College and Career Readiness—A Goal for All Students

- Research indicates that the academic content needed to be college or career ready is similar. There tends to be disagreement, however, among practitioners on the level of academic achievement that is required for success in specific colleges or specific career fields.

- Virginia’s new Reading, Writing, and Mathematics Standards of Learning (SOL) have been validated as college and career ready by external organizations, including the College Board, Achieve, ACT, and higher education groups in Virginia.

- All of Virginia’s career and technical education (CTE) courses are aligned to industry standards and with appropriate Standards of Learning (SOL) content. The CTE tasks/competencies (standards) for each course are correlated to the SOL to show how the content reinforces the academic standards.
College and Career Readiness

Achieve, The American Diploma Project Network, states:

- Being “college-ready” means being prepared for any postsecondary education or training experience, including study at two- and four-year institutions that leads to a postsecondary credential (i.e. a certificate, license, Associate’s or Bachelor’s degree).

- Being “ready” for a career means that a high school graduate has the English and mathematics knowledge and skills necessary to qualify for and succeed in entry-level, credit-bearing college courses without the need for remedial coursework.

Virginia’s research on college readiness shows that high school students who transition to college without the need for remediation complete a college-ready course of study in high school and attain high levels of achievement in their course work.

http://www.doe.virginia.gov/instruction/college_career_readiness/index.shtml#resources
Career Readiness

- There is not a national consensus around a specific definition of career readiness. Rather, there is consensus around the following points:
  - All students require strong academic content knowledge when they leave high school, regardless if their plans take them into college, additional career training, or directly into the workforce.
  - Career readiness is more than the possession of basic, entry-level job skills. To be career ready requires preparation for continuous learning and upward movement in a career path.
  - Given the large percentage of jobs that require some type of postsecondary education or training (currently estimated at 63 percent of all jobs in the United States), it is critical that high school graduates leave high school with the knowledge and skills needed to continue their learning and have a choice in their future.
Students begin preparing for college and careers while they are in middle school by developing academic and career plans.

The federal Carl D. Perkins Career and Technical Education Act of 2006 requires that students be provided career cluster/pathway programs of study that

- incorporate secondary education and postsecondary education elements;
- include academic and CTE content in a coordinated, non-duplicative progression of courses; and
- lead to an industry-recognized credential or certificate at the postsecondary level, or an associate or bachelor’s degree.

Programs of study “may” include opportunities for students to participate in dual or concurrent enrollment programs in community colleges or other ways to acquire postsecondary education credits and credentials.
College Readiness Indicators

CTE Program Completers Graduated with Advanced Studies Diploma

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
<th>Percentage</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008-09</td>
<td>38,334</td>
<td>45.01%</td>
<td>17,254</td>
</tr>
<tr>
<td>2009-10</td>
<td>39,708</td>
<td>45.34%</td>
<td>18,004</td>
</tr>
<tr>
<td>2010-11</td>
<td>41,329</td>
<td>46.65%</td>
<td>19,282</td>
</tr>
</tbody>
</table>

Source: Virginia Department of Education
Career and Technical Education (CTE) provides students with opportunities to learn core academics and valuable workforce skills in an engaging way. CTE links what students learn in the classroom with what they need to succeed in the real world.

CTE students are middle school, high school and postsecondary students of all ages who are lifelong learners. They seek opportunities to connect their classroom work with their career goals.

CTE prepares students for many of the jobs in Virginia forecasted to experience the fastest growth in the coming years. CTE programs train students in fields such as health care, business, green energy, arts, child/family services, agriculture, manufacturing, retail and tourism.
Career and Technical Education in Virginia

Enrollment and Completion Gap 2010-11

Legend:
- A = Agriculture, Food & Natural Resources
- B = Architecture & Construction
- C = Arts, Audio-Video Technology & Communications
- D = Business Management & Administration*
- E = Education & Training
- F = Government & Public Administration
- G = Health Science
- H = Hospitality & Tourism
- I = Human Services
- J = Information Technology
- K = Law, Public Safety, Corrections & Security
- L = Manufacturing
- M = Marketing*
- N = Science, Technology, Engineering, & Mathematics (STEM)
- O = Transportation, Distribution & Logistics

* Students in the Finance Cluster are included in Business Management & Administration totals.

