

§ [22.1-253.13:3](#). Standard 3. Accreditation, other standards and evaluation.

...When the Board of Education has obtained evidence through the school academic review process that the failure of schools within a division to achieve full accreditation status is related to division level failure to implement the Standards of Quality, the Board may require a division level academic review. After the conduct of such review and within the time specified by the Board of Education, each school board shall submit for approval by the Board a corrective action plan, consistent with criteria established by the Board and setting forth specific actions and a schedule designed to ensure that schools within its school division achieve full accreditation status. Such corrective action plans shall be part of the relevant school division's comprehensive plan pursuant to § [22.1-253.13:6](#).

In 2004 recognizing the need for technical assistance, the Petersburg School Board requested a division-level review and assistance from the Virginia Department of Education (VDOE). Petersburg Public Schools and the Virginia Board of Education signed an initial memorandum of understanding (MOU) detailing the review process on April 21, 2004. Petersburg Public Schools has been in division-level review status since 2004 and has reported to the VBOE regularly on the status of implementing the corrective action plan and the terms of the initial MOU. The Department of Education has provided ongoing technical assistance and monitored the implementation of the division's corrective action plan.

Additionally, the *Regulations Establishing Standards for Accrediting Public Schools in Virginia* (SOA), adopted by the Board in September 2006, Section 8 VAC 20-131.300 requires school divisions with Accreditation Denied schools to enter into a MOU with the VBOE and implement a corrective action plan to improve student achievement in the identified schools.

Section 8 VAC 20-131-315.B. of the SOA states:

Any school rated Accreditation Denied in accordance with 8 VAC 20-131-300 shall be subject to actions prescribed by the Board of Education and affirmed through a memorandum of understanding between the Board of Education and the local school board. The local school board shall submit a corrective action plan to the Board of Education for its consideration in prescribing actions in the memorandum of understanding within 45 days of notification of the rating. The memorandum of understanding shall be entered into no later than November 1 of the academic year in which the rating is awarded.

Section 8 VAC 20-131-315.A. of the SOA states:

Any school rated Accreditation Denied in accordance with 8 VAC 20-131-300 shall be subject to actions prescribed by the Board of Education and shall provide parents of the enrolled students and other interested parties with the following:

1. Written notice of the school's accreditation rating within 30 calendar days of the notification of the rating from the Department of Education;
2. A copy of the school division's proposed corrective action plan, including a timeline for implementation, to improve the school's accreditation rating; and
3. An opportunity to comment on the division's proposed corrective action plan. Such public comments shall be received and considered by the school division prior to finalizing the school's corrective action plan and a Board of Education memorandum of understanding with the local school board.

Petersburg has four schools with Accreditation Denied ratings in 2006-2007 based on 2005-2006 assessment results. The accreditation ratings for all schools and the subject areas warned follow.

SCHOOL	ACCREDITATION STATUS (2006-2007)	AREAS WARNED
A.P. Hill Elem.	Accreditation Denied	English, Mathematics, History, Science
JEB Stuart Elem.	Accreditation Denied	English, Mathematics
Peabody Middle	Accreditation Denied	English, Mathematics, History, Science
Petersburg High	Accreditation Denied	Mathematics, History, Science
Robert E. Lee Elem.	Accreditation Withheld/ Improving	Mathematics
Blandford Elem.	Accredited with Warning (2 years)	English
Vernon Johns Middle	Accredited with Warning (3 years)	English, Mathematics, History, Science
Walnut Hill Elem.	Fully Accredited	NA
Westview Elem.	Accredited with Warning (3 years)	English, Mathematics, History, Science

Given that Petersburg Public Schools is in division-level academic review status, non-compliance issues with SOQ and SOA exists, and a majority of schools have a status of Accredited with Warning or Accreditation Denied, the Memorandum of Understanding (MOU) for division-level academic review purposes has been combined with the required MOU for accredited denied schools.

