



A TRADITION OF EXCELLENCE FOR ALL



LYNCHBURG CITY SCHOOLS

## CITY COUNCIL AND CITY SCHOOLS JOINT MEETING

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Tuesday, September 9, 2025 | 4:00 PM  
I.T. Conference Center  
3550 Young Place  
Lynchburg, VA 24501

### AGENDA

**I. Welcome and Introductions**

**I.1. New School Staff**

*Larry Taylor, Mayor  
Dr. Atul Gupta, School Board Chair  
Wynter C. Benda, City Manager  
Dr. Kristy Somerville-Midgette, Superintendent*

**II. Strategic Plan Process**

*Dr. Kristy Somerville-Midgette, Superintendent*

**III. Facilities Plan Process**

*Dr. Kristy Somerville-Midgette, Superintendent*

**IV. Closing Remarks**

*Larry Taylor, Mayor  
Dr. Atul Gupta, School Board Chair*



## AGENDA ITEM SUMMARY

### MEETING DATE

September 9, 2025

### PRESENTED BY

### AGENDA ITEM # II.2

Comprehensive Strategic Planning

### RECOMMENDATION

### SUMMARY

### PRIOR ACTION(S)

### FISCAL IMPACT

### CONTACT(S)

### ATTACHMENT(S)

1. Comprehensive Strategic Planning

### REVIEWED BY

\_\_\_\_\_  
Alicia Finney, Clerk of Council

Date:

# COMPREHENSIVE STRATEGIC PLANNING

Dr. Kristy N. Somerville-Midgette  
September 9, 2025



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# PURPOSE

- Our previous strategic plan has expired and requires renewal.
- Virginia Code requires every division to maintain a long-range, unified plan.
- Shifts in community expectations and student needs demand updated strategies.
- Aligning division priorities with city initiatives strengthens outcomes for all students.



# PROJECT PLANNING & STAKEHOLDER ENGAGEMENT

## Statewide Requirements (Board of Education)

### [VA code § 22.1-253.13:6](#)

- Adopt a long-range, unified plan (reviewed biennially).
- Post plan online and provide hard copies.
- Must include:
  - Strategies to improve & sustain student achievement (focus on at-risk students).
  - Enrollment forecasts and education needs.
  - Integration of educational technology into SOLs & curricula.
  - Annual report on progress toward objectives

## Local School Board Requirements

- Adopt a divisionwide long-range plan, with staff & community input.
- Review biennially, post online, and hold public hearings.
- Plan must include:
  - Student achievement strategies (including at-risk students).
  - Enrollment projections & management.
  - Regional programs & services planning.
  - Technology integration & career/tech education.
  - Parent & family involvement strategies.
  - Division-wide literacy plan (PreK - 8) aligned with science-based reading research.

# PROJECT PLANNING & STAKEHOLDER ENGAGEMENT

## School-Level Requirement

- Each school prepares its own long-range plan to inform divisionwide planning.

## Accountability

- Local school boards present a biennial public report (by Nov 1 of odd years) on plan progress.
- DOE provides ongoing access to laws, regulations, and AG opinions

## Current LCS Comprehensive Strategic Plan

<https://www.lcsedu.net/sites/default/files/pdfs/schoolboard/lcs-comprehensive-plan-2019-24-extended.pdf>



# REQUEST FOR PROPOSALS (RFP DESCRIPTION)

Lynchburg City Schools is seeking proposals from qualified firms to support the development of a new long-range educational strategic plan. This plan will guide the division's academic direction, operational priorities, and facility planning efforts over the next several years.

The purpose of this Request for Proposals (RFP) is to obtain information that will enable the division to select a candidate that can effectively partner with the division to perform various tasks as listed in the scope of services.



# SCOPE OF SERVICES

The selected firm will partner with Lynchburg City Schools to design and lead a comprehensive strategic planning process that results in a multi-year strategic plan aligned with the division's mission, values, instructional priorities, and long-range goals. The scope of services will include, but not be limited to, the following:

- A. Facilitate a division-wide strategic planning process that includes stakeholder engagement with students, families, staff, community members, and school board members.
- B. Review and assess existing division priorities, current strategic plan outcomes, key performance data, and ongoing improvement efforts to inform planning.
- C. Design and lead a process to establish or update the division's mission, vision, and core values, as well as strategic goals and measurable objectives.
- D. Analyze strengths, challenges, opportunities, and trends impacting the school division through stakeholder input, data analysis, and environmental scanning.
- E. Ensure alignment of the strategic plan with key areas such as academic achievement, equity, whole child supports, staff development, family engagement, technology, operations and finance.
- F. Identify performance indicators and recommended progress monitoring strategies to support plan implementation and accountability.

