



**VIRGINIA PERFORMANCE PAY INCENTIVES (VPPI)
IN HARD-TO-STAFF SCHOOLS
COMPETITIVE GRANT APPLICATION PACKET**

*Division of Teacher Education and Licensure
Virginia Department of Education
P. O. Box 2120
Richmond, Virginia 23218-2120*

Fiscal Year 2011-2012

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DEPARTMENT OF EDUCATION COMPETITIVE GRANT APPLICATION PACKET

Title: **Virginia Performance Pay Incentives in Hard-to-Staff Schools**

Issuing Agency: Commonwealth of Virginia
Department of Education
101 North 14th Street, 24th Floor
Richmond, Virginia 23219

Issued to: School Divisions in Virginia for Schools Identified by the Virginia Department of Education as Hard-to-Staff

Funding Authority: Virginia General Assembly

Grant Period July 1, 2011 – June 30, 2012

Application Submission Deadline: June 15, 2011

In order to be considered for selection, applicants must submit a complete response. The application materials (one original and five copies) may be mailed, hand delivered, or commercially delivered to the appropriate address below. In addition, one copy of the proposal must be submitted via e-mail to Alice.Bryant@doe.virginia.gov or through the Single Sign-on for Web Systems (SSWS) drop-box. Please note: Applications must be received by the Division of Teacher Education and Licensure, Virginia Department of Education, **no later than 2 p.m., Eastern Daylight Time (EDT), on June 15, 2011.** Applications not meeting the delivery deadline will not be considered.

Physical Address:

Ms. Alice Bryant, Administrative Support
Teacher Education and Licensure
Virginia Department of Education
24th Floor, James Monroe Building
101 North 14th Street
Richmond, Virginia 23219

Mailing Address:

Ms. Alice Bryant, Administrative Support
Division of Teacher Education and Licensure
Virginia Department of Education
P. O. Box 2120
Richmond, Virginia 23218-2120

An optional pre-proposal teleconference will be held on April 22, 2011, at **9 a.m. Eastern Daylight Time (EDT)**. Directions to participate in the teleconference are as follows:

- Dial (866) 842-5779;
- Enter Conference Code: 8043712522;
- Then press the “#” key;

- If you receive a message that the “leader has not yet dialed in,” please wait on the line for the call to begin.

The purpose of this teleconference is to allow potential grant applicants an opportunity to present questions and obtain clarification relative to any facet of this competitive grant process. While participating in this teleconference will not be a prerequisite to submitting a grant proposal, applicants who intend to submit a proposal are encouraged to participate. Any changes resulting from this teleconference will be issued in a written addendum to the grant application.

COMPETITIVE GRANT REQUIREMENTS

I. PURPOSE

The Virginia Department of Education (VDOE) is seeking proposals from eligible school divisions with schools identified as hard-to-staff for the 2010-2011 school year to support pilot models for awarding performance pay incentives to teachers for the 2011-12 school year.

For purposes of this initiative, a hard-to-staff school in a Virginia school division has been identified as one that meets at least four of the following eight criteria:

- Accredited with warning;
- Average daily attendance rate is two percentage points below the statewide average;
- Percent of special education students exceeds 150 percent of the statewide average;
- Percent of limited English proficient (LEP) students exceeds 150 percent of the statewide average;
- Percent of teachers with provisional licenses exceeds 150 percent of the statewide average;
- Percent of special education teachers with provisional special education licenses exceeds 150 percent of the statewide average;
- Percent of inexperienced teachers (0 years of teaching experience) hired to total teachers exceeds 150 percent of the statewide average; and
- School has one or more inexperienced teachers (0 years of teaching experience) in a critical shortage area.

Priority: A priority shall be to have geographic representation in each of the eight superintendents' regions. Teachers in the hard-to-staff schools shall be eligible to be considered for funding to support pilot models for awarding performance pay incentives for the 2011-12 school year.

II. BACKGROUND

Governor Robert F. McDonnell and the General Assembly budgeted \$3 million for the Virginia Performance Pay Incentives (VPPI) initiative in fiscal year 2012. These state funds will be used to award competitive grants to pilot performance pay models in identified hard-to-staff schools. The \$3 million will complement federal Title I School Improvement Grant Funds that will support a second performance pay pilot in low-performing schools and the development of training materials for school divisions.

