.</p> <p>"Warrior Center" The Challenge: Create a student entrepreneur center that reinvents and re-imagines Warrior Pride!</p>	<p>On Stage: Performing Arts Academy</p> <p>Business Partner The American Theatre</p> <p>"Curtains Up" The Challenge: Design a theatrical venue that will create a space for community productions.</p>

<p>Academy of Technology and Engineering</p> <p>Business Partner Warwick Mechanical Group</p> <p>"Hire Me" The Challenge: How as a company can we become more visible, more appealing, more diverse and attractive to young people (high school graduates)?</p>	<p>Academy of Health, Human, and Financial Services</p> <p>Business Partners Alternatives, Inc. and Ethos Leadership Group</p> <p>"RELATE to Me" The Challenge: How can middle school students overcome social and cultural differences to create healthy relationships to include proper social media etiquette?</p>	<p>The Maritime Academy</p> <p>Business Partner Virginia Ship Repair Association</p> <p>"Homegrown" The Challenge: Create a high school business recruitment model for the VA Ship Repair companies.</p>

<p>Academy of Cybersecurity, Engineering, and Robotics</p> <p>Business Partner Virginia Integrated Communication (Vicom)</p> <p>"I.T. embrACERS" The Challenge: For a newly acquired venue, create a proposed business and the necessary technological infrastructure.</p>	<p>Academy of Hospitality and Tourism</p> <p>Business Partner Chesapeake Leisure, LLC</p> <p>"Neighborhood Eats" The Challenge: Create a profitable, "portable" eatery and menu for the local community that will sustain competition and economic conditions.</p>	<p>Academy of Digital Video Production</p> <p>Business Partners Mellen Street Creative and SKY-4 TV</p> <p>"The Pitch" The Challenge: Create an effective marketing campaign for the Downtown Phoebus initiative that will entice area residents to patronize Phoebus.</p>

A Teacher's Perspective

What makes college and career academies similar to and different from a traditional high school?

By Christopher Kraus, Hampton High School
2018–2019 AP Psychology Teacher



Several treasured features of traditional high school remain with the Academies. Walk into any of the four high schools and you will immediately feel the positive vibes that come from the pervasive school spirit, an important indicator of student engagement, in each building. School colors and images of the mascot are everywhere— from the building's décor, to student clothing choices, to graduation gowns. Athletic teams and extracurricular clubs draw participation from all four Academies on site and the high schools compete against each other. All students learn the core curriculum of the Commonwealth of Virginia, and must pass the Commonwealth's Standards of Learning (SOL) tests

to graduate. All faculty and administrators meet Virginia requirements. School begins each day with the Pledge of Allegiance and moment of silence, and ends with one dismissal bell.

When classes begin, the differences between Academies and traditional high school, and the transformation of teaching and learning become evident. The Academies of Hampton offer learning environments where young people:

- Learn in a small, personalized environment responsive to their needs, rather than in large groups with undifferentiated instruction.
- Experience applied learning opportunities with year-long learning themes, rather than exclusively textbook learning goals.
- Work with business and industry partners to solve real-world challenges, rather than hypothetical problems.
- Engage in interdisciplinary curriculum integrating academic and career education, rather than isolating the core subjects from each other.
- Work within a culture of collaboration, communication, creativity, and critical thinking, rather than careless competition, cookie-cutter responses, one-way thinking and rote memorization.
- Earn industry certifications and credentials and college credit, through academic and career-related dual enrollment courses, during high school rather than after graduation.
- Graduate with the essential knowledge and skills for 21st century careers, college and life. Along with reading and math literacy, students master the so-called "soft-skills" of communication and collaboration with people from diverse backgrounds, reliability and follow-through, problem-solving and initiative, perseverance, patience and original thinking.

So as not to become either a bastion of top performers or a dumping ground for unsuccessful students, the Academies of Hampton provides support to all of its students to engage as well as maintain and increase their achievement in high school. Through an inclusive and collaborative environment, young people benefit from close relationships with teachers and fellow students, rigorous and relevant curriculum, community-connected mentors, and career and education options outside the high school.

Learning through the lens of a career pathway, the Academies of Hampton graduate is college, career and life ready. The Academy graduate has a positive sense of self and purpose, a portfolio of accomplishments, an openness to new ideas, a respect and value for diversity, and a capacity to express ideas well, as well as, embrace novel real-world challenges as opportunities to learn.



Sports Psychology and Future Coaches

Classroom Experience – Applying Academic Concepts to Real World Experiences

In Academy classrooms, discourse, production and reflection replace lectures, handouts and rote answers. The perspective is interdisciplinary and global. The relevance is real. For example, in a unit on Sports Psychology, 9th-12th graders in Introduction to Psychology at Hampton High learned three kinds of coaching styles in a lesson on *Hopscotch, Coaching, Training and Performance*. There was a handout with definitions of autocratic, democratic, and holistic coaching. But the real learning took place because academy principles of learning were infused into the hopscotch competition.

Since there was no unit on Sports Psychology in our Intro Psych textbook, I used coaching concepts from the International Baccalaureate (IB) curriculum on sports psychology. Even though the Intro Psych students at Hampton are not IB students, they are capable of learning the IB categories of coaching.

High school learning through *Hopscotch* began light-heartedly. It quickly became spirited as student coaches and athletes developed creative ways to measure and improve performance. As a class, we negotiated the rules. Students developed winning strategies, spontaneously referenced past and present coaches who fit each style, encouraged each other, and reflected on the differentiated impact of each coaching style. The lesson was filled with collaboration, communication, creativity and critical thinking. Moreover, *Hopscotch Coaching* changed the learner's expectation about Psychology class, conditioning their curiosity from that day onward whenever they entered the room, and saw the numbered squares still taped to the floor. For the rest of the year, during the 90-minute block class, we periodically took a hopscotch break.

In keeping with an academy commitment to address real-world challenges, at the end of the lesson I expressed my honest expectation that learners become the future coaches of their own children's teams. I said, "Now that you know something about coaching, you are responsible to apply your knowledge to increase the probability that your children will learn and their teams will be winners."

Our teen learners really can impact the quality of life in their family and community.



A Principal's Perspective

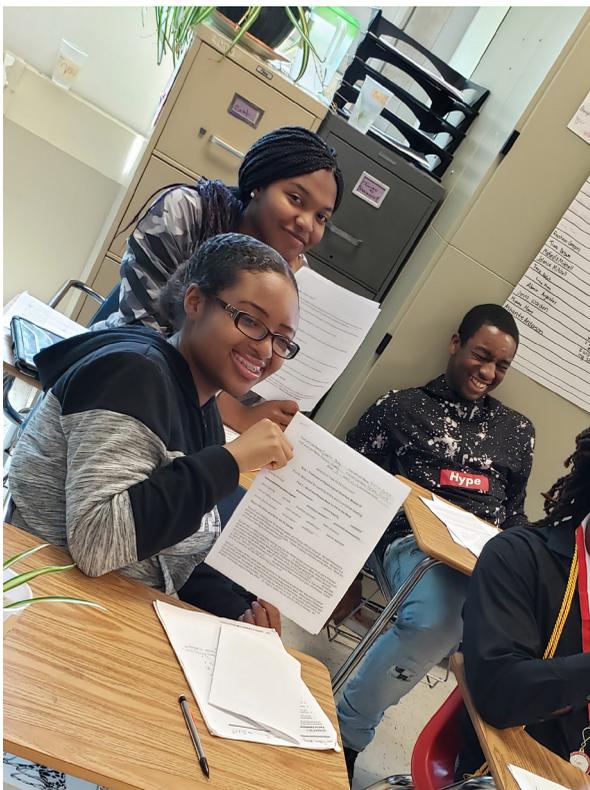
Changing Education to Change the World

By Tiffany Hardy, Hampton High School
2018-2019 Executive Principal



This has been a journey unlike any implementation or new initiative any of us have experienced. In education, we are all accustomed to shifting gears, adjusting procedures and revising practices based on student performance, new research, or legislation. Typically, reforms affect a specific area, department, or goal. They are implemented in-house with professional learning and resource support from the central office. This, however, is not just a new initiative. Our experience over the past two years has been a complete transformation, not only in how we do

business but how we think about education and what we are called to do for young people.



