



WILLIAMSBURG
JAMES CITY COUNTY
PUBLIC SCHOOLS
— EST. 1955 —

Profile of an Empowered Learner

October 6, 2026

Purpose



- Establishes a shared vision for the skills every WJCC student should develop
- Prepares students for life beyond graduation, regardless of pathway
- Complements academic learning with durable, transferable skills
- Creates common language across grades, schools, and subjects
- Guides relevant, authentic learning that builds student agency
- Aligns curriculum, instruction, assessment, and culture
- Connects learning to real-world expectations and future opportunities

Design Team



Design Process

- **Explored the future landscape** — considered shifts in workforce, technology, social intelligence, and how students learn
- **Identified hopes and aspirations** — defined what we want every WJCC student to know, experience, and be prepared to do beyond graduation
- **Prioritized durable skills** — identified the competencies students need to thrive now and in the future, including student-identified priorities
- **Defined the five attributes** — developed shared definitions for each attribute
- **Envisioned implementation** — generated immediate, next-year, and long-term strategies for bringing the Profile to life

Five Attributes of an Empowered Learner



**Critical
Thinker**



**Effective
Communicator**



**Collaborative
Contributor**



**Engaged
Citizen**



**Resilient
Achiever**

Critical Thinker

- Ask thoughtful questions
- Use evidence to support ideas
- Solve problems creatively
- Consider multiple perspectives
- Reflect and improve



Effective Communicator

- Listen to understand
- Express ideas clearly
- Adapt to the audience
- Use evidence and feedback
- Build meaningful connections



Collaborative Contributor

- Value diverse perspectives
- Contribute to shared goals
- Give feedback
- Take responsibility
- Build others up



Engaged Citizen

- Act responsibly
- Show empathy and respect
- Value diverse perspectives
- Take meaningful action
- Make a positive difference



Resilient Achiever

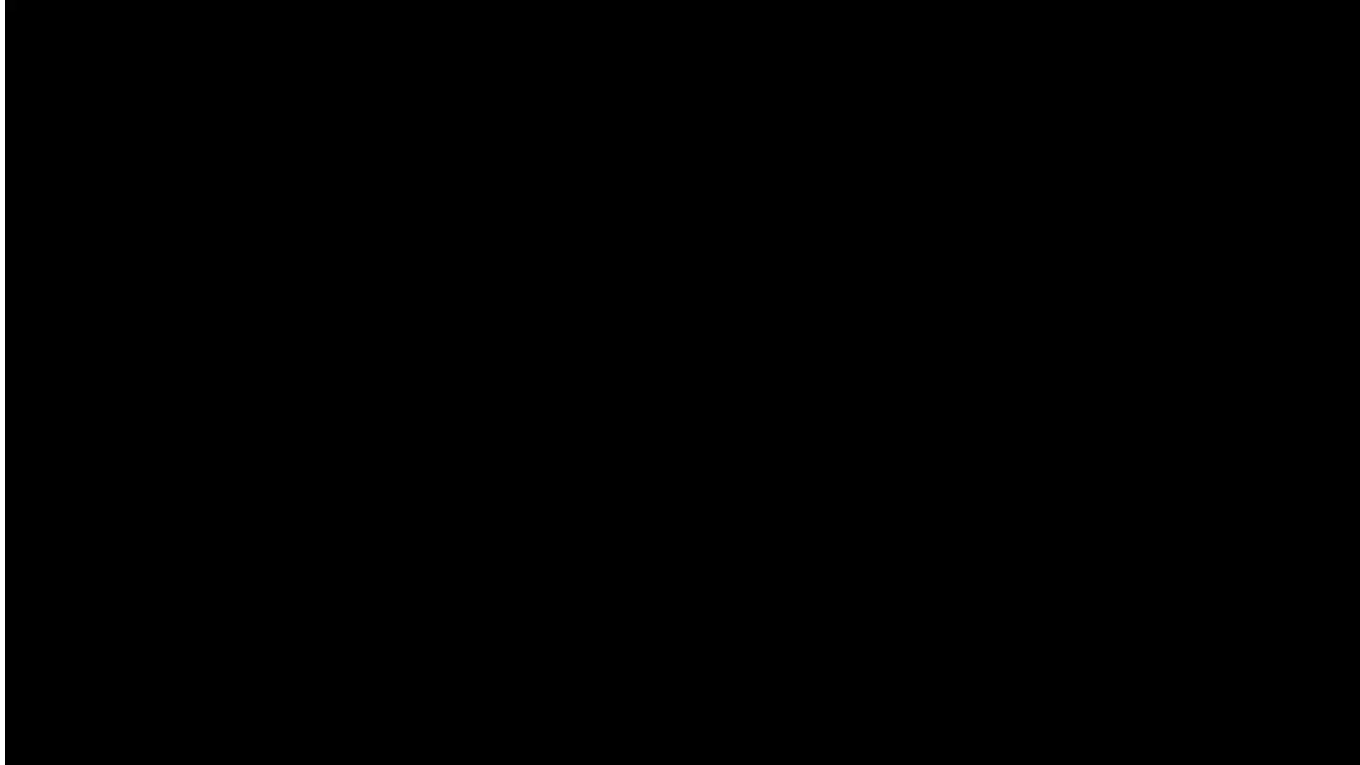
- Persevere through challenges
- Learn from mistakes
- Adapt and grow
- Seek feedback
- Pursue goals with determination