Some students earn more than one credential; not all completers are test takers. Examples: Business (D) and Marketing (M)

Source: Virginia Department of Education

Total Enrollment = 262,585
Total Completers = 41,329
Total Credentials Earned = 36,719
Workplace Readiness Skills for the Commonwealth

The 21 *Workplace Readiness Skills for the Commonwealth* are

- based on up-to-date research by Weldon Cooper Center, Virginia CTE Resource Center, and Career and Technical Education Consortium of States (CTECS);
- validated by business, industry, labor, government, and education;
- essential in all occupations; and
- applied and universal skills that are intended to measure the breadth of readiness skills needed for today’s workplace.
Workplace Readiness Skills for the Commonwealth

The 21 Workplace Readiness Skills (WRS)

- encompass attributes identified by Virginia employers as essential for individual workplace success and critical to Virginia’s economic competitiveness;
- are taught in all secondary career and technical courses; and
- address personal qualities and people skills; professional knowledge and skills, including reading, writing, and mathematics; and technology knowledge skills.
Workplace Readiness Skills for the Commonwealth Examination

- The *Workplace Readiness Skills for the Commonwealth Examination* is
  - aligned to instructional and curricular resources available for educators;
  - critical to students’ successful transition from high school to postsecondary education and/or careers;
  - intended to complement the technical skills credentials;
  - approved by the Board of Education and eligible for a student-selected verified credit for high school graduation;
  - psychometrically reliable and valid; and
  - cost effective at $9 per student administration and $7 for each retake.
Prior to 2010-11, workplace readiness skills assessments were included in the Industry Certification category, but are now reported separately. **Source:** Virginia's School Report Card

*Prior to 2010-11, workplace readiness skills assessments were included in the Industry Certification category, but are now reported separately. **Source:** Virginia's School Report Card
Purpose - Governor’s Bill (HB 1061/SB 489) proposes to reduce number of diplomas from seven to three and strengthen postsecondary and career preparation.

Retains and Strengthens Three High School Diplomas

- Standard Diploma—preparation for a career and postsecondary technical training. Requires students to complete a concentration in career and technical education (CTE) and to earn a CTE credential approved by the Board. Provides accommodations for special education students to earn this diploma.
- Advanced Studies Diploma—preparation for pursuit of a baccalaureate degree.
- Special Diploma – For special education students who complete the requirements of their Individualized Education Programs (IEP) and do not qualify for a Standard Diploma.

Funding

- In SB 30 the Governor requested $308,655 in each year to fund administration of industry recognized credentials, such as the Virginia Workplace Readiness Skills Examination.
- In addition, the budget provides $1,065,133 in each year to assist school divisions with the cost of industry-recognized credentialing exams approved by the Board. Federal Perkins funds may also be used by divisions.
The "Virginia Plan for Dual Enrollment Between Virginia Public Schools and Community Colleges" is an agreement among the Secretary of Education, VCCS Chancellor, and Superintendent of Public Instruction. The agreement provides a statewide framework for dual enrollment arrangements between Virginia public schools and community colleges.

- High school students may be enrolled in regularly scheduled college credit courses with other students taught at the community college.
- High school students may be enrolled in specially scheduled college credit courses conducted exclusively for high school students taught at the high school.
- High school students may be enrolled in specially scheduled college credit courses conducted exclusively for high school students taught at the community college.
HB 1184—a Governor’s bill—would require local school divisions and community colleges to develop agreements allowing high school students to complete an associate’s degree or a one-year Uniform Certificate of General Studies from a community college concurrent with a high school diploma.

Such agreements will provide all students with information to help them make decisions about academic and career planning and to be selective in the dual enrollment courses they take.

119 of 133 school divisions and 8 of 10 regional technical centers reported CTE students enrolled in community college dual credit courses in 2010-2011.
Governor’s Proposed PSAT Initiative

- The Governor’s proposed Virginia Early Participation Preliminary SAT (PSAT) initiative proposes to pay the PSAT test fees for all 10th-grade students in Virginia and assumes a 75% actual participation rate.
  - In SB30: FY13 GF=$913,016 and FY14 GF=$913,016

- The PSAT is a standardized test that provides students with firsthand practice for the SAT as well as a chance to enter National Merit Scholarship Qualifying (NMSQ) programs.

- On average, students who take the PSAT score **146 points** higher on the SAT than those who don’t.

