

# VISION 2015

Where do we want to be four years from now?  
How do we get there from here?

A handwritten signature in blue ink, reading "Stephen W. Hefner".

**Stephen W. Hefner, Ed.D.**  
**Superintendent**  
**Lexington-Richland Five**

**September 12, 2011**

**ENVY**

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**PUZZLEMENT**

# **PUZZLEMENT**

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**“How do Lexington-Richland Five schools get such consistently good results?”**

**“Why is there so much dissonance in such an enviable, consistently high-performing district?”**

# **DISSONANCE**

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**created by**

**MISTRUST and FEAR**

# **MY CHALLENGE**

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**Restore TRUST,  
Eliminate FEAR**

# **“Where do we want to be in four years?”**

By 2015, Lexington-Richland Five will not only continue to be recognized as a “World Class” school district here in the Midlands and in South Carolina, but will also be recognized as a “World Class” school district all across our nation and around the world.

# “World Class”

...being a system where teachers have the setting and resources they need to do their best work and students have the setting and instruction they need to perform at their optimum levels and to compete globally.

**How do we get there from here?**

Step 1: **Restore TRUST,**  
**Eliminate FEAR**

# How do we get there from here?

## Step 2: Confront our **BRUTAL REALITIES**

**“You must maintain unwavering faith that you can and will prevail in the end, AND at the same time have the discipline to confront the most brutal facts of your current reality, whatever they might be.”**

*- Admiral James Stockdale  
as quoted in Jim Collins’  
Good to Great, (2001)*

# **BRUTAL REALITIES:**

1. The economy has changed.
2. Our growth in student enrollment is flat.
3. It is easy to confuse facts with the truth.
4. The ongoing controversy concerning the planned improvements and additions at Chapin High School is having a negative impact on our district and our community.
5. Our district faces greater competition than ever before.

# How do we get there from here?

## Step 3: **Change the dialogue.**

- **MORE** dialogue related to improving teaching and learning for students.
- **LESS** dialogue related to mediating disagreements among adults.

## How do we get there from here?

Step 4: We must move forward with our new facilities & facilities improvement program.

# “Garden Party”

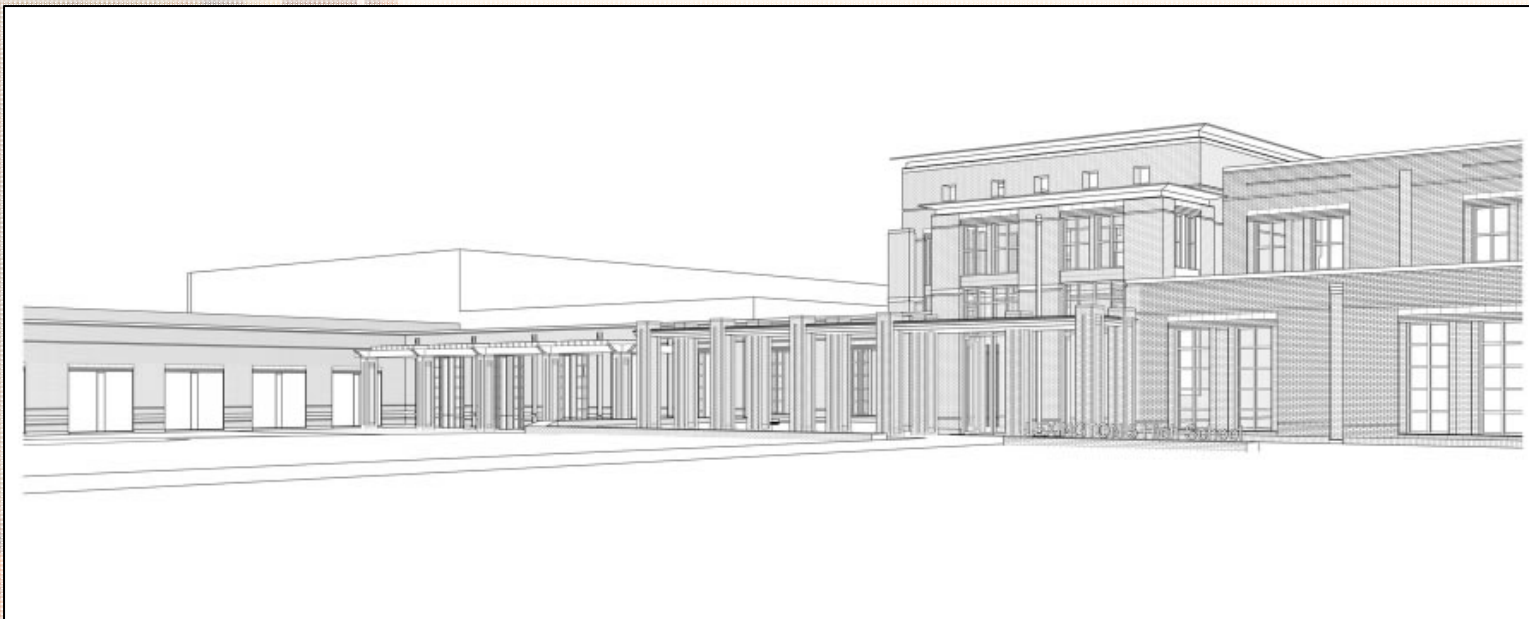
“I went to a garden party,  
reminisced with my old friends...”