So what does the Academy model mean to us? It has completely redefined the context for learning – as leaders and teachers we focus on skills and concepts in the context of something greater – a specific field. Whether it is law, architecture, maritime, engineering, medicine, finance, technology, entertainment, media, transportation, human service, the Advanced College Experience or International Baccalaureate – students are learning how to apply the discrete skills and knowledge they are learning in their classes to the context of specific challenges in real career fields and pathways.

Some of our young people will leave the Hampton Roads area and go on to do great things. But those who remain will produce a seamless pipeline for employment to local industries and provide greater support and stimulation to the local economy and community. That is what we are supposed to be about. What a good feeling it creates knowing we are not only helping our young people gain success in the present, but we are truly setting them up for college, careers, and life when they leave us!

Now you may say "Sounds great. Is it really that easy?" We have to look back at how much we believe in our division's mission: "In collaboration with our community, Hampton City Schools ensures academic excellence for every child, every day, whatever it takes." This is truly the "whatever it takes." We are in uncharted territory and the journey has been both exciting and daunting. We have had to relinquish habits we have forged for many years. We have had to let go of former practices and stretch into new territory. Change is often uncomfortable and difficult. But we aren't alone. We are surrounded and supported by visionary leaders, a focused division leadership team, Ford NGL, our amazing community partners, a fearless school board, and a truly invested board and city council. What school division can celebrate that type of alliance? Hampton can!



I believe Nelson Mandela would be proud of us. He said, "Education is the most powerful weapon which you can use to change the world." We are empowered to arm our students with the most current, advanced, effective weapon to enable them to forge their futures and transform our community and even the world.



“ THE ACADEMY PROMISE

“In my academy, we are passionate about learning. Each academy is a family that helps all students own their education. This journey builds upon a tradition of trust and accountability. Fun, engaging, real-world experiences in and out of the classroom build our confidence and prepare us for the future.”

– HCS Academy Students



“As an alumni of the HCS system, I believe the opportunities being given to these students goes above and beyond. I wish that I had the option to explore more career options prior to exiting high school.”

– Alyson LeMaster, Thomas Nelson Community College



“The Academies of Hampton shows that transformation isn’t simply something added to an already-packed plate - it’s a lens through which relationships are formed, daily business is conducted, long-term goals are achieved, and innovation is given the opportunity to flourish.”

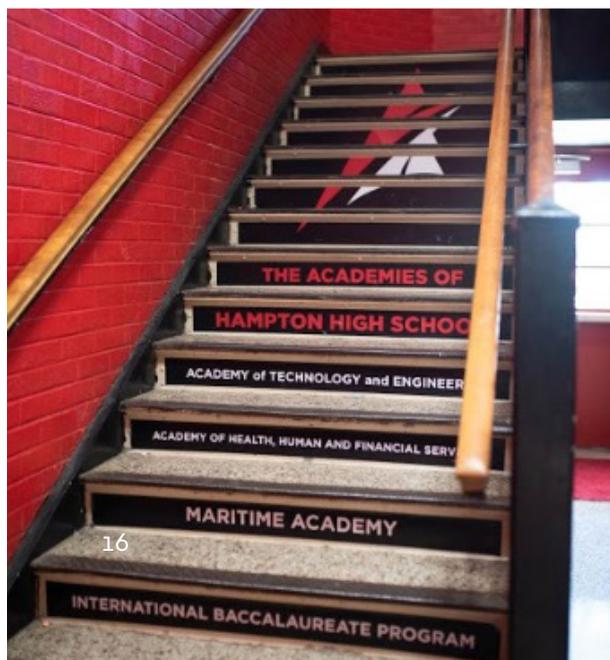
– Allie Bateman, Ford Next Generation Learning

“Keep up the great work! You (as Student Ambassadors) are our future and our future looks bright!”

– Monica Callahan, Director of Career Services

“SkillsUSA challenges our students to transform academic knowledge into required work skills and a clear career pathway by creating real-world critical thinking experiences and professional challenges.”

– Kennebec





"We are better together! So excited to help students and faculty translate their skills and learning into real world experiences."

- Kathy Yevak, *Powerful Partnerships*



"They're taking one of the unique approaches to prepare students for college and career within their local context."

- *The Center for American Progress*



"Chef Walker, congratulations to you and your students for your hard work, dedication, knowledge, skills, and abilities required to accept and conquer this esteemed challenge. Your leadership and mentoring attributes are much appreciated and is an asset to the NASA HUNCH program. Congratulations on a job well done!"

- Yolanda Simmons, *NASA program manager*

"Hampton City Schools' comprehensive effort to align academies in their high schools with employment needs and projections in the region highlight how engaging the business community and regional nonprofits can deepen those partnerships and engender support for high school redesign."

- *Daily Press*



"Through this process, students have been able to learn skills like problem solving, communication, collaboration and flexibility. These aren't just applicable if the students choose a career in the arts, as they're all 21st century workplace readiness skills."

- Tracy Bourne, *KHS teacher*



"These award-winning programs and partnerships (referencing Business and Industry Partnership Award presented to the Virginia Ship Repair Association and Maritime Academy) help students acquire and refine the knowledge, skills, experiences, and attributes that prepare them for college and career success."

- Atif Qarni, *Virginia Secretary of Education*

(Academy and through your eyes of Workforce Programs

k skills within their chosen llenges." th Seals, *BHS ALPS teacher*





**Bethel High School
2019-2020 Leadership**



Ralph Saunders
Executive Principal



Dorothy Garrity
Academy Principal
Governor's Health Sciences Academy



Gregory Hopson, Jr.
Academy Principal
The Academy of Law and Public
Safety



Tonya Howard
Academy Principal
The Academy of Media, Arts & Design
The Academy of
Transportation, Analytics, Information,
and Logistics



Cantrese Pace-Pierce
Academy Principal
Freshman Academy



Sherry Hildebrandt
Academy Coach

Bethel High School, home of the Bruins, is located in the heart of the northern part of Hampton. We take pride in helping students achieve academic excellence. We strongly believe in offering innovative solutions to help students maximize their potential, make community connections and earn workplace credentials. We strive to produce life-long learners ready to create their own success in a competitive society. Whether our students are winning gold medals or saving the world, Bethel graduates are college, career, and life ready.

Bethel High School Demographics

Enrollment	1,682 students
Avg. Daily Attendance	94.63% present
Ethnicity	
Black	68.8%
White	17.4%
Hispanic or Latino	6.1%
Identified by two or more	5.8%
Asian	1.7%
American Indian & Alaska Native	0.1%
Native Hawaiian & Pacific Islander	0.4%



The Governor's Health Sciences Academy offers college and career preparatory pathways that immerse students in healthcare skills, procedures, and practices using medical equipment and simulations. Students work with highly qualified professionals in the classroom and in workplace settings and study current and emerging trends in healthcare. With the opportunity to earn certifications prior to graduation, our students graduate ready for college or career; and always life ready. Specialized coursework and work-based learning experiences are offered in four pathways: Health Informatics and Support, Diagnostics Services, Therapeutic Services, and Biotechnology Research and Development. With 177 new students selecting this academy for the coming school year, the projected enrollment for 2019-2020 will increase from 172 to 349 students.