The VPPI initiative will focus on identified hard-to-staff schools. Some schools and school divisions are at a disadvantage as they try to recruit teachers to fill teaching vacancies. The term "hard-to-staff" denotes those schools that have a particularly difficult time finding and retaining adequately trained teachers who are effective with their student populations. This occurs for many different reasons, but often the schools are hard to staff because of their rural or urban location and/or their socio-economic status. Commonly, such schools have a high percentage of relatively new teachers because more experienced teachers, whose seniority gives them greater choice over their teaching assignment, tend to go elsewhere. Many hard-to-staff schools are inner-city schools with a high percentage of students living in poverty. There are also a significant number of hard-to-staff rural schools because they are located in

economically distressed or isolated districts that offer less competitive salaries or lack the amenities that other regions have to attract teachers.

At this time, state funding for the pilot in hard-to-staff schools is available for only one year. The pilot schools will implement a comprehensive teacher evaluation system for making decisions about teacher performance that is aligned with the standards and indicators developed by a stakeholder Work Group convened by the Virginia Department of Education in 2010-2011. The pilot pay incentive must be tied to the teacher evaluation model. A goal is to have school divisions participate in each of the eight superintendents' regions.

The Teacher Evaluation Work Group conducted a comprehensive study of teacher evaluation. The Work Group was comprised of teachers, administrators, superintendents, representatives from professional organizations, expert consultants, and Department of Education staff. The Work Group has recommended revised teacher evaluation guidelines, uniform teacher performance standards, and standards for the professional practice of teachers. The Department of Education presented the revised guidelines to the Board of Education in March and anticipates final review in April 2011. The documents may be reviewed at the following Web site: <http://www.doe.virginia.gov/boe/meetings/index.shtml>. [Refer to the Agenda for the March 24 and April 27-28, 2011, meetings of the Board of Education. Please select the item on *Revised Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers and Virginia Standards for the Professional Practice of Teachers*. [Note the April 27-28 agenda item will be available approximately one week prior to the Board of Education meeting.]

III. STATEMENT OF NEEDS

Applicant's Proposal:

Proposals shall:

1. Provide the hard-to-staff school's goals and objectives for the pilot initiative.
2. Provide a description of the teacher evaluation system, using the revised teacher uniform performance standards, evaluation criteria (including a summative rating), and standards for the professional practice of teachers. The teacher evaluation guidelines incorporate student academic progress as a significant component of the evaluation while encouraging local flexibility in implementation. As part of the description, the proposal must address the following requirements:
 - a. Teachers shall be evaluated using a rating instrument that contains, at a minimum, a summative rating based on performance standards. Teachers shall receive a rating of **exemplary** on the final summative rating to be considered for incentives.
 - b. A school division shall align its evaluation system with the performance standards recommended in the uniform teacher performance standards. The performance standards shall address professional knowledge, instructional

planning, instructional delivery, assessment, learning environment, professionalism, and progress in student academic progress.

The description must include the goals and objectives for the pilot initiative.

3. Provide a description of the multiple sources of student academic progress used to evaluate the teachers in the pilot. Progress in student academic progress must account for a significant component of the evaluation (at least 40 percent of the evaluation). Multiple measures of student academic progress shall be used in making decisions about an individual teacher's performance evaluation. A significant component of the pilot models for awarding performance pay incentives shall include measureable and appropriate achievement goals for student academic progress, including the state-provided growth measure when available.
4. Designate teachers targeted for the pilot. A hard-to-staff school may pilot models for awarding performance pay focusing on all teachers in the pilot school where quantitative student achievement data is available or specific groups of teachers, such as the following:
 - Teachers in reading and mathematics;
 - Teachers in science, technology, engineering, and mathematics (STEM);
 - Teachers in core subject areas, including collaborating teachers;
 - Teachers in Standards of Learning (SOL) tested areas only;
 - Teachers in the highest need subjects or assignments at the school; or
 - Teachers in career and technical education assigned to teach classes for students seeking industry certification.

Verify that the teacher population eligible for incentives shall meet the following requirements. [A teacher is defined in the Board of Education *Regulations Governing the Employment of Professional Personnel* as follows: "Teacher" means a person (i) who is regularly employed full time as a teacher, visiting teacher/school social worker, guidance counselor, or librarian, and (ii) who holds a valid teaching license.]

- Teachers must be licensed to teach in Virginia and endorsed in the subject/grade level of assignment.
 - Teachers in federal core areas shall be highly qualified.
 - Teachers shall be employed under a teacher contract. Substitute teachers, hourly employees, or teacher aides are not eligible for incentives.
 - Teachers who are dismissed, resign, or retire before the end of the school year are not eligible for incentives.
 - Teachers shall be assigned to the hard-to-staff school, employed by the school board, and provide or support direct instruction.
 - Teachers shall receive a full performance evaluation for the 2011-12 school year to be eligible for an incentive.
5. Describe how teachers and administrators shall be involved in the development and implementation of the pilot models for awarding performance pay incentives.