“...you see, I’ve learned my lesson well,  
you can’t please everyone, so you’ve got  
to please yourself.”

# 1. RENOVATE AND EXPAND CHAPIN HIGH ON ITS PRESENT SITE



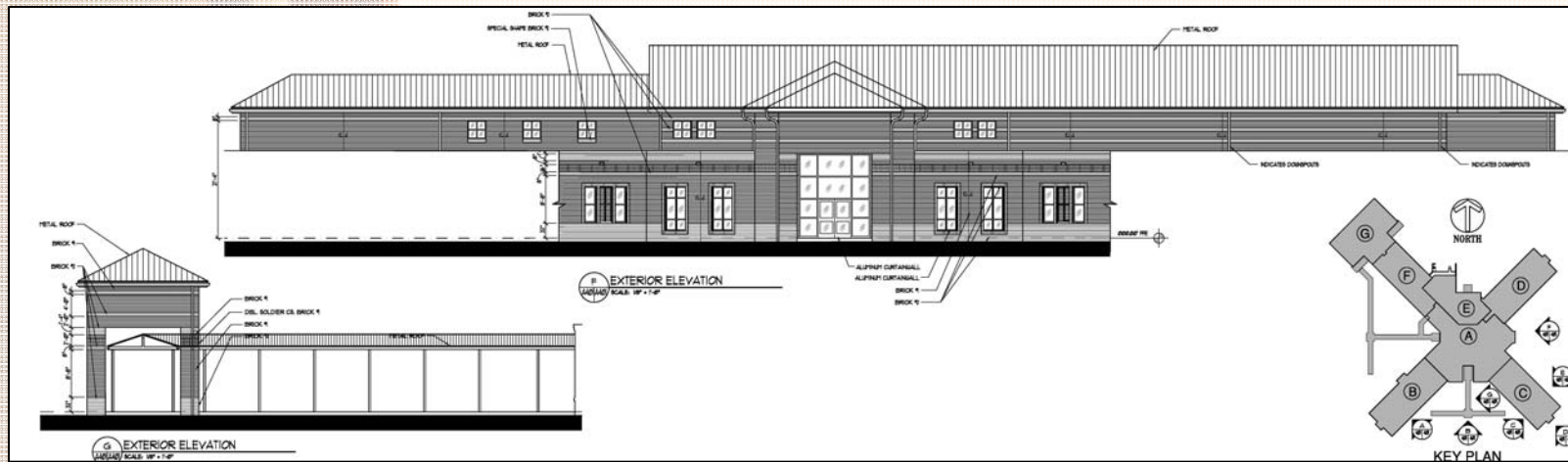
**2. BUILD A NEW HIGH SCHOOL  
ON THE SPRING HILL SITE  
AND OPEN IT AS A  
MAGNET HIGH SCHOOL**



### **3. MAKE SIGNIFICANT IMPROVEMENTS TO THE PHYSICAL FACILITIES AT IRMO HIGH AND DUTCH FORK HIGH**



# 4. BUILD THE NEW ELEMENTARY SCHOOL



## **5. EXPAND MAGNET AND CHOICE OPTIONS THROUGHOUT THE DISTRICT**

- Make optimum use of existing space
- Enhance the ability of each school to compete effectively with other schools in our district and community
- Meet the unique educational needs of our students

**“...we cannot devalue the educational experience that we are known for because that would devalue the promise that we have made *to our students, their parents, and our community*...the quality that has become the cornerstone *of our district* cannot be allowed to recede.”**

--Paraphrased from Dr. Harris Pastides  
President, University of South Carolina  
“State of the University Address,” Sept. 9, 2011

**We cannot delay any longer.  
We must act NOW.**