Summary of Major Elements

On October 25, 2006, the Board of Education delegated the review and approval process for the specific terms of the MOU to the President of the Board of Education and the Superintendent of Public Instruction in accordance with SOA guidelines. The final Memorandum of Understanding for Petersburg Public Schools for 2006-09 is attached. This MOU was shared with the Petersburg School Board on November 1, 2006. The Petersburg school board held a public hearing on the MOU on November 13, 2006, and subsequently approved the terms and conditions.

The Virginia Board of Education and the Department of Education have assigned a chief academic officer (CAO) for 2006-2007 to work with the division superintendent to coordinate and monitor the implementation of daily activities associated with the MOU and corrective action plans. The CAO will coordinate the Department of Education’s technical assistance in support of the MOU and corrective action plans for those schools denied accreditation.

Superintendent's Recommendation:

The Superintendent of Public Instruction recommends that the Board of Education accept the report on the Memorandum of Understanding for Petersburg Public Schools.

Impact on Resources:

Total costs associated with implementing the MOU are to be determined.

Timetable for Further Review/Action:

The Petersburg Public School Board will provide progress reports to the Board of Education at least quarterly or upon request.

**VIRGINIA BOARD OF EDUCATION
PETERSBURG CITY SCHOOL BOARD**

**MEMORANDUM OF UNDERSTANDING
Goals and Expected Outcomes
School Years 2006-2009**

Background

The Standards of Quality require local school boards to maintain fully accredited schools and to take corrective actions for schools that are not fully accredited.

§ [22.1-253.13:3](#). Standard 3. Accreditation, other standards and evaluation.

...Each local school board shall maintain schools that are fully accredited pursuant to the standards of accreditation as prescribed by the Board of Education. Each local school board shall review the accreditation status of all schools in the local school division annually in public session. Within the time specified by the Board of Education, each school board shall submit corrective action plans for any schools within its school division that have been designated as not meeting the standards as approved by the Board.

In October 2004 the Virginia Board of Education (VBOE) established criteria for identifying low-performing school divisions to undergo a division-level academic review. Petersburg City Public Schools met the criteria for division-level academic review.

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In 2004 recognizing the need for technical assistance, the Petersburg School Board requested a division-level review and assistance from the Virginia Department of Education (VDOE). Petersburg Public Schools and the Virginia Board of Education signed an initial memorandum of understanding (MOU) detailing the review process on April 21, 2004. Petersburg Public Schools has been in division-level review status since 2004 and has reported to the VBOE regularly on the status of implementing the corrective action plan and the terms of the initial MOU. The Department of Education has provided ongoing technical assistance and monitored the implementation of the division's corrective action plan.

Based on 2005-2006 assessment results and the resulting accreditation and federal adequate yearly progress (AYP) ratings of the division and its schools, Petersburg Public Schools will continue in division-level academic review status under an MOU with the Virginia Board of Education and participate in an academic review process prescribed by the VBOE.

Additionally, the *Regulations Establishing Standards for Accrediting Public Schools in Virginia* (SOA), adopted by the Board in September 2006, Section 8 VAC 20-131.300 requires school divisions with Accreditation Denied schools to enter into an MOU with the VBOE and implement a corrective action plan to improve student achievement in the identified schools.

Petersburg has four schools with Accreditation Denied ratings in 2006-2007 based on 2005-2006 assessment results. The accreditation ratings for all schools and the subject areas warned follow.

SCHOOL	ACCREDITATION STATUS (2006-2007)	AREAS WARNED
A.P. Hill Elem.	Accreditation Denied	English, Mathematics, History, Science
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For purposes of coordination and focus, this MOU will serve a dual purpose and satisfy action requirements for division-level academic review and accreditation denied schools.