6. Describe the training component related to the implementation of the evaluation system required for the participating teachers as well as for the administrators conducting evaluations in this pilot program. Describe the professional development component of the evaluation system -- how teachers will be supported to develop a school culture of teaching and learning, to improve instruction, and to increase student achievement. Indicate whether a team from the division would be available to attend a state training session in early August.
7. Develop a budget based on the number of anticipated incentives to teachers that shall adhere to the following requirements:
 - Incentive payments shall be designated as a range or tiers for target groups (such as differentiating between the teacher of record, teachers in support positions, or teachers of subjects in SOL tested areas). Proposals shall include the amount of funds requested by the division and the number of anticipated incentives to be awarded.
 - The maximum payment a teacher may receive from the pilot funding is \$5,000.
 - Incentives shall be prorated for teachers who taught less than one FTE (Full-time Equivalent) position.
 - Evaluations shall be completed in a timeline to distribute funds to teachers and submit a reimbursement request to the Virginia Department of Education. **Reimbursement requests must be received by the Department of Education by June 11, 2012.**
8. Include a description of how the pilot program will be evaluated to determine whether the division achieved its goal(s) and objectives and the school division's and school's willingness to provide pilot data and participate in a state-sponsored evaluation of the effectiveness of the local evaluation and performance pay incentive models. Include the data that will be collected; how the data will be reported and analyzed; and the process for identifying weaknesses and making adjustments to address them.

IV. PROPOSAL PREPARATION AND SUBMISSION INSTRUCTIONS

A. GENERAL INSTRUCTIONS:

In order to be considered for selection, applicants must submit a complete response. The application materials (one original and five copies) may be mailed, hand delivered, or commercially delivered to the following appropriate address.

Physical Address:

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 Teacher Education and Licensure
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In addition, one copy of the proposal must be submitted via e-mail to Alice.Bryant@doe.virginia.gov or through the SSWS drop-box. Please note: Applications must be received by the Division of Teacher Education and Licensure, Virginia Department of Education, **no later than 2 p.m., Eastern Daylight Time (EDT), on June 15, 2011.** Applications not meeting the delivery deadline will not be considered.

B. SPECIFIC PROPOSAL INSTRUCTIONS:

1. Proposals shall be signed by the division superintendent. All information requested should be submitted. Failure to submit all information requested may result in the Virginia Department of Education requiring prompt submission of missing information and/or giving a lowered evaluation of the proposal. Proposals which are substantially incomplete or lack key information may be rejected by the Department of Education.
2. Proposals should be prepared simply and economically, providing a straightforward, concise description of capabilities to satisfy the requirements of the pilot program. Emphasis should be placed on completeness and clarity of content.
3. Proposals should be organized in the order in which the requirements are presented in the application, beginning with the cover page. All pages of the proposal should be numbered. Each paragraph in the proposal should reference the paragraph number of the corresponding section of the application. It is also helpful to cite the paragraph number, subletter, and repeat the text of the requirement as it appears in the application. If a response covers more than one page, the paragraph number and subletter should be repeated at the top of the next page. The proposal should contain a table of contents which cross-references the application requirements. Information which the applicant desires to present that does not fall within any of the requirements of the application should be inserted at an appropriate place or be attached at the end of the proposal and designated as additional material. Proposals that are not organized in this manner risk elimination from consideration if the evaluators are unable to find where the application requirements are specifically addressed.
4. Proposals should be as thorough and detailed as possible so that the Virginia Department of Education may properly evaluate the applicant's capabilities to conduct the pilot program. Submission guidelines are as follows:
 - Applicants are required to return an application cover sheet. The cover sheet must include the following information:
 - Name of school division;
 - Name of hard-to-staff schools proposed to participate in the pilot;

- Superintendent’s name;
 - Superintendent’s signature and date signed; and
 - Name and contact information for the grant administrator.
- Applications should not be submitted in binders or special covers.
 - Applications should be typed on 8-1/2-inch by 11-inch paper, single-sided pages, with a one-inch margin on all sides.
 - A standard 12-point font, such as Times New Roman or Arial, should be used for the proposal and any appendices.
 - Boldface type, underlining, and italics may be used. However, do not use color text.
 - Page numbers should be noted on each page. Start with page one and number the pages consecutively throughout the document.
 - Reliance on the use of and reference to appended materials is discouraged. If appended materials are required, these should be kept to a minimum.
5. Ownership of all data, materials, and documentation originated and prepared for the Virginia Department of Education pursuant to the application shall belong exclusively to the Virginia Department of Education and be subject to public inspection in accordance with the *Virginia Freedom of Information Act*.