# SCOPE OF SERVICES

- G. Develop a final strategic plan document that includes clear goals, strategies, timelines, and implementation supports. The final product should be visually engaging, accessible to a range of audiences, and able to guide both internal decision-making and public communication.
- H. Provide facilitation, consultation, and project management support throughout the planning process, including scheduled updates to leadership and the School Board.
- I. Ensure the strategic plan informs future initiatives including the division's long-range facilities master plan, instructional programming, and budget development.



# PROCUREMENT TIMELINE

## **Pre-Proposal Meeting**

*September 11, 2025 at 10 a.m.*

## **Vendor Questions Due**

*September 22, 2025*

## **Answers Posted**

*September 24, 2025*

## **Proposals Due**

*September 24, 2025*

## **Individual Evaluations Due, Evaluate & Tabulate Scores, Schedule Interviews**

*October 14, 2025*

## **Interview Selected Firms**

*October 22, 2025*

**After interviews, we will begin negotiations with top-ranked firm**

**Notice of Award will be posted for 10 days**  
*Tentatively the last week of October*

**Notify firms that were not chosen**

**Contract will be drafted & sent for signatures**  
*Early November*

# FACILITIES UPDATE

**Dr. Kristy Somerville-Midgette**  
**Mr. Travis Marshall**  
**Mr. Jordan Eubank**  
**September 9, 2025**



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# KEY PRIORITIES

- **Safety - Sustainability - Stewardship**
- Improvements from the top down
  - Roofing Projects in 2026
- Critical improvements to infrastructure
  - Architectural, Mechanical, Electrical, and Plumbing (A+MEP) Projects in 2027
- Improving the safety of athletic tracks and fields
- R. S. Payne and E. C. Glass building repairs
  - Envelope Projects



# CAPITAL IMPROVEMENT PROJECTS | REPRIORITIZED

Fiscal Responsibility  
with Forward  
Momentum

FY	Project	Budget
2026	Roof Replacement - Linkhome Elementary School	\$ 400,000.00
2026	Roof Replacement - Laurel Regional School	\$ 600,000.00
2026	Roof Replacement - Perrymont Elementary School	\$ 750,000.00
2026	Turf & Track - EC Glass High School	\$ 1,700,000.00
2026	Turf & Track - Heritage High School	\$ 1,700,000.00
2026	Baseball Turf - Heritage High School	\$ 950,000.00
2026	Roof Replacement - Bedford Hills Elementary School	\$ 800,000.00
2026	Roof Replacement - Fort Hill Community School	\$ 250,000.00
26-27	Building Envelope Project - RS Payne Elementary School & EC Glass HS	\$ 2,500,000.00
2026	School Nutrition Equipment (\$200,000)	COMMITTEE REVISIT
2026	CTE - SMS Lab, Auto Program Upgrades, MS Culinary Upgrades (\$480,000)	PAYGo Funded
2026	Elementary Playground Modernizations (\$250,000)	PAYGo Funded
2026	Paving/Fencing (\$220,000)	PAYGo Funded
2026	Vehicle Replacement Fund (\$150,000)	COMMITTEE REVISIT
<b>2026 TOTAL (OUT OF BUDGETED \$10.95M):</b>		<b>\$ 9,650,000.00</b>
2027	Architectural + Mechanical, Electrical, Plumbing - RS Payne Elementary School	\$ 8,500,000.00
2027	Architectural + Mechanical, Electrical, Plumbing - Dunbar Middle School	\$ 3,250,000.00
2027	Architectural + Mechanical, Electrical, Plumbing (Electrical) - Linkhome Middle	\$ 2,000,000.00
2027	Roof Replacement - Sandusky Elementary School	\$ 1,600,000.00
2027	Architectural + Mechanical, Electrical, Plumbing - Paul Munro Elementary School	\$ 3,980,000.00
2027	Gym Addition - Paul Munro Elementary School	\$ 1,400,000.00
2027	CTE CIP Funding (\$440,000)	PAYGo Funded
2027	Paving/Fencing (\$220,000)	PAYGo Funded
2027	Elementary Playground Modernizations (\$250,000)	PAYGo Funded
2027	Architectural + Mechanical, Electrical, Plumbing - Sandusky Elementary School	\$ 3,600,000.00
2027	Architectural + Mechanical, Electrical, Plumbing - Perrymont Elementary School	\$ 5,100,000.00
2027	Vehicle Replacement Fund (\$150,000)	COMMITTEE REVISIT
<b>2027 TOTAL (OUT OF BUDGETED \$30M):</b>		<b>\$ 29,410,000.00</b>
2028	A+M - Heritage Elementary School	\$ 1,500,000.00
2028	A+MEP - Dearington Elementary School	\$ 3,800,000.00
2028	A+MEP - Linkhome Elementary School	\$ 5,550,000.00
2028	Gym Addition - Dearington Elementary School	\$ 2,000,000.00
2028	Gym Addition - Linkhome Elementary School	\$ 1,800,000.00
2028	Gym Addition - Sandusky Elementary School	\$ 1,800,000.00
2028	Gym Addition - Heritage Elementary School	\$ 3,000,000.00
2028	CTE CIP Funding (\$400,000)	PAYGo Funded
2028	Paving/Fencing (\$220,000)	PAYGo Funded