School Division Goals and Performance Objectives

The Petersburg School Board and Central Office staff will adopt three-five key priorities for improving student achievement across the school division, ensuring alignment of resources with these priorities for improving student achievement, and holding the Board and staff accountable for results. These priorities must align with the expectations in this MOU and the following areas of focus:

- Student Achievement
- Leadership Capacity
- Teacher Quality
- Communication with all Stakeholders
- Safe and Secure Environment

It is important to sustain the effort and the emphasis at the elementary level in reading and mathematics. This effort will provide a foundation for students as they enter secondary schools. However, at the secondary level, students must begin meeting the standards across the content areas.

The following performance objectives are established. *Specific performance measures aligned with these goals are detailed in the attachment.*

Student Achievement Performance Objectives

In 2006-2007, Petersburg Public Schools will:

1. Decrease the failure rate in elementary mathematics and reading by 10%, respectively
2. Maintain progress in elementary science and history and social science
3. Decrease the failure rate in middle school mathematics and reading by 20%
4. Decrease the failure rate in middle school science by 10%
5. Decrease the failure rate in history and social science by 20%
6. Maintain progress in high school English
7. Decrease the failure rate in high school mathematics, science, and history by 20%, respectively

Accreditation and Adequate Yearly Progress Objectives

It is important that Petersburg Public Schools demonstrate the requirements to meet federal Adequately Yearly Progress (AYP) requirements and the requirements to be rated fully accredited as required by the SOA.

In 2006-2007, Petersburg Public Schools will

1. Meet AYP requirements in at least five (5) schools by achieving established benchmarks or through the “safe harbor” method for all subgroups
2. Achieve full accreditation in at least three (3) schools

In 2007-2008, Petersburg Public Schools will

1. Meet AYP requirements in at least seven (7) schools by achieving established benchmarks or through the “safe harbor” method for all subgroups
2. Achieve full accreditation in at least seven (7) schools.

In 2008-2009, no schools will remain in Accreditation Denied status.

Efficiency Review

The Board of Education is implementing a provision in the Appropriation Act that permits the VBOE to authorize an efficiency review as part of a division-level academic review process.

Acts of Assembly, Chapter 3, Item 130

C. Notwithstanding the provisions of § 2.2-1502.1, Code of Virginia, the Board of Education, in cooperation with the Department of Planning and Budget, is authorized to invite a school division to participate in the school efficiency review program described in § 2.2-1502.1, Code of Virginia, as a component of a division level academic review pursuant to § 22.1-253.13:3, Code of Virginia. Commencing in fiscal year 2006, when a school division elects

to undergo a school efficiency review pursuant to this provision, the school division shall not be charged the 25 percent for the costs of such review. However, a school division shall pay a separate 25 percent of the total costs of such review if the school division's superintendent or superintendent's designee has not certified that at least half of the recommendations have been initiated within 24 months after the completion of the review.

Petersburg Public Schools requested and will participate in an efficiency review and implement at least half of the recommendations by January 1, 2009, and 40 percent by January 1, 2008.

Assignment of a Chief Academic Officer to Petersburg Public Schools

The Virginia Board of Education and the Department of Education will assign a Chief Academic Officer (CAO) for 2006-2007 to work with the superintendent and administrative staff to coordinate and monitor the implementation of processes, procedures, and strategies associated with the corrective action plan resulting from this Memorandum of Understanding. The CAO will coordinate with VDOE offices to provide technical assistance in support of the MOU and corrective action plan. The CAO will have administrative authority over processes, procedures, and strategies with subsequent review and approval by the Petersburg School Board that are implemented in support of the MOU and funded by targeted federal and state funds.

Petersburg Public Schools will provide the CAO with an office in central administration; telephone, computer, and printer access; and clerical support, as needed.

The period of assignment of the CAO and the identified roles and responsibilities of the CAO will be re-evaluated in June 2007 and periodically thereafter.