V. EVALUATION AND AWARD CRITERIA

Proposals will be evaluated by the Virginia Department of Education using the following criteria. **[Refer to the Statement of Needs on pages 7-9 for additional detail on which the proposal will be evaluated.]**

The maximum number of points that an application can receive is 100 based on the following distribution.

<i>ITEM</i>	<i>CRITERIA</i> <u>[Refer to the corresponding item number in the Statement of Needs for additional detail on which the proposal will be evaluated.]</u>	<i>POINT VALUE</i>
1.	School’s goals and objectives for the pilot initiative.	10
2.	Description of the teacher evaluation system, including a summative rating, to implement teacher performance incentives aligned with revised uniform performance standards and evaluation criteria and the standards for the professional practice of teachers.	20
3.	Description of the multiple sources of student academic progress used to evaluate the teachers in the pilot.	20

<i>ITEM</i>	<i>CRITERIA</i> <u>[Refer to the corresponding item number in the Statement of Needs for additional detail on which the proposal will be evaluated.]</u>	<i>POINT VALUE</i>
4.	Designation of the teachers targeted for the pilot and assurance that teacher population selected meet specified requirements.	10
5.	Description of how teachers and administrators shall be involved in the development and implementation of the pilot models for awarding performance pay incentives.	10
6.	Description of the training component related to the implementation of the evaluation system required for the participating teachers as well as for the administrators conducting evaluations in this pilot program. Description of the professional development component of the evaluation system -- how teachers will be supported to develop a school culture of teaching and learning, to improve instruction, and to increase student achievement.	10
7.	Description of the budget for performance pay incentives and how the school division/school anticipates designating incentive funds.	10
8.	Program evaluation of the pilot program and the school division's willingness to participate in a state-sponsored evaluation.	10
	<i>Total</i>	<i>100</i>

Decisions about award amounts take into consideration a number of factors including the amount of available funds, the number of applications recommended for funding, and the amounts requested in the recommended applications. In the event that the total amount requested in the applications recommended for funding exceeds the total amount of available funding, awards will be adjusted to accommodate the difference.

VI. REPORTING AND DELIVERY INSTRUCTIONS

Within 30 days after completion of the pilot program the school division shall submit a final summary report to the Virginia Department of Education highlighting accomplishments of the school division/school. The final report should include any recommendations for future consideration by the school division/school to inform further development of the program at the state level.

CONFIDENTIALITY OF PERSONALLY IDENTIFIABLE INFORMATION:

The school division assures that information and data obtained as to personal facts and circumstances related to students and staff will be collected and held confidential, during and following the term of this pilot program, and will not be divulged without the individual's and the agency's written consent and only in accordance with federal law or the *Code of Virginia*. School divisions who utilize, access, or store personally identifiable information as part of the performance of this grant are required to safeguard this

information and immediately notify the Virginia Department of Education of any breach or suspected breach in the security of such information. School divisions shall allow the Virginia Department of Education to both participate in the investigation of incidents and exercise control over decisions regarding external reporting. School divisions and their employees working on this project may be required to sign a confidentiality statement.

VII. METHOD OF PAYMENT

State funds will be provided to school divisions on a reimbursement basis by June 30, 2012, for actual expenses not to exceed the grant funds awarded to the division. A reimbursement form and procedures for reimbursement will be provided by the Virginia Department of Education after grant funds are awarded to school divisions.

Reimbursement requests must be received by the Department of Education by June 11, 2012.

The incentive payment is taxable to the recipient and the school division assumes responsibility for ensuring all taxes are remitted.

APPENDIX

Virginia Department of Education
School Year 2010-2011 Hard-to-Staff Schools
(from School Year 2009-10 Data)

Definition of Hard-to-Staff Schools

A list of the schools identified as hard-to-staff for the 2010-2011 school year is provided in this appendix. [Based on research, Virginia established the criteria to identify hard-to-staff schools, and these are the same criteria used to identify schools eligible for state mentoring funds for hard-to-staff schools.] For purposes of this initiative, a hard-to-staff school in a Virginia school division has been identified as one that meets at least four of the following eight criteria:

- Accredited with warning;
- Average daily attendance rate is two percentage points below the statewide average;
- Percent of special education students exceeds 150 percent of the statewide average;
- Percent of limited English proficient (LEP) students exceeds 150 percent of the statewide average;
- Percent of teachers with provisional licenses exceeds 150 percent of the statewide average;
- Percent of special education teachers with provisional special education licenses exceeds 150 percent of the statewide average;
- Percent of inexperienced teachers (0 years of teaching experience) hired to total teachers exceeds 150 percent of the statewide average; and
- School has one or more inexperienced teachers (0 years of teaching experience) in a critical shortage area.