The Academy of Law and Public Safety offers college and career preparatory pathways to students who have a desire to assist, lead, protect and serve their communities in the law and public service sectors. The United States justice system and first responder network serve as the students' learning laboratories. Specialized coursework and work-based learning experiences are offered in three pathways: Law and Legal Studies, Law Enforcement, and Firefighting/Emergency Medical Services. With 125 new students selecting this academy for the coming school year, the projected enrollment for 2019-2020 will increase from 109 to 234 students.

The Academy of Media, Arts, and Design offers college and career preparatory pathways to students interested in an ever-changing world of mass media. Journalism, digital visualization (animation), imaging technology, graphic production, and video media technology are a few of the topics covered through project-based learning. Students critique fake news, voice visually compelling stories, write better, draw better, market their creative social media savvy, and use media arts to inspire a diverse school community. Specialized coursework and project-based learning experiences are offered in two pathways: Digital Media and Journalism. With 98 new students selecting this academy for the coming school year, the projected enrollment for 2019-2020 will increase from 83 to 181 students.

The Academy of Transportation, Analytics, Information, and Logistics offers college and career preparatory pathways that support innovative technologies, business management, and global logistics within the transportation industry. Students experience the irreplaceable human role of innovation, operation and data analysis and learn how to imagine novel, empathic uses of data analytics in real-world challenges. They discover how supply chain logistics is an invisible, yet vital, part of a successful planning process. Specialized coursework and work-based learning experiences are offered in four pathways: Geographic Information Systems, Logistics and Business Management, Networking, and Programming and Data Analytics. With 78 new students selecting this academy for the coming school year, the projected enrollment for 2019-2020 will increase from 55 to 133 students.



Career Expo
98% of freshmen engaged in interactive experiences with over 100 businesses and colleges as they explored careers of interest.



Industry or College Field Trip
Sophomores toured Orthopedic and Spine Center, Riverside's College of Health Career Club, and Sentara's School of Health Sciences.



Job Shadow
Students investigated the impact of the Hampton Roads Bridge Tunnel expansion on the local economy and traffic congestion with the Virginia Department of Transportation and Hampton University.



Graduation Rate
Bethel High School had a graduation rate of **91.4%**.



Attendance Rate
Bethel High School students demonstrated strong engagement with an attendance rate of **94.34%**.



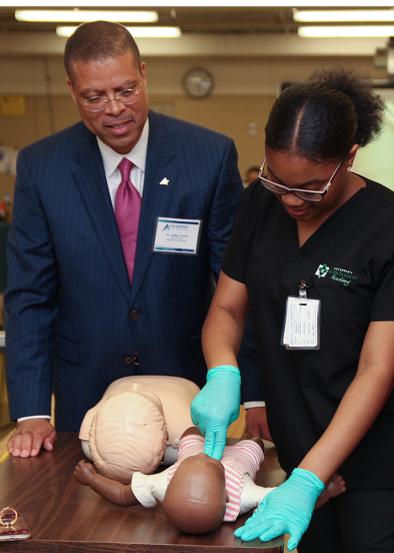
Industry Certifications
Students earned **856** industry certifications, demonstrating work readiness.



Work Experience
Students were immersed in law and legal studies through their summer internship with the City Attorney's Office.



Extended Learning
Media arts students applied their learning by creating a 90-second *Innovation Now* segment for the National Institute of Aerospace.



Recognitions
Students demonstrated their skills by winning first place in the State Model Judiciary 44th Annual Supreme Court Mock Trial.



Community Investment
Hampton Police Division designed a week-long Police Teen Camp specifically for Law and Public Safety Academy students.



Teacher Externship
Transportation, Analytics, Information, and Logistics teachers worked with McCallister Towing, Givens Inc., Port of Virginia, LAFB Logistics Readiness Squadron, and the Hampton University-Business Department to develop lesson plans in a week-long externship.



**Hampton High School
2019-2020 Leadership**



Shameka Pollard
Executive Principal



Christopher Fredericks
Academy Principal
The International Baccalaureate
Programme



Rashaad Pitt
Academy Principal
The Academy of Technology &
Engineering
The Maritime Academy



Kimberly Sharpe
Academy Principal
The Academy of Health,
Human, and Financial Services



Enriekus Williams
Academy Principal
Freshman Academy



Christina Kerby
Academy Coach

The historic and dynamic Hampton High School is the home of the Crabbers, and the Hampton community is rich with Crabber Pride. The resourceful and creative staff is personally invested in student success and preparation for the future. Our robust series of curricular and extracurricular programs challenge students to excel in their studies and in their personal development. The inclusive environment at Hampton High School ensures every student can find a place to shine.

Hampton High School Demographics

Enrollment	1,463 students
Avg. Daily Attendance	92.69% present
Ethnicity	
Black	77.4%
White	9.6%
Hispanic or Latino	4.3%
Identified by two or more	5.4%
Asian	2.4%
American Indian & Alaska Native	0.41%
Native Hawaiian & Pacific Islander	0.48%



The Academy of Health, Human, and Financial Services offers college and career preparatory pathways to students interested in improving the lives of others and their community through careers in service industries. The academy prepares resilient and informed community champions who balance a self-reflective inner world with a commercialized outer world and know how to advocate for and aid others struggling with social-emotional and socio-economic problems, while cultivating the healthy growth and well-being of youth and building stronger communities. Specialized coursework and work-based learning experiences are offered in two pathways: Counseling, Nutrition and

Wellness, and Financial Services. With 84 new students selecting this academy for the coming school year, the projected enrollment for 2019-2020 will increase from 84 to 168 students.

The Maritime Academy offers college and career preparatory pathways to students interested in the maritime industry and who choose to equip, engage and engineer a fleet that navigates a community's future. Our state-of-the-art maritime training program prepares young people for careers in the exciting maritime profession. Specialized coursework and work-based learning experiences are offered in two pathways: Shipbuilding and Repair and Ship Design. With 24 new students selecting this academy for the coming school year, the projected enrollment for 2019-2020 will increase from 35 to 59 students.

The Academy of Technology and Engineering offers college and career pathways to students interested in transforming their love of technology into careers in industries such as engineering, information technology, construction and audio engineering. Students address 21st century technology challenges through research, design, testing, and construction. Specialized coursework and work-based learning experiences are offered in four pathways: Engineering Design and Development, Information Technology, Audio Engineering, and Construction Technology. With 105 new students selecting this academy for the coming school year, the projected enrollment for 2019-2020 will increase from 171 to 276 students.

The Academy of International Baccalaureate (IB) challenges students to excel in rigorous academic studies and in their personal and social growth. Students develop excellence in breadth and depth of knowledge, as well as a global perspective. They choose a rigorous, internationally recognized college preparatory program focused on research, writing, creative thinking, leadership and community service. IB develops an international mindedness in a global context that produces graduates who are top competitors for scholarships and college/university acceptances. With 78 new students selecting this academy for the coming school year, the projected enrollment for 2019-2020 will increase from 66 to 144 students.



HIGHLIGHTS



Career Expo

98% of freshmen engaged in interactive experiences with over 100 businesses and colleges as they explored careers of interest.



Industry or College Field Trip

Behind the scenes meetings with industry professionals at NASA and elsewhere provided sophomores a deeper dive into industries of interest.



Job Shadow

Students assisted with childcare during Downtown Hampton Child Development Center's parenting classes.



Graduation Rate

Hampton High School had a graduation rate of **93.9%**.



Attendance Rate

Hampton High School students demonstrated strong engagement with an attendance rate of **92.69%**.