# UPCOMING PROJECTS | SUMMARY 2026

Year	Project	Cost
2026	Roof Replacement - Linkhorne Elementary School	\$ 400,000.00
2026	Roof Replacement - Laurel Regional School	\$ 600,000.00
2026	Roof Replacement - Perrymont Elementary School	\$750,000.00
2026	Turf & Track - E. C. Glass High School	\$ 1,700,000.00
2026	Turf & Track - Heritage High School	\$ 1,700,000.00
2026	Baseball Turf - Heritage High School	\$950,000.00
2026	Roof Replacement - Bedford Hills Elementary School	\$800,000.00
2026	Roof Replacement - Fort Hill Community School	\$250,000.00
2026	Building Envelope - R. S. Payne Elementary & E. C. Glass High School	\$ 2,500,000.00
2026	School Nutrition Equipment (\$200,000)	Committee Revisit
2026	LCS CTE Improvements: SMS Lab, Auto Program updates, MS Culinary Upgrades (\$480,000)	PAYGo Funded
2026	Elementary Playground Modernizations (\$250,000)	PAYGo Funded
2026	Paving/Fencing (\$ 220,000.00)	PAYGo Funded
2026	Vehicle Replacement Fund (\$150,000)	Committee Revisit
<b>2026 Total (out of budgeted \$10.95M)</b>		<b>\$ 9,650,000.00</b>

# PROPOSED PROJECTS | FY 2027

Year	Project	Cost
2027	Architectural + Mechanical, Electrical, Plumbing - R. S. Payne Elementary School	\$8,500,000.00
2027	Architectural + Mechanical, Electrical, Plumbing - Dunbar Middle School	\$3,250,000.00
2027	Architectural + Mechanical, Electrical, Plumbing (Electrical) - Linkhorne Middle School	\$2,000,000.00
2027	Roof Replacement - Sandusky Elementary School	\$1,600,000.00
2027	Architectural + Mechanical, Electrical, Plumbing - Paul Munro Elementary School	\$3,960,000.00
2027	Gym Addition - Paul Munro Elementary School	\$ 1,400,000.00
2027	CTE CIP Funding (\$440,000)	PAYGo Funded
2027	Paving/Fencing (\$220,000)	PAYGo Funded
2027	Elementary Playground Modernizations (\$250,000)	PAYGo Funded
2027	Architectural + Mechanical, Electrical, Plumbing - Sandusky Elementary School	\$3,600,000.00
2027	Architectural + Mechanical, Electrical, Plumbing - Perrymont Elementary School	\$5,100,000.00
2027	Vehicle Replacement Fund (\$150,000)	Committee Revisit
<b>2027 Total (out of budgeted \$30M)</b>		<b>\$ 29,410,000.00</b>

# PROPOSED PROJECTS | FY 2028

Year	Project	Cost
2028	Architectural + Mechanical - Heritage Elementary School	\$ 1,500,000.00
2028	Architectural + Mechanical, Electrical, Plumbing - Dearington Elementary School	\$ 3,800,000.00
2028	Architectural + Mechanical, Electrical, Plumbing - Linkhorne Elementary School	\$ 5,550,000.00
2028	Gym Addition - Dearington Elementary School	\$ 2,000,000.00
2028	Gym Addition - Linkhorne Elementary School	\$ 1,800,000.00
2028	Gym Addition - Sandusky Elementary School	\$ 1,800,000.00
2028	Gym Addition - Heritage Elementary School	\$ 3,000,000.00
2028	CTE CIP Funding (\$440,000)	PAYGo Funded
2028	Paving/Fencing (\$ 220,000.00)	PAYGo Funded
2028	Elementary Playground Modernizations (\$250,000)	PAYGo Funded
2028	Vehicle Replacement Fund (\$150,000)	Committee Revisit
<b>2028 Total (out of budgeted \$20M)</b>		<b>\$ 19,450,000.00</b>