School Year 2010-2011 Hard-to-Staff Schools (from School Year 2009-10 Data)

Supts.' Region	Div. No.	Division Name	School Name
1	19	CHARLES CITY COUNTY PUBLIC SCHOOLS	CHARLES CITY COUNTY MIDDLE
1	21	CHESTERFIELD COUNTY PUBLIC SCHOOLS	A M DAVIS ELEM.
1	27	DINWIDDIE COUNTY PUBLIC SCHOOLS	DINWIDDIE MIDDLE
1	37	GOOCHLAND COUNTY PUBLIC SCHOOLS	GOOCHLAND MIDDLE
1	43	HENRICO COUNTY PUBLIC SCHOOLS	ACADEMY AT VIRGINIA RANDOLPH
1	43	HENRICO COUNTY PUBLIC SCHOOLS	BAKER ELEM.
1	43	HENRICO COUNTY PUBLIC SCHOOLS	FAIRFIELD MIDDLE
1	43	HENRICO COUNTY PUBLIC SCHOOLS	HIGHLAND SPRINGS ELEM.
1	43	HENRICO COUNTY PUBLIC SCHOOLS	HIGHLAND SPRINGS HIGH
1	43	HENRICO COUNTY PUBLIC SCHOOLS	L. DOUGLAS WILDER MIDDLE
1	43	HENRICO COUNTY PUBLIC SCHOOLS	ROLFE MIDDLE
1	43	HENRICO COUNTY PUBLIC SCHOOLS	SKIPWITH ELEM.
1	43	HENRICO COUNTY PUBLIC SCHOOLS	VARINA HIGH
1	63	NEW KENT CO PUBLIC SCHOOLS	NEW KENT MIDDLE
1	91	SUSSEX COUNTY PUBLIC SCHOOLS	SUSSEX CENTRAL MIDDLE