Industry Certifications

Students earned **537** industry certifications, demonstrating work readiness.



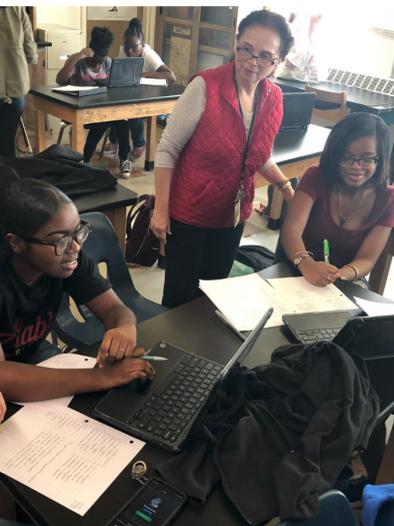
Work Experience

Academy ambassadors facilitate *The Next Generation of Learning* roundtable discussions at the 2018 Virginia School Board Association conference.



Extended Learning

Students created and produced a public service announcement addressing cyberbullying.



Recognitions

Virginia Ship Repair received the Business and Industry Partnership Award from the VA Department of Education and the VA Community College System for providing students with transformative education opportunities and real-world experiences.



Community Investment

The Apprentice School instructors provided 21 days of professional instruction in welding, rigging, piping/mechanical systems, and trades math to academy students.



Teacher Externship

Academy of Technology and Engineering teachers and counselors participated in an externship, hosted by Warwick Mechanical Group and M&R Sheet Metal, that connected the classroom to the workplace by bringing relevance to student learning.



**Kecoughtan High School
2019-2020 Leadership**



Mark Dorsey
Executive Principal



Katherine Fox
Academy Principal
Freshman Academy



Sharon Graham
Academy Principal
The Academy of Architecture,
Environment, and Engineering



Dr. Sharmaine Grove
Academy Principal
The Academy of Entrepreneurship
and Information Design



Mr. Dwayne Lucas
Academy Principal
The Academy of Teaching,
Education, and Learning
The OnStage: Performing Arts
Academy



Jonathan Sned
Academy Coach

The Kecoughtan Indians were Algonquian-speaking people who, along with neighboring tribes, inhabited the Virginia Tidewater for about 10,000 years. Today, Kecoughtan is the home of the "Kecoughtan Warriors," Where Everyday Greatness is the Expectation. Kecoughtan High School provides an enriching, stimulating, challenging, caring, and safe learning environment, which is conducive to the academic, physical, social and emotional development of all students.

Kecoughtan High School Demographics

Enrollment	1,633 students
Avg. Daily Attendance	93.7% present
Ethnicity	
Black	42.8%
White	41.6%
Hispanic or Latino	6.4%
Identified by two or more	5.4%
Asian	3.1%
American Indian & Alaska Native	0.49%
Native Hawaiian & Pacific Islander	0.18%

The Academy of Architecture, Environment, and Engineering (Governor's STEM) offers college and career preparatory pathways to students interested in design, construction, the environment, and all related fields. Aspiring architects and engineers draft, design, use industry-recognized computer software programs, build models, and, ultimately, turn their ideas into reality – bringing their ideas to life. Students passionate about the environment learn how to address climate change and regional flooding challenges. Specialized coursework and work-based learning experiences are offered in three pathways: Architectural Engineering, Construction Design, and Environmental Studies. With 114 new students selecting this academy for the coming school year, the projected enrollment for 2019–2020 will increase from 117 to 231 students.

The Academy of Teaching, Education and Learning offers college and career preparatory pathways to students interested in the development of young people academically, socially, emotionally, and physically. Child development and psychology courses allow students to imagine themselves as teachers, preschool owners, social workers and psychologists and learn what it takes to be successful to achieve their dreams. Specialized coursework and work-based learning experiences are offered in two pathways: Child Development, and Education & Training. With 64 new students selecting this academy for the coming school year, the projected enrollment for 2019–2020 will increase from 40 to 104 students.

The Academy of Entrepreneurship and Information Design offers college and career preparatory pathways to students interested in creating their own business and managing its finances and marketing. Students use computer graphics, write code, and design website visuals in website development. Specialized coursework and work-based learning experiences are offered in three pathways: Entrepreneurship and Marketing, Information Design, and World Banking and Finance. With 98 new students selecting this academy for the coming school year, the projected enrollment for 2019–2020 will increase from 104 to 202 students.



The On-Stage: Performing Arts Academy offers college and career preparatory pathways to students interested in theater, set design, and set construction. Students find their voice and themselves as performing artists. As theater technicians, they develop their creative design, artistic, technical, and construction skills as they transform a stage or set into a new reality. Students connect their hearts and hard work to local, regional and collegiate theater and gain real-world experience as actors, dancers, or set designers. Specialized coursework and work-based learning experiences are offered in two pathways: Theater Performance, and Theater Design & Technology. With 59 new students selecting this academy for the coming school year, the projected enrollment for 2019–2020 will increase from 65 to 124 students.



HIGHLIGHTS



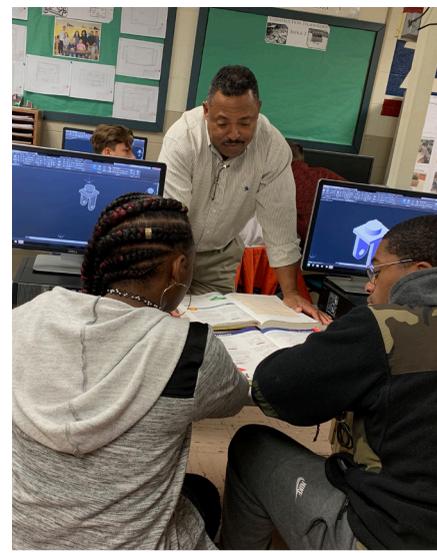
Career Expo

97% of freshmen engaged in interactive experiences with over 100 businesses and colleges as they explored careers of interest.



Industry or College Field Trip

Behind the scenes meetings with environmental science professionals at Hampton Roads Sanitation District provided sophomores a deeper dive into industries of interest.



Job Shadow

Students attended Kings Dominion's Scare School and after learning about set design, makeup, and costuming, they transformed a teacher into a creature of the night.



Graduation Rate

Kecoughtan High School had a graduation rate of **95.1%**.



Attendance Rate

Kecoughtan High School students demonstrated strong engagement with an attendance rate of **93.7%**.



Industry Certifications

Students earned **953** industry certifications, demonstrating work readiness.



Work Experience

Performing Arts students collaborated with local authors to transform books into plays and turn their work into productions.



Extended Learning

Students collaborated with the Hampton Resilience Team on designing a strategy to combat flooding in the Kecoughtan area.



Recognitions

Students earned internships with National Institutes of Health and Radford University's Summer Program.



Community Investment

Bayport Credit Union partnered with students to renovate and reopen the Bayport Student-Run Credit Union.



Teacher Externship

Academy of Architecture, Environment, and Engineering teachers worked with the Hampton Resiliency Team to address local challenges of sea level rise and flooding. They created a *Sophomore Summer Institute* challenge, connecting learning to the workplace.



**Phoebus High School
2019-2020 Leadership**



James Harris
Executive Principal



David Coccoli
Academy Principal
Freshman Academy



Lisa Incorminias
Academy Principal
The Academy of Digital Video
Production
The Academy of Cybersecurity,
Engineering, and Robotics



Haneef Majled
Academy Principal
The Academy of Hospitality
and Tourism



Patrice Williams
Academy Coach
The Academy of Advanced
College Experience



Kathryn Elliot
Academy Coach

Phoebus High School, home of the Phantoms, honors the memory of Harrison Phoebus, a local entrepreneur who settled in the area in 1864, and was named after the surrounding neighborhood and former town of Phoebus. We provide a safe, collaborative, and supportive learning environment that equips students with an array of tools needed to compete in a global economy. By aligning academics, character, and citizenship with techniques and efforts, students are prepared to be lifelong learners.