# COMPLETED/IN PROGRESS PROJECTS

Current/Recently Completed Projects	Status
Linkhorne Elementary School HVAC unit replacement	Complete
T. C. Miller Playground Equipment upgrades	Pending Delivery
Dearington Playground Equipment upgrades	Pending Release
Sandusky Elementary Playground updates	Pending Delivery
Dunbar Community School Yard	Design in Progress
Laurel Regional Modular Addition	In Progress
Access Control (Phase 1: RSP, ECG, HHS, SMS, DMS, LMS)	In Progress
Building Envelope Projects (RSP & ECG)	In Progress

# ROOFING PROJECTS

## 2026 Roofing Project Priority Schedule

- **IN PLANNING:** Laurel Regional
- **IN PLANNING:** Linkhorne Elementary
- Perrymont Elementary School
- Bedford Hills Elementary School
- Fort Hill Community School
  - *If completed as planned, next roof project is in 2030 (Sandusky MS)*
  - *20 Year Lifespan = 20 Year Cycle*



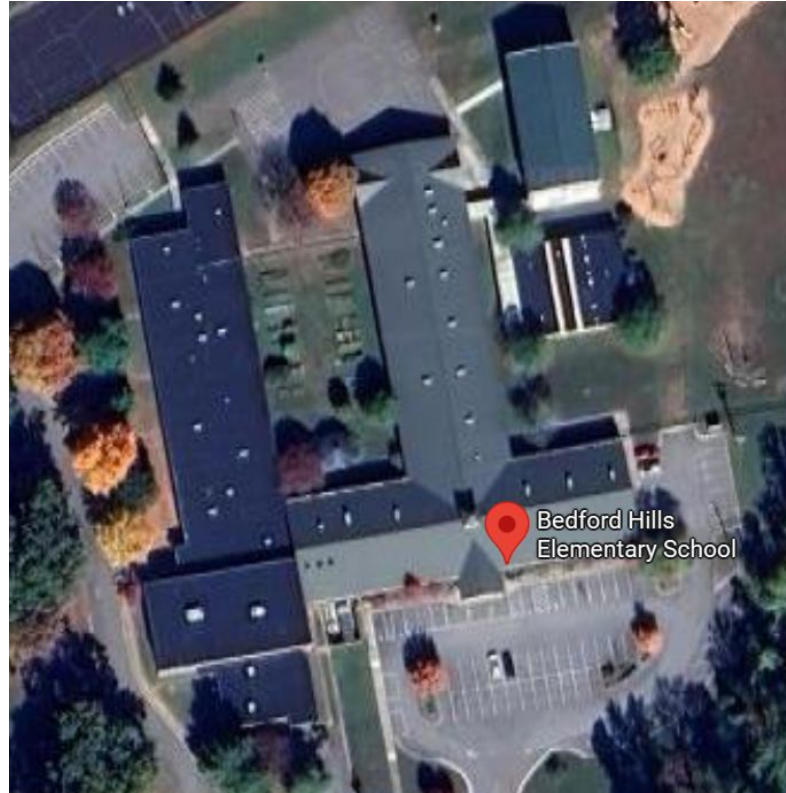
# ROOF | PERRYMONT ELEMENTARY SCHOOL



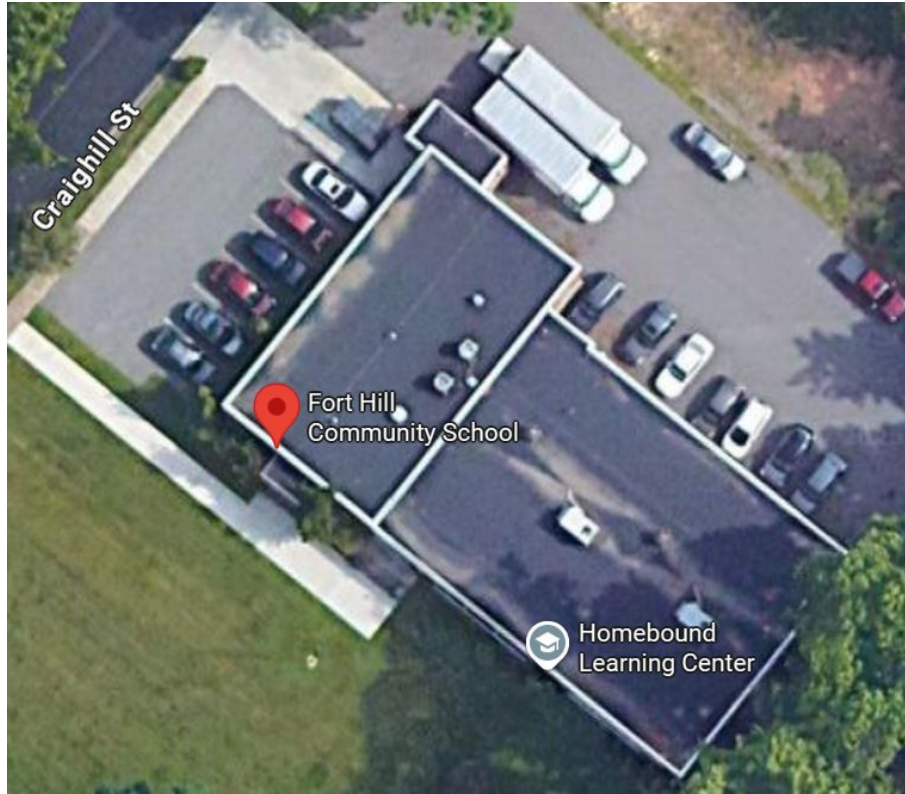
# ROOF | LINKHORNE ELEMENTARY SCHOOL



# ROOF | BEDFORD HILLS ELEMENTARY SCHOOL



# ROOF | FORT HILL COMMUNITY SCHOOL



# ROOF | LAUREL REGIONAL SCHOOL



# TIMELINE FOR ROOFING PROJECTS

<b>Design Phase</b>	Approximately 45-60 days
<b>Bidding Phase</b>	Approximately 30 days
<b>Letter: Intent to Award</b>	7 days
<b>Contesting Phase</b>	Same 7 days
<b>Bid Awarded</b>	-
<b>Contract Signed</b>	-

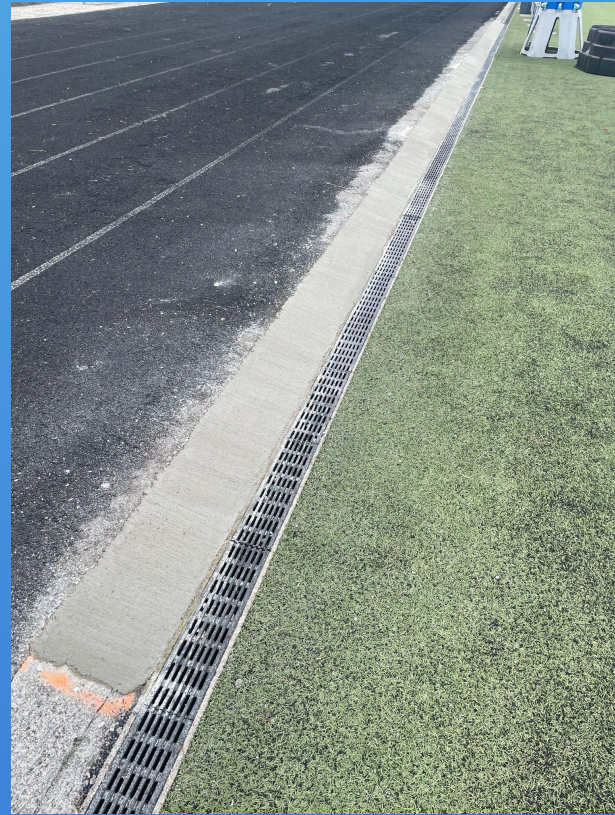
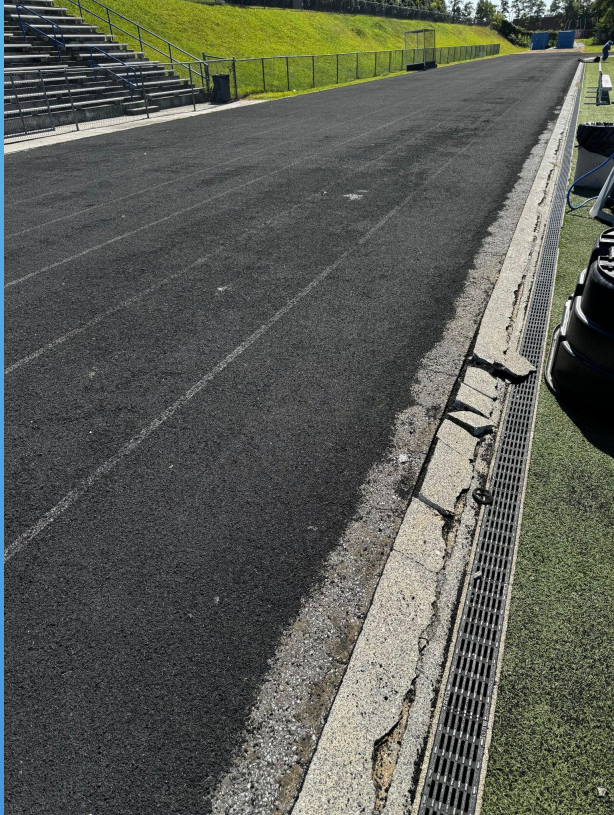
# 2026 TRACK & TURF PROJECTS