Key Administrative Responsibilities to Raise Student Achievement

Program Coherence

1. The central office leadership team under the direction of the CAO or designee will develop a consolidated federal application for the school board's approval that complies with the findings of the efficiency review, focuses on improved student achievement, and connects strategies to the division's corrective action plan.
2. The central office leadership team under the direction of the CAO and Petersburg School Board will develop and implement a corrective action plan that complies with the findings of the efficiency review, focuses on improved student achievement, and connects strategies to the full implementation of following state and federally funded initiatives--algebra readiness, early reading initiative, project graduation, the mathematics-science partnership, hard-to-staff initiative, and special initiative grants.
3. The central office staff will provide bi-weekly written reports on the implementation of federal and state initiatives to include activities planned, activities completed, timelines, participation targets and requests for reimbursement to the Petersburg School Board, Virginia Board of Education, and the Department of Education.

4. The central office will work with school staff to implement effective corrective action plans for all schools that meet the requirements of NCLB and the SOA, and are coordinated and aligned with the division's key strategies for improved student achievement. Corrective action plans and progress made on implementing corrective action plans will be shared quarterly with the Petersburg School Board, Virginia Board of Education, and the Department of Education.

Effective Use of Data

The central office leadership team under the direction of the CAO or designee will develop and implement a structured protocol approved by the Department of Education for use by schools to report and share data division-to-school and school-to-division.

Petersburg Public Schools will implement a data monitoring process with accountability for results and link school and division professional development to improving student achievement as supported by assessment results and other data.

Using the protocol approved by the CAO, the central office staff will provide quarterly reports on the data shared district-to-school and school-to-district to the Petersburg School Board, the Virginia Board of Education, and the Department of Education. This report will include recommendations for modifications to the corrective action plan that demonstrate accountability for results.

Using the protocol developed by the CAO, the central office staff will provide quarterly reports on the use of staff development initiated during the quarter that is linked to school and division data to the Petersburg School Board, the Virginia Board of Education, and the Department of Education.

Teacher Quality

The central office leadership team under the direction of the CAO or designee will develop and monitor individual action plans to reduce provisional license and implement a research-based hard-to-staff incentive program.

Petersburg Public Schools will commit to hiring personnel who are the most qualified for the position vacancy.

Petersburg Public Schools will provide written reports as requested by the CAO (as needed and appropriate) on current instructional vacancies, number of teachers on provisional licenses, progress on individual action plans to reach full licensure, and the implementation of the hard-to-staff incentive program to the Petersburg School Board, the Virginia Board of Education, and the Department of Education.

Student Services and Safe and Secure Schools

Petersburg Public Schools will comply with all federal laws and regulations of IDEA for special education students and the NCLB Act of 2001.

The central office leadership team under the direction of the CAO or designee, and with school board approval, will develop, implement, and monitor a structured protocol for disciplining students with disabilities and link school safety strategies to the division's corrective action plan.

Petersburg Public Schools will provide a copy of the structured protocol for disciplining students with disabilities, reports as requested by the CAO regarding the use of the protocol for students with disabilities to the Petersburg School Board, the Virginia Board of Education, and the Department of Education.

Strategies will be identified in the corrective action plan relating to the identification and alignment of school safety strategies and monitored quarterly. A quarterly report on the implementation of these strategies will be submitted to the Petersburg School Board, the Virginia Board of Education, and the Department of Education.

Status Reports to the Virginia Board of Education

The Petersburg School Board will provide a summative report on progress made in meeting or exceeding MOU agreements and expectations to the Virginia Board of Education and the Department of Education, as requested.

Bi-weekly written reports will be submitted by the Petersburg School Board to the Virginia Board of Education and the Department of Education on priorities and alignment of resources in support of identified priorities. These reports will demonstrate that the work of the Petersburg School Board and the Central Office staff are aligned to the key priorities identified.