Phoebus High School Demographics

Enrollment	1,006 students
Avg. Daily Attendance	93.13% present
Ethnicity	
Black	68.9%
White	17.5%
Hispanic or Latino	5.7%
Identified by two or more	7.0%
Asian	0.7%
American Indian & Alaska Native	0.2%
Native Hawaiian & Pacific Islander	0.2%

The Academy of Advanced College Experience offers students the opportunity to go to college at their high school. Through the academy's college preparatory program, students can earn a tuition-free, two-year associate's degree from Thomas Nelson Community College that guarantees admission to Virginia universities as a college junior. Leaving high school with an associate's degree accelerates the student's future and makes the college dream attainable, convenient, and economical. With 41 new students selecting this academy for the coming school year, the projected enrollment for 2019-2020 will increase from 32 to 73 students.

The Academy of Digital Video Production offers college and career preparatory pathways that immerse students in hands-on video and audio animated digital projects. Learning through the media and marketing lens, the academy equips students with the skills necessary to be successful in the mass communication careers that inform, influence, and change the world. Specialized coursework and work-based learning experiences are offered in two pathways: Television and Media Production, and Digital Media Production. With 56 new students selecting this academy for the coming school year, the projected enrollment for 2019-2020 will increase from 49 to 105 students.



The Academy of Cybersecurity, Engineering, and Robotics offers college and career preparatory pathways that prepare students for careers that design, build, and secure our future world. Students learn science, technology, engineering and math (STEM) through the lens of industry leaders in robotics, cybersecurity, and manufacturing. Through competitions and working closely with mentors, students learn the relevance of reliable attendance, self-awareness, active communication, teamwork, and timely completion to college success and to living wage jobs with full benefits right after high school in Peninsula communities. Specialized coursework and work-based learning experiences are offered in four pathways: Cybersecurity Software Operations, Cybersecurity Systems Technology, Engineering and Robotics, and Manufacturing. With 72 new students selecting this academy for the coming school year, the projected enrollment for 2019-2020 will increase from 82 to 154 students.

The Academy of Hospitality and Tourism offers college and career preparatory pathways that put students on a competitive journey with top-tiered hotel franchises, restaurants, and vacation destinations in our region. Learning experiences in cooking, catering, customer service, and cultural exchange open pathways to worldwide travel. Specialized coursework and work-based learning experiences are offered in two pathways: Culinary Arts, Travel and Tourism. With 80 new students selecting this academy for the coming school year, the projected enrollment for 2019-2020 will increase from 72 to 152 students.



HIGHLIGHTS



Career Expo

97% of freshmen engaged in interactive experiences with over 100 businesses and colleges as they explored careers of interest.



Industry or College Field Trip

Behind the scenes meetings with food services professionals at Sysco and elsewhere provided culinary arts sophomores a deeper dive into industries of interest.



Job Shadow

Digital Video Production students worked with ESPN mobile broadcasting studio professionals for filming of the Mid-Eastern Athletic Conference (MEAC) championship.



Graduation Rate

Phoebus High School had a graduation rate of **89.1%**.



Attendance Rate

Phoebus High School students demonstrated strong engagement with an attendance rate of **93.13%**.



Industry Certifications

Students earned **515** industry certifications, demonstrating work readiness.



Work Experience

Students developed social media campaigns, and produced television shows and promotional materials commissioned by local business and industry clients.



Extended Learning

Students engaged in the Fort Monroe National Park's stewardship program to build in-park awareness supporting the 400th Commemoration activities.



Recognitions

Culinary students demonstrated their skills by winning the National NASA Hunch Culinary Challenge. Their Organic Harvest Hash recipe will feed astronauts aboard the International Space Station.



Community Investment

Community Knights invested in student work-based learning experiences through multiple grant awards.



Teacher Externship

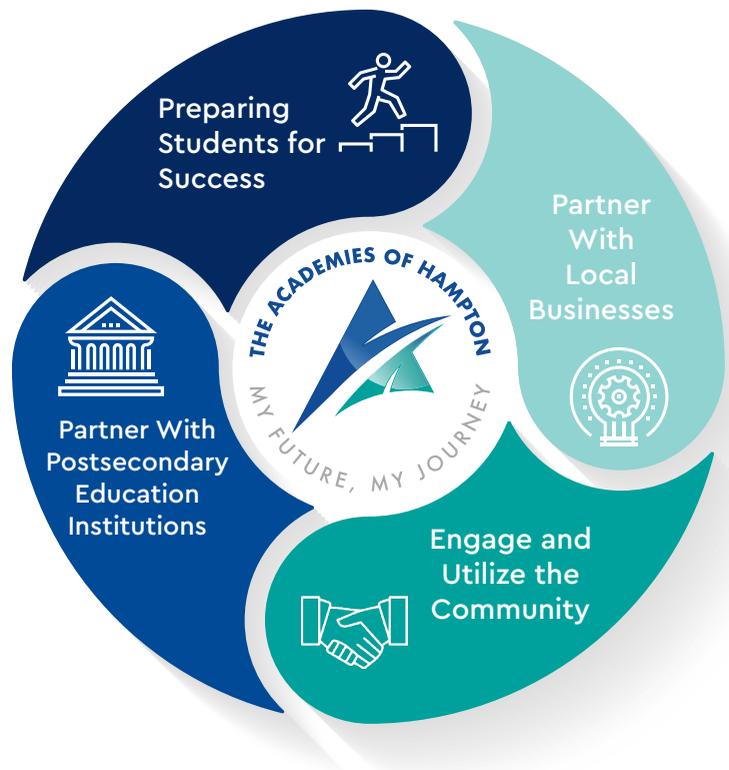
Cybersecurity, Engineering, and Robotics teachers and counselors spent time learning about the business of computer networking and cybersecurity through an externship sponsored by ViCom.

Community Partner Engagement

Preparing the Workforce of the Future

The Academies of Hampton's foundation is built on a strong partnership among schools, families, local business leaders, postsecondary education institutions, and the community. These 'learning partners' are forging connections and making learning relevant. While our community partners support the academies in many different ways, collectively they engage students; transform teaching and learning; create authentic, exciting, and relevant learning environments that allow students to apply their learning to solve community challenges; and inspire young people to achieve greatness. Sharing their knowledge, skills, expertise, and passion with our students, our learning partners are inspiring the next generation of workers and leaders.

More importantly, our learning partners are knocking down school walls, literally and figuratively, and opening our classrooms to the community. With the community as our classroom, everyone has something to offer, and every organization can play a role in ensuring that all of our young people graduate college, career, and future ready.



Business Integration: Employers Transforming Education

Career Exploration Fairs – industry exhibitors give learners their first personal encounter with a professional in their field of interest.

Power Hour Speakers – career professionals and industry experts visit students in their school classroom or meet with small groups outside of class to talk about their careers and describe what they do, how they do it, and their need for colleagues with critical thinking and interpersonal skills.

Business and College Site Visits – organizations host groups of learners, providing opportunities for students to visit a workplace or learning environment.

Industry Tours – career professionals provide a deeper dive into the business or host a site visit, during which the students develop an enduring understanding of the industry.

Job Shadowing – a career exploration activity that allows a student to spend time observing a professional on the job, provides a fresh perspective on the professional's work, and promotes mutual reflection on why people do what they do.