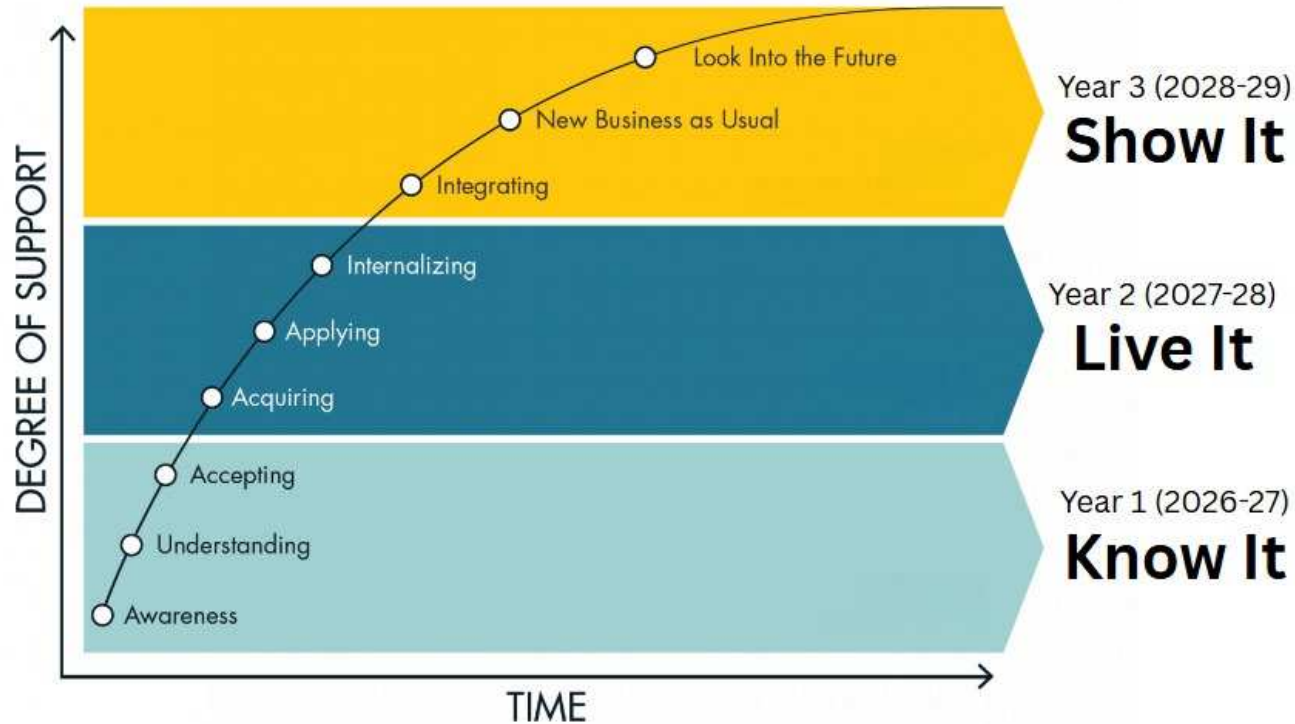
Initial Feedback

- Summer Leadership Institute (Administrators)
- Preservice Professional Learning (Teachers)
 - PreK-12 Skill Progression
- Support Employees Professional Learning
- Superintendent's Student Advisory
- Elevate '28 Student Survey

Profile of an Empowered Learner



3-Year Implementation Plan



Activation Curve adapted from XPLANE

Year 1: “Know It” (2026-27)

- Build awareness and shared understanding of the Profile
- Solidify definitions and develop the PreK-12 skill progression chart
- Conduct an instructional audit and create the infrastructure for activation at scale
 - Teaching & Learning Framework
 - Planning Tools
 - Professional Learning
- Establish baseline student perception data
- Introduce the five attributes in student-friendly language
- Help students recognize when attributes are present in learning
- Highlight exemplars of the attributes in action across schools

Year 2: “Live It” (2027-28)

- Facilitate professional development focused on designing learning experiences that intentionally develop the attributes
- Provide job-embedded structures, supports, and feedback as teachers integrate the attributes in the classroom and extracurricular activities
- Develop signature learning experiences that embody the attributes through real-world and authentic activities
- Curate a repository of strategies, learning activities, reflection tools, and student work exemplars
- Pilot student exhibitions of learning and portfolio structures
- Expand family engagement and community partnerships
- Monitor implementation, including student and staff perceptions

Year 3: “Show It” (2028-29)

- Celebrate the Profile as part of the culture of WJCC Schools
- Develop staff capacity to facilitate reflection, assess authentic evidence and connect attributes to learning
- Engage students identifying, reflecting on, and demonstrating their growth through authentic learning experiences
- Invite families and community partners to attend exhibitions and other authentic demonstrations of learning and engage students in academic discourse
- Establish sustainable tools for documenting student growth
- Collect student, educator, and family/community data evaluate implementation annually



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