Plan for Major Restructuring

The Petersburg School Board, Virginia Board of Education, and the Department of Education will develop a contingency plan for major restructuring to be in place for the 2007-2008 school year if significant improvements in student achievement and school accreditation do not occur for the 2006-2007 school year. The decision to begin the planning for restructuring will be based on reports provided by Petersburg Public Schools to both the Virginia Board of Education and department staff as well as recommendations made by the CAO throughout the year.

Authorizations

I (We) agree to work collaboratively to implement the requirements of the Memorandum of Understanding (MOU) for the purpose of improving student achievement in Petersburg Public Schools.

<p>Printed Name _____</p> <p>Title: Chair, Petersburg Public Schools</p> <p>Signature _____</p> <p>Date _____</p>	<p>Printed Name _____</p> <p>Title: Superintendent, Petersburg Public Schools</p> <p>Signature _____</p> <p>Date _____</p>
<p>Printed Name _____</p> <p>Title: President, Board of Education</p> <p>Signature _____</p> <p>Date _____</p>	<p>Printed Name _____</p> <p>Title: Superintendent of Public Instruction</p> <p>Signature _____</p> <p>Date _____</p>

GOALS	OBJECTIVES	MEASURES
2. Enhance Leadership Capacity	<p>1. By June 2007 the Petersburg School Board will implement a system for strategic planning.</p> <p>2. By June 2007, implement a plan for enhancing instructional leadership for school level administrators and a system of management processes to include school improvement planning a project management.</p>	<p>2.1.a Schedule of meetings with state superintendent.</p> <p>2.1.b Completion of leadership training as specified by the VA -DOE.</p> <p>2.1.c Complete Efficiency Review.</p> <p>2.1.d Percent of Efficiency Review recommendations completed in a 12-month period.</p> <p>2.2.a Percent of principals successfully completing leadership course.</p> <p>2.2.b Percent of projects and plans completed on time and on budget.</p>
3. Improve teacher quality	<p>1. By March 2007 teachers on professional provisional license will develop a professional development plan to become highly qualified.</p> <p>2. By June 2007 implement a quality staff development program aligned with the division, school and/or department goals; to deepen content; utilizing research-based strategies.</p> <p>3. By March 2007 implement a plan to recruit and retain highly qualified teachers and ensure schools are equitably staffed.</p>	<p>3.1.a Decrease the percent of teachers with a provisional license.</p> <p>3.1.b Percent of teachers achieving full licensure.</p> <p>3.1.c Percent of teachers highly qualified under federal guidelines</p> <p>3.2.a Percent of staff completing professional development</p> <p>3.3.a Percent of schools fully staffed prior to school opening.</p> <p>3.3.b Percent of highly qualified staff</p> <p>3.3.c Decrease in number of highly qualified teacher resignations.</p>

GOALS	OBJECTIVES	MEASURES
<p>4. Strengthen communications with all stakeholders</p>	<ol style="list-style-type: none"> 1. By June 2007 establish and implement protocol for internal and external communications. 2. By March 2007 implement a communication system to inform stakeholders (internal and external) of the division goals, objectives, and strategies. 3. Implement plan for partnering with community organizations and developing a cadre of volunteers to improve student achievement. 4. Collaborate with local entities to implement a plan to increase student attendance, reduce truancy and dropout ratios. 	<p>4.1.a Date when protocol is available for use.</p> <p>4.2.a Percentage of staff informed of plans. 4.2.b Number of public meetings held.</p> <p>4.3.a Percentage of increase in number of businesses, government, civic, and community partnerships</p> <p>4.4.a Percent of students dropping out 4.4.b Percent increase in student attendance.</p>
<p>5. Promote a safe and secure environment</p>	<ol style="list-style-type: none"> 1. Implement processes to create safe, orderly, and nurturing environment. 	<p>5.1. Percent of student requiring alternate education setting. 5.2. Opening of alternative school 5.3. Reduction of suspensions and expulsions. 5.4. Percent of Petersburg City Public Schools that meet federal and state standards for safe schools.</p>