Pathway/Career Mentors – business professionals meet regularly with high school students to help them successfully transition into postsecondary education, training programs, and careers.

Experts in the Classroom – real-world, subject matter experts deepen learning in the classroom and build the connection between academics and careers. Employers and industry experts actively engage with teachers to develop and write curriculum and offer classroom and extended learning instruction and enrichments.

Internships – high school juniors and seniors work at business sites to explore their interests, learn more about the industry, and decide on options they may want to pursue.

Youth Apprenticeships – high school juniors and seniors, who have decided on a career path and are looking to gain in-depth experience, participate in a comprehensive training program that combines hands-on experience with classroom education.

Teacher Externships – teachers spend time in an industry to learn about business and industry trends, to understand the skills and competencies required for successful employment, and integrate classroom learning with real-world challenges in the workplace.

Community Leadership – business and industry partners play an integral role in creating learning experiences for all academy students. They bridge the classroom experience with the real world of colleges and careers.



Leadership

Leadership business and industry partners play an integral role in creating learning experiences for all academy students. They help to bridge the classroom experience with the real world of colleges and careers. Through their investment of time, energy, effort, and expertise, community and business leaders are transforming teaching and learning, changing the learning landscape, and cultivating community ownership for student outcomes.



Steering Committee

Hampton City Schools Superintendent and Hampton City Manager are the co-chairs for this key leadership team. Along with ensuring the academy pathways align and connect with regional industries and support growing workforce needs, the Steering Committee provides strategic oversight and guidance through all phases of Hampton City Schools transformation.



Operating Board

The Steering Committee co-chairs work with school representatives and community partners to coordinate day-to-day operations and oversee execution of the community Master Plan.



Industry Councils

The Greater Peninsula Workforce Board and Virginia Peninsula Chamber of Commerce connect educators with community college and university staff and a cross-section of respective industry employers and professionals. Through this collaboration, industry leaders inform classroom and extended time learning with industry developments, trends, and practices.



Advisory Boards

Employers, industry professionals, and postsecondary leaders provide expertise to support each college and career academy and expand partner engagement opportunities. With experience and expertise in the career pathways that make up the academy, these leaders oversee curriculum with periodic reviews and updates, contribute collateral material, sponsor worksite tours, facilitate community engagement in the instruction, and provide structured work-based learning opportunities.



“Leaders are fascinated by future. You are a leader if and only if, you are restless for change, impatient for progress and deeply dissatisfied with status quo. Because in your head, you can see a better future. The friction between 'what is' and 'what could be' burns you, stirs you up, propels you. This is leadership.”

- Marcus Buckingham



Outcomes and Success in Our Schools



A driving factor in transitioning from pocket career academies to wall-to-wall college and career academies was a Hampton City Schools comparison of student outcomes for academy and non-academy students that showed that the college and career academy experience increases student engagement, student achievement, and a student's sense of belonging. Our local results are part of an established body of national research that dates back over 40 years and is part of a national grassroots movement to integrate public education more strategically with business and industry.

With two years of Freshman Academy implementation behind us, we are able to report that academy students are engaged in the classroom and experiencing academic success. Short-term data reveal positive outcomes relative to grade point average and SOL assessments, school attendance, and discipline.



DIVISION-WIDE 2018-2019 CELEBRATIONS



Dr. Jeffery O. Smith named 2020 Virginia Superintendent of the Year

The Academies of Hampton was spotlighted in the *Center for American Progress'* national report as one of four models working across the country in high school redesign.

Hampton City Schools received \$1.2 million in start-up grants to implement community-connected extended learning programs at Bethel, Hampton, Kecoughtan and Phoebus High Schools.

Science Systems and Applications, Inc. (SSAI) created a new STEM scholarship to be awarded annually to a graduate of one of Hampton City Schools' four high schools who plans to pursue a career in STEM and has enrolled in a 2-year or 4-year postsecondary institution.

Over 1,500 high school freshmen gained a deeper understanding of over 100 career pathways during the 2nd annual *My Future, My Journey Career Exploratory Program* on December 13, 2018, at the Hampton Roads Convention Center.

During College and Career Day, all freshmen were given the opportunity to tour a college or visit one of the 40 plus businesses offering students and teachers a behind-the-scenes look into the world of work.

Hampton City Schools was featured in the 2018 State of the Region Report for its efforts to produce young people who are college, career, and life ready and for the Academies of Hampton potential benefit for our region's workforce.

Just under 1,400 freshmen made a commitment to graduate in 2022 during Hampton City Schools' second annual Commitment to Graduate Ceremony on March 6, 2019.

Nineteen Hampton City Schools students participated in the Advanced Technical Careers (ATC) Academy Signing Day at New Horizons Regional Educational Centers. ATC Academy is an employer-driven partnership training high school for seniors interested in automotive, construction, and manufacturing careers.

Dr. Jeffery O. Smith was named the 2020 Virginia Superintendent of the Year on May 6, 2019, at the Virginia Association of School Superintendents Spring Conference, for his leadership for learning, communication, professionalism, and community involvement.

Hampton City Schools received two awards of merit and four honorable mentions for digital media and publications submitted to the National School Public Relations Association 2019 Publications and Digital Media Awards program, including honorable mention in the Annual Report category for the *Academies of Hampton 2018 Annual Report: Building From Places of Strength* and honorable mention in the Branding/Image Package category for the Academies of Hampton.

Hampton City Schools was invited to join the Partnership to Advance Youth Apprenticeship (PAYA) Network, a partnership connecting employers, educators, community partners, and policy leaders to build high-quality youth apprenticeship programs and create new opportunities for high school students.

All four high schools met or exceeded Virginia's accountability criteria and will be accredited without conditions as we begin the 2019-2020 school year.

The Class of 2021 held a 10-year reunion and they have not even completed high school yet! The reunion was designed to help students review and revise the 10-year goals that they established as freshmen last year. Students intermingled with fellow students, teachers, administrators, and community guests. These young professionals shared their "elevator speech" about their occupation, education, and sometimes their personal life, since graduating in 2021.

The Hampton Police Division received the Henk Koning Exemplary Partnership Award for their work with the Academy of Public Law and Safety.



Extended Learning programs in our high schools



Advanced Technical Careers (ATC) Academy Signing Day at New Horizons

2018-2019 ACADEMY PARTNERS

Advisory Board Members, Community Partners
and Extended Learning Partners

Connecting beyond the classroom tearing
down walls, literally and figuratively, making
the community our classroom

BETHEL HIGH SCHOOL

The Governor's Health Sciences Academy

American Red Cross
Amy Pearson, Independent Healthcare Professional
East Coast Polytechnic Institute
Greater Peninsula Workforce Board
Hampton Health Department
Hampton University - School of Nursing
J. R. Giles, Private Physical Therapist
New Horizons Regional Education Centers
Orthopaedic and Spine Center
Pariser Dermatology
Riverside College of Health Careers
Sentara CarePlex Hospital
Sentara College of Health Sciences
Thomas Nelson Community College
Thomas Nelson Community College Workforce Development Center
Virginia Cooperative Extension

16

Industries represented in
transforming classrooms into
learning environments that
offer real-world relevancy

The Academy of Law and Public Safety

ECPI University
Federal Bureau of Investigation - Computer Analysis Response Team
Hampton City Attorney's Office
Hampton Division of Fire and Rescue
Hampton Economic Development
Hampton Police Division
Hampton Police Division - Forensic Team
Hampton Sheriff's Office
Linda Curtis, Attorney and City Council Member
Michael P. Jones, PC
New Horizons Regional Education Centers
Virginia Commonwealth Attorney's Office
Young Attorneys Division: American Bar Exam

