



Informing Our Strategic Direction Through Community Voice

The summary below reports Lynchburg City Schools' employee and community feedback from focus group interviews and survey conducted in February 2025. Discussion and survey topics included LCS division and community strengths, critical areas for improvement, and qualities and skills needed in the LCS superintendent.

LCS COMMUNITY GROUPS WHO PROVIDED FEEDBACK

FOCUS GROUP MEMBERS



LCS Staff and Students

High school students, teachers, operations team members, support staff



LCS Leadership

LCS School Board, central office leadership and staff, directors, department heads



Lynchburg City Council

Council members, Mayor, Vice Mayor

COMMUNITY SURVEY RESPONDENTS



Students' Families

44% of survey respondents were students' parents/guardians/family members



LCS Employees

33% of survey respondents were LCS employees



Others

Students, community members (non-parents) made up 22% of respondents

EMERGING DIRECTIONS BASED ON IDENTIFIED STRENGTHS & GAPS

Theme 1: Student Learning and Academic Excellence

Stakeholders value Lynchburg City Schools' strong tradition of academic excellence, rigorous instruction, and diverse offerings such as arts, CTE, dual enrollment, and innovative programs.

Stakeholder groups see a need to strengthen literacy and math outcomes, improve special education supports, reduce inconsistencies in expectations and curriculum, address achievement gaps, and ensure all students are taught by well-prepared, certified teachers.

Theme 2: Student Wellbeing, Behavior, and School Climate

Stakeholders value Lynchburg City Schools as safe, caring, and respectful environments where strong relationships among students, staff, and families are central to the school community.

Community feedback points to concerns about bullying and safety, inconsistent discipline practices, unmet mental health needs, and ongoing challenges with chronic absenteeism and student disengagement.

Theme 3: Employees & Professional Culture

Stakeholders value the division's dedicated, mission-driven staff whose professional expertise and deep commitment to students are evident across schools.

Need for competitive compensation and retention strategies, relief from staffing shortages and initiative overload, more transparent leadership that respects teacher expertise, stronger job-embedded professional learning, and more streamlined central-office supports.

Theme 4: Operations, Finance, & Infrastructure

Stakeholders value safe school facilities, reliable transportation, equitable resource distribution, and clarity in long-term operational planning.

Identified need to modernize aging facilities, address concerns about rezoning and consolidations, resolve staffing shortages, reduce inequities in resources and access across schools, strengthen fiscal transparency, and improve technology and operational efficiency.

Theme 5: Community Engagement, Trust, & Governance

Stakeholders value Lynchburg City Schools' strong community identity, partnerships with families and local organizations, and leaders who advocate for public education.

Community feedback highlights the need for more transparent, proactive communication that centers inclusive listening, trust-building, and renewed confidence in the division's facilities, finances, and overall direction.

WHAT COMES NEXT?

Division team members: school and division administrators, educators, and operations teams review and integrate **LCS community feedback** to inform design of our:

- **Strategic Plan Goals:** Broad scope and direction for what we hope to achieve by 2031 (January 2026)
- **Objectives:** Measurable outcomes and milestones we must reach along the way to goal achievement. Build key performance indicator scorecard (measures and metrics to monitor our progress) (February 2026)
- **Strategy:** Our "how" or approach to achieving our objectives and goals (March 2026)

GATHERING STAKEHOLDER FEEDBACK

Strategic Planning Timeline & Events

February 2025

LCS Employee and Community
Focus Groups and Survey



Staff and community members provided feedback on LCS division and community strengths, critical areas for improvement, and qualities and skills needed in LCS superintendent during focus groups and by completing a survey.

January-February 2026

LCS Teams Design Sessions -
Goals and Objectives



Division teams design goals and objectives by integrating community feedback, expertise in their roles, student needs, and division operations and functions.

February 2026

Town Hall Presentation &
Feedback & Community Survey



2/19/26: Division community town hall event to review and provide feedback on LCS emerging direction (goals and objectives)

A community survey will also be shared during this time.

March - April 2026

LCS Teams Design Sessions -
Strategy



Division teams refine objectives and create strategy based on community survey and townhall feedback, expertise in their roles, student needs, and division operations, resources, and functions.

May 2026

LCS Superintendent & Division
Team Board Presentation



Presentation of LCS 2026-31 Strategic Plan to LCS School Board. Date to be determined.