- **E. C. Glass High School\***
  - Track Replacement
  - Turf Replacement
- **Heritage High School**
  - Track Resurfaced
  - Game Field Turf Replacement
  - Baseball Field Turf Replacement (wear and tear, seams, sinkhole in outfield)

**Estimated Start Date:** Summer 2026 (sooner depending on design/bidding process)

**Projected Completion Date:** Fall 2026

# Temporary Repairs to E. C. Glass Concrete Apron Around Track



# Temporary Repairs to E. C. Glass Turf



# Heritage High School Game Field

\*Temporary Repairs Have Been Made Since Photos



# Heritage High School Game Field

\*Temporary Repairs



# Heritage High School - Baseball Field Turf



# Heritage High School - Baseball Field Turf



# R. S. Payne Elementary School & E. C. Glass High School Building Envelope Project

- Address leaks
- Exterior caulking
- Roof flashing
- Control joints
- Tuck Pointing
- Repointing coping stones
- Civil work (E. C. Glass)



# R. S. Payne Auditorium (Envelope Project)



# CTE UPGRADES | (PAYGO)

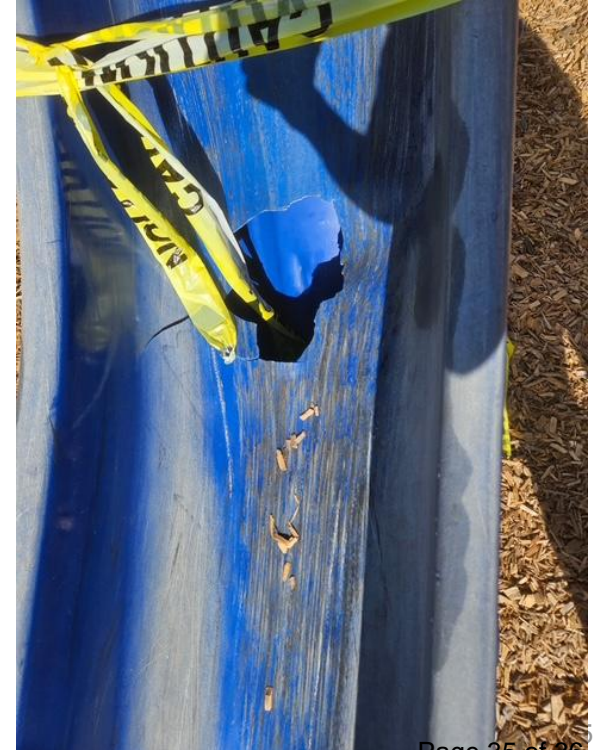
- **Technology Lab Completion**
  - Sandusky Middle School
  - All other middle schools have this lab
  - Will make access consistent with all middle schools
- **Culinary Arts**
  - Upgrades to all culinary classrooms
  - Benefits Sandusky MS, Linkhorne MS, and Dunbar MS
- **Automotive Program**
  - Benefits both EC Glass and Heritage High School
  - Front end alignment machine
  - Floor Upgrades/Safety Markings
  - Repair 1 vehicle lift
  - Update Handtools and power tool equipment



# OTHER PAYGO PROJECTS

- Paving & Fencing
- Playground Modernization/Improvements

\*Sandusky Elementary slide (upgraded equipment expected to be delivered in mid-October)



**QUESTIONS?**