The Academy of Media, Arts, and Design

Daily Press
Hampton City Schools PEG TV
Hampton University
Huntington Ingalls
Live, Love, Paint Foundation
Mellen Street Creative
Nathan Richardson
National Institute of Aerospace
Nina Parham
Sushe Design
The Wheelz Collective
Thomas Nelson Community College
WHRO Public Media

The Academy of Transportation, Analytics, Information, and Logistics

Casper Drones
Coca-Cola Bottling Co. Inc.
Federal Bureau of Investigation
General Dynamics
Givens, Inc.
Hampton Economic Development
Hampton Roads Transit
Hampton University - James T. George School of Business
Langley Air Force Base
Liebherr
Linda Curtis, Attorney and City Council Member
National Oceanic and Atmospheric Administration
Old Dominion University Peninsula STEM Center
Port of Virginia - Virginia Port Authority
Thomas Nelson Community College
Virginia Department of Transportation
Virginia Maritime Association
Virginia Space Grant Consortium (VSGC) - Old Dominion University
Peninsula Center

Freshman Academy

Baila Fuzion Dance and Creative Arts Center
Dana Hubbard Productions
Hampton Coliseum
Hampton Economic Development
West Entertainment

HAMPTON HIGH SCHOOL

The Academy of Health, Human, and Financial Services

Alternatives, Inc.
Demand Great Health & Fitness
ECPI University
Ethos Leadership Group
Hampton-Newport News Community Services Board
Hampton Department of Human Services
Hampton Family YMCA
Hampton Healthy Families Partnership
Hampton Roads Educators' Credit Union
Hampton University
Langley Federal Credit Union
LWell - Longevity Wellness
Office of Youth and Young Adult Opportunities
Parents Against Bullying
Peninsula Metropolitan YMCA
Positive Family & Youth Connections
Samaritan House
Serenity Counseling, LLC
Thomas Nelson Community College
Transitions Family Violence Services
VersAbility Resources

15

Higher education partners including
postsecondary training programs,
colleges and universities bringing
innovative thinking in business and
education together to better serve
our young people

The Maritime Academy

Advex Corporation
AMSEC (Huntington Ingalls Industries Tech Solutions)
BAE Systems Norfolk Ship Repair
Colonna's Shipyard, Inc.
Fairlead
General Dynamics NASSCO Norfolk
Huntington Ingalls Industry - Newport News Shipbuilding
Lyon Shipyard
Occupational Health and Safety Administration
OnPoint, LLC
Southeast Maritime and Transportation (SMART) Center
Tecnico Corporation
The Apprentice School
The Mariners' Museum and Park
Tidewater Community College
Virginia Modeling Analysis & Simulation Center
Virginia Ship Repair Association
Virginia Ship Repair Foundation
Youth Sailing Virginia

The Academy of Technology and Engineering

Associated General Contractors of Virginia
City of Chesapeake
Lockheed Martin
M&R Sheet Metal
NASA Langley Research Center
National Institute of Aerospace
Northrop Grumman
SB Ballard Construction
Virginia Department of Transportation
Virginia Modeling Analysis & Simulation Center
Warwick Mechanical Group

Freshman Academy

Bayport Credit Union
Cyprus Grille (Embassy)
Goodwill Industries
Hampton University - College of Physical Therapy
Sentara
Virginia Modeling Analysis & Simulation Center

KECOUGHTAN HIGH SCHOOL

The Academy of Architecture, Environment, and Engineering - Governor's STEM

Agricultural Research and Extension Center
Air Power Park
Brock Environmental Center
CES Consulting
Hampton Community Development Resilience Team
Hampton Roads Sanitation District
Hampton University - School of Engineering and Technology
Hudson + Associates Architects
New Horizons Regional Education Centers
Ritchie-Curbow Construction Company
Sentara Careplex
Virginia Department of Transportation (VDOT)
W.M. Jordan

The Academy of Teaching, Education and Learning

Downtown Hampton Child Development Center
ECPI University
New Horizons Regional Education Centers
Old Dominion University
Thomas Nelson Community College

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Business partners engaged in transforming the community into a learning environment that prepares young people for success in college and the workplace

The Academy of Entrepreneurship and Information Design

Alecia Brown, Editor
Brandy Fertitta, Entrepreneur
Danielle Jackson Entrepreneur
Gilliam Welding
Hampton Economic Development
Hampton Roads Convention Center
IKV Technologies
Impulse Design Group
Kwame M. Brown, Ph.D., Entrepreneur
Little Dreamers Book Series
NaKisha King, Author
National Cryptologic Museum
New Art by C.J. Epps LLC
Old Point National Bank
Patrick Henry Mall
Pettie's Select Cars
Pittsburgh Paints
Salvage Boyz
Xtreme Muscle Gym
Young Legislators Initiative

The On-Stage: Performing Arts Academy

Alecia Brown, Editor
Beauty for Ashes Contemporary School of Dance
Goode Dance
Kimball Theater
NaKisha King, Author

Onicka Daniel, Author
The American Theatre
Thomas Nelson Community College
Virginia Storytellers Alliance
Young Audiences of Virginia

Freshman Academy

Hampton Division of Fire & Rescue
Litter Dreamers Series
Old Dominion University - Peninsula STEM Center
Old Dominion University - Strome College of Business
ReNita Inmon, Entrepreneur
The Mariners' Museum and Park
Virginia Living Museum
Vanessa Fleming, Marketing specialist
WAVY Channel 10
WVEC 13 News Now

PHOEBUS HIGH SCHOOL

The Academy of Advanced College Experience

Thomas Nelson Community College

The Academy of Digital Video Production

Boo Williams Sportsplex
Cinema Cafe
Cox Media Group
Digital Lens Rental
Hampton City Schools PEG TV
Hampton University College of Liberal Arts
Hampton University Museum
Lyfted Media
Mellen Street Creative
Newport News Public Schools - Arts and Communications
Norfolk Scope
SKY 4 TV
Thomas Nelson Community College - Visual Arts Department
WVEC 13 News Now

The Academy of Cybersecurity, Engineering, and Robotics

Arconic Hampton
Community Knights
Federal Bureau of Investigation
Hampton University - College of Engineering
Lumos Networks
Mellen Street Creative
NASA Langley Research Center
Old Dominion University - Batten College of Engineering and Technology
Old Dominion University - Peninsula STEM Center
Slover Library
Thomas Nelson Community College - Science, Engineering and Technology
VCom - Virginia Integrated Communication
Virginia Air & Space Center
Zel Technologies, LLC

The Academy of Hospitality and Tourism

American Honda Foundation
Chesapeake Leisure, LLC
Community Knights
Culinary Institute of Virginia of ECPI University
Element Hampton Peninsula Town Center
Embassy Suites by Hilton
Ford Next Generation Learning - Challenge Grant
Fort Monroe National Monument
Hampton Convention and Visitors Bureau
Hampton History Museum
Hampton Parks & Recreation
Hampton University Museum
Hampton Visitor Center
Holloway Experience Real Estate
NASA Langley Research Center
Shamin Hotel, Inc.
Sinful Treats
Sysco Hampton Roads, Inc.
The Neighborhood Harvest

Freshman Academy

Dave & Buster's
Hampton Parks & Recreation
Langley Air Force Base Joint Command
Smalls Enterprise

\$1,560,000

Virginia Department of Education grants for high school innovation and work-based extended learning time experiences