Supts.' Region	Div. No.	Division Name	School Name
1	114	HOPEWELL CITY PUBLIC SCHOOLS	CARTER G. WOODSON MIDDLE
1	114	HOPEWELL CITY PUBLIC SCHOOLS	HOPEWELL HIGH
1	120	PETERSBURG CITY PUBLIC SCHOOLS	PEABODY MIDDLE
1	120	PETERSBURG CITY PUBLIC SCHOOLS	VERNON JOHNS JR. HIGH
1	123	RICHMOND CITY PUBLIC SCHOOLS	ALBERT HILL MIDDLE
1	123	RICHMOND CITY PUBLIC SCHOOLS	ARMSTRONG HIGH
1	123	RICHMOND CITY PUBLIC SCHOOLS	BELLEVUE ELEM.
1	123	RICHMOND CITY PUBLIC SCHOOLS	BINFORD MIDDLE
1	123	RICHMOND CITY PUBLIC SCHOOLS	CHIMBORAZO ELEM.
1	123	RICHMOND CITY PUBLIC SCHOOLS	E.S.H. GREENE ELEM.
1	123	RICHMOND CITY PUBLIC SCHOOLS	ELKHARDT MIDDLE
1	123	RICHMOND CITY PUBLIC SCHOOLS	FAIRFIELD COURT ELEM.
1	123	RICHMOND CITY PUBLIC SCHOOLS	FRED D. THOMPSON MIDDLE
1	123	RICHMOND CITY PUBLIC SCHOOLS	G.H. REID ELEM.
1	123	RICHMOND CITY PUBLIC SCHOOLS	GEORGE MASON ELEM.
1	123	RICHMOND CITY PUBLIC SCHOOLS	GEORGE W. CARVER ELEM.
1	123	RICHMOND CITY PUBLIC SCHOOLS	GEORGE WYTHE HIGH
1	123	RICHMOND CITY PUBLIC SCHOOLS	HENDERSON MIDDLE
1	123	RICHMOND CITY PUBLIC SCHOOLS	HUGUENOT HIGH
1	123	RICHMOND CITY PUBLIC SCHOOLS	JOHN MARSHALL HIGH
1	123	RICHMOND CITY PUBLIC SCHOOLS	LUCILLE M. BROWN MIDDLE
1	123	RICHMOND CITY PUBLIC SCHOOLS	MARTIN LUTHER KING JR. MIDDLE
1	123	RICHMOND CITY PUBLIC SCHOOLS	MILES JONES ELEM.
1	123	RICHMOND CITY PUBLIC SCHOOLS	RICHMOND ALTERNATIVE
1	123	RICHMOND CITY PUBLIC SCHOOLS	SUMMER HILL/RUFFIN ROAD ELEM.
1	123	RICHMOND CITY PUBLIC SCHOOLS	THOMAS C. BOUSHALL MIDDLE
1	123	RICHMOND CITY PUBLIC SCHOOLS	THOMAS JEFFERSON HIGH
2	1	ACCOMACK COUNTY PUBLIC SCHOOLS	KEGOTANK ELEM.
2	1	ACCOMACK COUNTY PUBLIC SCHOOLS	PUNGOTEAGUE ELEM.
2	65	NORTHAMPTON COUNTY PUBLIC SCHOOLS	KIPTOPEKE ELEM.
2	65	NORTHAMPTON COUNTY PUBLIC SCHOOLS	NORTHAMPTON HIGH
2	98	YORK COUNTY PUBLIC SCHOOLS	YORK RIVER ACADEMY
2	112	HAMPTON CITY PUBLIC SCHOOLS	C. ALTON LINDSAY MIDDLE
2	112	HAMPTON CITY PUBLIC SCHOOLS	CAPTAIN JOHN SMITH ELEM.
2	112	HAMPTON CITY PUBLIC SCHOOLS	HAMPTON HIGH
2	112	HAMPTON CITY PUBLIC SCHOOLS	JANE H. BRYAN ELEM.
2	112	HAMPTON CITY PUBLIC SCHOOLS	MERRIMACK ELEM.
2	117	NEWPORT NEWS CITY PUBLIC SCHOOLS	DENBIGH HIGH
2	118	NORFOLK CITY PUBLIC SCHOOLS	AZALEA MIDDLE
2	118	NORFOLK CITY PUBLIC SCHOOLS	LAFAYETTE-WINONA MIDDLE
2	118	NORFOLK CITY PUBLIC SCHOOLS	LAKE TAYLOR MIDDLE
2	118	NORFOLK CITY PUBLIC SCHOOLS	LINDENWOOD ELEM.
2	118	NORFOLK CITY PUBLIC SCHOOLS	MADISON
2	118	NORFOLK CITY PUBLIC SCHOOLS	NORVIEW MIDDLE
2	118	NORFOLK CITY PUBLIC SCHOOLS	RUFFNER MIDDLE
2	121	PORTSMOUTH CITY PUBLIC SCHOOLS	CHURCHLAND ACADEMY ELEM.
2	121	PORTSMOUTH CITY PUBLIC SCHOOLS	CRADOCK MIDDLE
2	121	PORTSMOUTH CITY PUBLIC SCHOOLS	VICTORY ELEMENTARY
2	121	PORTSMOUTH CITY PUBLIC SCHOOLS	WOODROW WILSON HIGH

