



VIRGINIA DEPARTMENT OF EDUCATION

BRIEFING

Governor's Virginia Performance Pay Incentives (VPPI) Initiative

Presented to:

The Senate Finance Education Subcommittee

January 20, 2011

*Virginia Department of Education
P. O. Box 2120
Richmond, Virginia 23218-2120*

Governor's Virginia Performance Pay Incentives (VPPI) Initiative

Governor McDonnell's performance pay pilot initiative will recognize and reward highly qualified and effective teachers who have improved student achievement in hard-to-staff schools. The Virginia Performance Pay Incentives (VPPI) initiative will provide competitive grants to school divisions to pilot models for awarding performance pay to eligible teachers in hard-to-staff schools.

January 20, 2011

Purpose:

The purpose of Governor McDonnell's Virginia Performance Pay Incentives (VPPI) Initiative is to establish and pilot performance pay models that will recognize and reward highly qualified and effective teachers who have improved student achievement in hard-to-staff schools.

The proposed Virginia Performance Pay Incentives (VPPI) Initiative will provide \$3 million from the general fund to award competitive grants in fiscal year 2011-2012 for school divisions in each of the eight superintendents' regions to pilot performance pay models in identified hard-to-staff schools. The pilot schools will implement a comprehensive evaluation system for making decisions about teacher performance that is aligned to standards and indicators developed by a stakeholder workgroup convened by the Virginia Department of Education in 2010-2011.

Targeted Audience:

Teachers who work in eligible hard-to-staff public schools, licensed to teach in Virginia and endorsed in the subject/grade level of assignment, and meet eligibility criteria established by the school division would be eligible to receive VPPI performance pay incentive payments.

Eligible Schools:

Schools identified as hard-to-staff schools (refer to Appendix A) would be eligible to be considered for funding to support pilot models for awarding performance pay for the 2011-12 school year.

Some schools and school divisions are at a disadvantage as they try to recruit teachers to fill their teaching vacancies. 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. 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. 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 depressed or isolated districts that offer very low salaries or lack the amenities that more prosperous regions have to attract teachers.

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.

In addition to meeting the criteria for a hard-to-staff school, teachers and administrators must be engaged in the development of the pilot models for awarding performance pay.

Pilot Program Description and Components:

The Virginia Performance Pay Incentive (VPPI) Initiative will provide \$3 million from the general fund to award competitive grants to school divisions to pilot models for awarding performance pay to eligible teachers in hard-to-staff schools. A priority is to have geographic representation among the eight superintendents' regions. If funding is appropriated, competitive grant proposals will be due to the Department of Education no later than June 15, 2011.

Federal school improvement grant funding in the amount of \$3 million is being used to develop training modules and materials that are aligned with recommended uniform performance evaluation standards and to support training of educators in schools in improvement. These funds will also be used to pilot a comprehensive evaluation system and provide performance pay incentives for eligible teachers in the schools that qualify for federal school improvement funding. The request for matching general funds will enable the Virginia Department of Education to pilot models in schools not eligible for federal funds.

Proposals must designate teachers targeted for the pilot. A hard-to-staff school may pilot models for awarding performance pay focusing on all teachers 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 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.

The Virginia Department of Education established a Teacher Evaluation Work Group (refer to Appendix B) to conduct 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. School divisions submitting proposals for piloting models for awarding performance pay must use these recommended guidance documents. The teacher evaluation guidelines incorporate progress in student achievement as a significant component of the evaluation while encouraging local flexibility in implementation.

As part of a school division's proposal, teachers must receive a summative evaluation rating based on performance standards. The performance standards must address professional knowledge, instructional planning and delivery, assessment, learning environment, professionalism, and progress in student achievement. A school division must align its evaluation system with the performance standards recommended in the uniform teacher performance standards. Progress in student achievement must account for a significant component of the evaluation (at least 40 percent of the evaluation). Multiple measures of student achievement progress must be used in making decisions about an individual teacher's performance evaluation.

In terms of defining student growth, the median student growth percentile based on Standards of Learning (SOL) assessment results may be used as one direct measure of student progress if growth data are available for at least two years for a minimum of 40 students for that teacher. However, less than 30 percent of teachers in Virginia's public schools will have a state-provided measure of student progress based on Standards of Learning assessment results. There must be additional measures for the remaining 70 percent of teachers in subjects and grades where SOL assessments are not administered, as well as to ensure there are one or more additional measures of growth for all teachers.

Quantitative measures of growth based on validated achievement measures that already are being used locally should be the first data considered when determining local growth measures; other measures are recommended for use when two valid and direct measures of growth are not available.

Other measures of growth are critical for determining teacher impact on performance. To the extent possible, teachers and administrators should choose measures of student progress that are based on quantitative measures, have been validated, and provide data that reflect progress in student learning. There also are teachers for whom validated achievement measures are not readily available. In these situations, student goal setting provides an approach that quantifies student growth in meaningful ways, and is an appropriate option for measuring student progress.

School Division Requirements:

- Faculty must be involved in the development and implementation of the pilot models for awarding performance pay.
- A training component related to implementing the evaluation system must be required for all teachers and administrators participating in this initiative.
- Participants in the initiative must be evaluated using an evaluation instrument that contains, at a minimum, a summative rating.
- A significant component of the pilot models for awarding performance pay must include measureable and appropriate achievement goals for student achievement progress, including the state-provided growth measure when available.
- Professional development is an integral component of an evaluation system, and the evaluation plan should include how teachers will be supported to develop a school culture of teaching and learning, to improve instruction, and to increase student achievement.

Teacher Criteria:

- Teachers must be licensed to teach in Virginia and endorsed in the subject/grade level of assignment.
- Teachers in federal core areas must be highly qualified.
- Teachers must 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 must be assigned to the hard-to-staff school, employed by the school board, and provide or support direct instruction.

- On the annual evaluation, teachers must receive a rating of proficient or exemplary on each of the performance standards and an exemplary rating on the summative performance evaluation to be considered for incentives.

Incentives:

- Incentive payments may 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).
- The maximum payment a teacher can receive from the pilot funding is \$5,000.
- Incentives must be prorated for teachers who taught less than one FTE (Full-time Equivalent).
- Evaluations must be completed in a timeline to distribute funds to teachers and submit a reimbursement request to the Virginia Department of Education no later than the beginning of the next school year.

APPENDIX A

Virginia Department of Education
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 |
| 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 |

| Supts.' Region | Div. No. | Division Name | School Name |
|----------------|----------|--------------------------------------|-------------------------------|
| 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 |
| 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. |

| Supts.' Region | Div. No. | Division Name | School Name |
|----------------|----------|--------------------------------------|-----------------------------------|
| 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. |
| 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 | WOODBRIIDGE 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. |

| Supts.' Region | Div. No. | Division Name | School Name |
|-------------------|-------------|-------------------------------------|---|
| 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 |
| 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 |

APPENDIX B**Virginia Teacher Evaluation Work Group**

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Mr. Jeff Bain, President, Virginia School Boards Association

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Ms. Kathy Burcher, Legislative Chair, Virginia Parent Teacher Association

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Mr. Stu Gibson, Past President, Virginia School Boards Association

Mr. Michael Hairston, Middle School Teacher and President, Fairfax Education Association

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