Community Partners by Special Event

My Future My Journey Expo Learning Partners

360IT PARTNERS
Alesha Brown, The Joy Guru
Allstate Insurance
Alternatives, Inc.
Beauty for Ashes Contemporary School of Dance
Bon Secours Mary Immaculate Hospital
Canon Virginia, Inc.
Casemate Museum of Fort Monroe
Casey Auto Group
Charles Taylor Visual Arts Center
City of Newport News
Clancy & Theys Construction Company
Colonna Shipyard, Inc.
Culinary Institute of Virginia of ECPI University
DJ West Entertainment, LLC
Downtown Hampton Child Development Center
ECPI University
Entrepreneurship in Music and the Arts
Federal Bureau of Investigation
Frog-Skin, LLC
Gift Opener, LLC
Goode Dance
Goodwill Industries International
Hampton-Newport News Community Services Board
Hampton City Attorney

Hampton City Schools PEG TV
 Hampton Commonwealth Attorney's Office
 Hampton Convention & Visitor Bureau
 Hampton Department of Human Services
 Hampton Division of Fire and Rescue
 Hampton Emergency Management
 Hampton Family YMCA
 Hampton Healthy Families Partnership
 Hampton Police Division
 Hampton Roads Convention Center (SMG)
 Hampton Roads Educators' Credit Union
 Hampton Roads Jobs for Life Network
 Hampton Roads Sanitation District
 Hampton Roads Transit
 Hampton Sheriff's Office
 Hampton University School of Nursing
 Hudson + Associates Architects PLLC
 Integrity Staffing Services
 Intellec Techs
 J Smith Enterprises - McDonald's Restaurants
 Jefferson Science Associates, LLC
 Knead to Heal, LLC
 Liberty University School of Aeronautics
 Lumos Networks
 MarkFive Studios
 Mid-Atlantic Regional Maintenance Center
 Minton & Roberson Inc.
 NASA Langley Research Center
 New Art by CJ Epps, LLC
 New Horizons Regional Education Centers
 Newport News Shipbuilding
 Orthopaedic & Spine Center
 Pancopia Resourceful Sustainable Solutions
 Pariser Dermatology Specialists
 Peninsula Metropolitan YMCA
 Phoebus High School
 Primerica Financial Services
 Prism Contractors & Engineers, Inc.
 Public Relations/Journalism
 Sentara College of Health Sciences
 SMART Center - Tidewater Community College
 Society for the Prevention of Cruelty to Animals (SPCA)
 Sushe Design
 Tecnico Corporation
 The American Theatre
 The Apprentice School - Newport News Shipbuilding
 The Mariners' Museum and Park
 The Neighborhood Harvest
 The Port of Virginia - Virginia Port Authority
 The Virginian-Pilot
 Thomas Nelson Community College
 Thomas Nelson Community College - Communications and Marketing Department
 Thomas Nelson Community College - Human Services Program
 Thomas Nelson Community College - Visual Arts Department
 United States Air Force
 VersAbility Resources
 Virginia Department of Transportation
 Virginia Maritime Association

Virginia Peninsula Photography
 Virginia Restaurant, Lodging & Travel Association
 Virginia Space Grant Consortium
 W. M. Jordan Company
 Warwick Mechanical Group
 Wells Fargo Financial Services
 WHRO Public Media

\$615,000 City of Hampton
 one-time allocations
 for transforming learning environments,
 curriculum and instruction

College and Career Day Site Visits - Learning Partners

1st Advantage Federal Credit Union
 Advanced Technology Institute
 Art Institute of Virginia Beach
 Beauty for Ashes Contemporary School of Dance
 Bryant & Stratton College
 Central Business Improvement District
 Christopher Newport University
 College of William and Mary
 Continental Automotive (AG)
 Cox Media Group
 Culinary Institute of Virginia of ECPI University
 Daily Press
 Downtown Hampton Business District
 ECPI University
 Great Wolf Lodge
 Greater Peninsula Workforce Board
 Hampton Commonwealth Attorney
 Hampton Convention & Visitor Bureau
 Hampton Division of Fire and Rescue
 Hampton Economic Development
 Hampton Police Division
 Hampton Roads Transit
 Hampton Sheriff's Office
 Hampton University
 J & F Alliance Group, Inc.
 Joint Base Langley-Eustis Logistic Group
 Lindsay Ireland
 Mellon Street Creative
 NASA-Langley Research Center
 Old Dominion University
 Old Point National Bank
 Orthopedic & Spine Center
 Phoebus Business District
 Regent University
 Resili
 Sentara Healthcare
 Stratford University
 The Historic Post Office
 The Apprentice School - Newport News Shipbuilding
 Thomas Nelson Community College
 Thomas Nelson Community College Workforce Development Center
 Virginia Association of Land Surveyors Association/AD Potts & Associates
 Virginia Port Authority - The Port of Virginia

Virginia Seafood Agricultural Research and Extension Center
 Virginia Wesleyan University
 WHRO Public Media
 Zel Technologies, LLC

Hampton Partnership to Advance Youth Apprenticeship (PAYA)

Advanced Integrated Manufacturing - Thomas Nelson Community College
 Board of Trustees - New Horizons Regional Education Centers
 Brauer Mechanical, Inc.
 CUED-In
 Greater Peninsula Workforce Board
 Hampton Economic Development
 Hampton Office of Youth and Young Adult Opportunities
 Hampton Roads Chamber
 Hampton Roads Workforce Council
 International Brotherhood of Electrical Workers Local Union 1340
 James River Mechanical
 New Horizons - Center for Apprenticeship and Adult Training
 Thomas Nelson Community College
 Virginia Apprenticeship Council
 Virginia Department of Labor and Industry, Registered Apprenticeship
 Virginia Peninsula Chamber of Commerce
 Virginia Manufacturers Association
 Walsh Electric Company

\$375,942 Local community
 partners and private
 grant support for
 Academies of Hampton implementation

New Horizons Regional Educational Centers - Employer Signing Day

Arconic
 Branscome, Inc.
 Campostella Building and Supply
 Casey Auto Group
 CertaPro Painters
 Coxton's Collision
 Newport News Shipbuilding
 Oceaneering
 Pomoco Chrysler
 Smithfield Foods
 Swiss Log
 The Apprentice School - Newport News Shipbuilding
 Walsh Electric
 Warwick Mechanical Group
 Wynne Ford/Volvo

THE HAMPTON SCHOOL BOARD



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DR. RICHARD MASON



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Dr. Jeffery Smith

City of Hampton
Hampton City Schools

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Ann Cherry
Kirkpatrick "Kapua" Conley
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Kasia Grzelkowski
Stuart Harris
Michael Kuhns
Charles W. "Charlie" Lyon
William Mann
Dr. Robert M. McNab
Robert McKenna
Michael Monteith
Gary Roy

Sentara Healthcare
Fort Monroe National Monument
Hampton City Schools
Hampton School Board
Sentara CarePlex Hospital
Thomas Nelson Community College
Zel Technologies, LLC
VersAbility Resources
Advanced Integrated Manufacturing – TNCC
AssociationOne, LLC
Northrop Grumman
Greater Peninsula Workforce Board
Old Dominion University
Virginia Peninsula Chamber of Commerce
Peninsula Community Foundation
Newport News Shipbuilding



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Executive Director of
Secondary Schools



VERONICA HURD
Director of the
Academies of Hampton



SETH BLACK
Director of Career
& Technical Education



DEBBIE RUSSELL
Academies of Hampton
Coordinator



JOE JOHNSON
Academies of Hampton
Extended Learning Coordinator

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EXECUTIVE DIRECTOR OF HUMAN RESOURCES

DR. ANITA OWENS
EXECUTIVE DIRECTOR OF ELEMENTARY
SCHOOLS



FORD
NEXT GENERATION
LEARNING 

Hampton, Virginia



Every Child, Every Day,
Whatever it Takes!

Hampton City Schools
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Hampton, Virginia 23669-3570

757-727-2000

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