Supts.' Region	Div. No.	Division Name	School Name
2	135	FRANKLIN CITY PUBLIC SCHOOLS	FRANKLIN HIGH
3	17	CAROLINE COUNTY PUBLIC SCHOOLS	CAROLINE HIGH
3	17	CAROLINE COUNTY PUBLIC SCHOOLS	MADISON ELEM.
3	28	ESSEX COUNTY PUBLIC SCHOOLS	ESSEX INT.
3	49	KING AND QUEEN COUNTY PUBLIC SCHOOLS	CENTRAL HIGH
3	89	STAFFORD COUNTY PUBLIC SCHOOLS	COLONIAL FORGE HIGH
3	89	STAFFORD COUNTY PUBLIC SCHOOLS	KATE WALLER BARRETT ELEM.
3	95	WESTMORELAND COUNTY PUBLIC SCHOOLS	WASHINGTON AND LEE HIGH
3	95	WESTMORELAND COUNTY PUBLIC SCHOOLS	WASHINGTON DISTRICT ELEM.
3	202	COLONIAL BEACH PUBLIC SCHOOLS	COLONIAL BEACH HIGH
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	ABINGDON ELEM.
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	ARLINGTON TRADITIONAL
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	ASHLAWN ELEM.
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	BARRETT ELEM.
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	CAMPBELL ELEM.
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	CARLIN SPRINGS ELEM.
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	CLAREMONT IMMERSION
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	DREW MODEL ELEM.
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	FRANCIS SCOTT KEY ELEM.
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	GUNSTON MIDDLE
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	HENRY ELEM.
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	HOFFMAN-BOSTON ELEM.
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	LONG BRANCH ELEM.
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	OAKRIDGE ELEM.
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	RANDOLPH ELEM.
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	SWANSON MIDDLE
4	7	ARLINGTON COUNTY PUBLIC SCHOOLS	WASHINGTON LEE HIGH
4	29	FAIRFAX COUNTY PUBLIC SCHOOLS	BAILEYS ELEM.
4	29	FAIRFAX COUNTY PUBLIC SCHOOLS	BRYANT ALTERNATIVE HIGH
4	29	FAIRFAX COUNTY PUBLIC SCHOOLS	FRANCONIA ELEM.
4	29	FAIRFAX COUNTY PUBLIC SCHOOLS	HAYFIELD ELEM.
4	29	FAIRFAX COUNTY PUBLIC SCHOOLS	KEY CENTER
4	29	FAIRFAX COUNTY PUBLIC SCHOOLS	KILMER CENTER
4	29	FAIRFAX COUNTY PUBLIC SCHOOLS	LITTLE RUN ELEM.
4	29	FAIRFAX COUNTY PUBLIC SCHOOLS	NORTH SPRINGFIELD ELEM.
4	29	FAIRFAX COUNTY PUBLIC SCHOOLS	WOODSON ADULT HIGH
4	30	FAUQUIER COUNTY PUBLIC SCHOOLS	GREENVILLE ELEM.
4	30	FAUQUIER COUNTY PUBLIC SCHOOLS	KETTLE RUN HIGH SCH
4	34	FREDERICK COUNTY PUBLIC SCHOOLS	ROBERT E. AYLOR MIDDLE
4	53	LOUDOUN COUNTY PUBLIC SCHOOLS	CREIGHTON'S CORNER ELEM.
4	53	LOUDOUN COUNTY PUBLIC SCHOOLS	FREEDOM HIGH
4	53	LOUDOUN COUNTY PUBLIC SCHOOLS	ROLLING RIDGE ELEM.
4	53	LOUDOUN COUNTY PUBLIC SCHOOLS	STONE HILL MIDDLE
4	53	LOUDOUN COUNTY PUBLIC SCHOOLS	SUGARLAND ELEM.
4	68	ORANGE COUNTY PUBLIC SCHOOLS	ORANGE CO. HIGH
4	69	PAGE COUNTY PUBLIC SCHOOLS	LURAY MIDDLE
4	75	PRINCE WILLIAM COUNTY PUBLIC SCHOOLS	ANTIETAM ELEM.
4	75	PRINCE WILLIAM COUNTY PUBLIC SCHOOLS	COLES ELEM.
4	75	PRINCE WILLIAM COUNTY PUBLIC SCHOOLS	ENTERPRISE ELEM.

Supts.' Region	Div. No.	Division Name	School Name
4	75	PRINCE WILLIAM COUNTY PUBLIC SCHOOLS	FANNIE W. FITZGERALD ELEM. SCHOOL
4	75	PRINCE WILLIAM COUNTY PUBLIC SCHOOLS	FRED M. LYNN MIDDLE
4	75	PRINCE WILLIAM COUNTY PUBLIC SCHOOLS	KERRYDALE ELEM.
4	75	PRINCE WILLIAM COUNTY PUBLIC SCHOOLS	LOCH LOMOND ELEM.
4	75	PRINCE WILLIAM COUNTY PUBLIC SCHOOLS	MILLS E. GODWIN MIDDLE
4	75	PRINCE WILLIAM COUNTY PUBLIC SCHOOLS	POTOMAC VIEW ELEM.
4	75	PRINCE WILLIAM COUNTY PUBLIC SCHOOLS	ROSA PARKS ELEM.
4	75	PRINCE WILLIAM COUNTY PUBLIC SCHOOLS	VICTORY ELEM.
4	75	PRINCE WILLIAM COUNTY PUBLIC SCHOOLS	WOODBIDGE MIDDLE
4	93	WARREN COUNTY PUBLIC SCHOOLS	SKYLINE HIGH
4	93	WARREN COUNTY PUBLIC SCHOOLS	WARREN COUNTY HIGH
4	101	ALEXANDRIA CITY PUBLIC SCHOOLS	CORA KELLY MAGNET ELEM.
4	101	ALEXANDRIA CITY PUBLIC SCHOOLS	FRANCIS HAMMOND 2 MIDDLE
4	101	ALEXANDRIA CITY PUBLIC SCHOOLS	FRANCIS HAMMOND 3 MIDDLE
4	101	ALEXANDRIA CITY PUBLIC SCHOOLS	GEORGE MASON ELEM.
4	101	ALEXANDRIA CITY PUBLIC SCHOOLS	JAMES K POLK ELEM.
4	101	ALEXANDRIA CITY PUBLIC SCHOOLS	MOUNT VERNON ELEM.
4	101	ALEXANDRIA CITY PUBLIC SCHOOLS	TC WILLIAMS HIGH
4	101	ALEXANDRIA CITY PUBLIC SCHOOLS	WILLIAM RAMSAY ELEM.
4	143	MANASSAS CITY PUBLIC SCHOOLS	OSBOURN HIGH
4	143	MANASSAS CITY PUBLIC SCHOOLS	WEEMS ELEM.
4	144	MANASSAS PARK CITY PUBLIC SCHOOLS	COUGAR ELEM.
4	144	MANASSAS PARK CITY PUBLIC SCHOOLS	MANASSAS PARK ELEM.
5	2	ALBEMARLE COUNTY PUBLIC SCHOOLS	ALBEMARLE COUNTY COMMUNITY PUBLIC CHARTER
5	54	LOUISA COUNTY PUBLIC SCHOOLS	TREVILIANS ELEM.
5	81	ROCKBRIDGE COUNTY PUBLIC SCHOOLS	MAURY RIVER MIDDLE
6	33	FRANKLIN COUNTY PUBLIC SCHOOLS	ROCKY MOUNT ELEM.
6	33	FRANKLIN COUNTY PUBLIC SCHOOLS	WINDY GAP ELEM.
6	44	HENRY COUNTY PUBLIC SCHOOLS	AXTON ELEM.
6	60	MONTGOMERY COUNTY PUBLIC SCHOOLS	AUBURN HIGH
6	70	PATRICK COUNTY PUBLIC SCHOOLS	BLUE RIDGE ELEM.
6	70	PATRICK COUNTY PUBLIC SCHOOLS	HARDIN REYNOLDS ELEM.
6	107	COVINGTON CITY PUBLIC SCHOOLS	COVINGTON HIGH
6	124	ROANOKE CITY PUBLIC SCHOOLS	PATRICK HENRY HIGH
6	124	ROANOKE CITY PUBLIC SCHOOLS	WESTSIDE ELEM.
7	14	BUCHANAN COUNTY PUBLIC SCHOOLS	HURLEY HIGH
7	14	BUCHANAN COUNTY PUBLIC SCHOOLS	TWIN VALLEY HIGH
7	38	GRAYSON COUNTY PUBLIC SCHOOLS	GRAYSON COUNTY HIGH
7	52	LEE COUNTY PUBLIC SCHOOLS	DRYDEN ELEMENTARY
7	52	LEE COUNTY PUBLIC SCHOOLS	FLATWOODS ELEM.
7	52	LEE COUNTY PUBLIC SCHOOLS	THOMAS WALKER HIGH
7	77	PULASKI COUNTY PUBLIC SCHOOLS	FAIRLAWN COOPERATIVE TRANSITION CENTER PROGRAM
7	77	PULASKI COUNTY PUBLIC SCHOOLS	PULASKI COUNTY SR. HIGH
7	83	RUSSELL COUNTY PUBLIC SCHOOLS	CASTLEWOOD HIGH
7	83	RUSSELL COUNTY PUBLIC SCHOOLS	LEBANON MIDDLE
7	97	WYTHE COUNTY PUBLIC SCHOOLS	RURAL RETREAT MIDDLE
7	97	WYTHE COUNTY PUBLIC SCHOOLS	SCOTT MEMORIAL MIDDLE

Supts.' Region	Div. No.	Division Name	School Name
7	97	WYTHE COUNTY PUBLIC SCHOOLS	WYTHE COUNTY TECH CENTER
8	13	BRUNSWICK COUNTY PUBLIC SCHOOLS	JAMES S RUSSELL MIDDLE
8	25	CUMBERLAND COUNTY PUBLIC SCHOOLS	CUMBERLAND HIGH
8	25	CUMBERLAND COUNTY PUBLIC SCHOOLS	CUMBERLAND MIDDLE
8	40	GREENSVILLE COUNTY PUBLIC SCHOOLS	EDWARD W WYATT MIDDLE
8	55	LUNENBURG COUNTY PUBLIC SCHOOLS	CENTRAL HIGH
8	55	LUNENBURG COUNTY PUBLIC SCHOOLS	LUNENBURG MIDDLE
8	58	MECKLENBURG COUNTY PUBLIC SCHOOLS	BLUESTONE HIGH
8	73	PRINCE EDWARD COUNTY PUBLIC SCHOOLS	PRINCE EDWARD COUNTY HIGH