- It also provides important information about a student's career readiness skills in reading, writing, and mathematics, giving an opportunity for interventions early in a student’s high school career if weaknesses in these areas are identified.
State PSAT Participation Benefits

- Administering the PSAT to all students in grade 10 will allow Virginia educators time to intervene early with those students who are off-track and to help them better prepare for life and a career post-graduation and **reduce the need for remediation in college.**

- Students receive personalized feedback and then will know exactly the skills they need to improve to be prepared for **college or a career.**

- Schools will have data to identify more students who have the potential to succeed in college-level courses in high school and to be prepared to enter a job and pursue career-oriented postsecondary training.

- High school teachers and counselors receive professional development training in using PSAT data to increase students’ college and career readiness in mathematics, reading, and writing and their participation in Advanced Placement (AP) courses.
Microsoft IT Academy Program

Announced by Governor McDonnell in September 2011

- The IT Academy Program
  - A solution to assist in bridging education and the world of work.
  - Designed to help drive employability, digital literacy, STEM-focused training and certification, and 21st century workforce development for students.
All 360 high schools plus 11 regional technical centers have been registered as IT Academies:

- 121 pilot sites and early adopters have been identified;
- alignment of 32 CTE courses with the IT Academy Program is underway;
- 664 teachers and administrators have been trained on the program;
- 123 teachers have accessed the e-Learning IT courses;
- 414 IT Academy members have joined the Virginia Partners in Learning Share Site; and
- 42 teachers have been identified for the Virginia IT Academy Train-the-Trainer Program.

Statewide implementation of the IT Academy is expected by 2013-14.

Governor’s Executive Amendment requests $1.5 million each year to support costs of the IT Academy online curriculum and associated industry certification exams.
Governor’s Proposed Health Sciences Academies

- $80,000 for FY13 is proposed in SB 30 for one-time planning and implementation grants to support the establishment of eight Governor’s Health Sciences Academies using the Governor’s STEM Academy application process. The Loudoun County STEM Academy emphasizes health sciences and serves as a model.

- In spring 2012, the VDOE will solicit competitive proposals for funding from school divisions in each of the eight superintendents’ planning regions.
  - The VDOE will award eight planning grants of $5,000 each during the first semester of the 2012-2013 school year to support the program development process.
  - Upon approval by the Board of Education and the recommendation of SCHEV to implement an Academy in the second half of FY 2013, VDOE will award eight implementation grants of $5,000 to each of the approved Academies.
## Health Occupational Projections

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2010 Median Wage Virginia Statewide</th>
<th>2018 Projected Employment</th>
<th>Typical education needed for entry</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
<td>$62,620</td>
<td>74,765</td>
<td>Associate's degree</td>
</tr>
<tr>
<td>Nursing Aides, Orderlies, and Attendants</td>
<td>$23,160</td>
<td>45,056</td>
<td>Postsecondary non-degree award</td>
</tr>
<tr>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$37,710</td>
<td>25,787</td>
<td>Postsecondary non-degree award</td>
</tr>
<tr>
<td>Medical Assistants</td>
<td>$28,820</td>
<td>13,128</td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td>Dental Assistants</td>
<td>$33,740</td>
<td>10,381</td>
<td>Postsecondary non-degree award</td>
</tr>
<tr>
<td>Pharmacists</td>
<td>$116,160</td>
<td>9,062</td>
<td>Doctoral or professional degree</td>
</tr>
<tr>
<td>Medical Records &amp; Health Information Technicians</td>
<td>$32,390</td>
<td>4,277</td>
<td>Postsecondary non-degree award</td>
</tr>
<tr>
<td>Occupational Therapists</td>
<td>$79,160</td>
<td>3,033</td>
<td>Master's degree</td>
</tr>
<tr>
<td>Respiratory Therapists</td>
<td>$55,300</td>
<td>2,779</td>
<td>Associate's degree</td>
</tr>
<tr>
<td>Physical Therapist Assistants</td>
<td>$50,300</td>
<td>2,219</td>
<td>Associate's degree</td>
</tr>
<tr>
<td>Veterinary Technologists and Technicians</td>
<td>$33,240</td>
<td>2,047</td>
<td>Associate's degree</td>
</tr>
<tr>
<td>Dietitians and Nutritionists</td>
<td>$51,690</td>
<td>1,459</td>
<td>Bachelor's degree</td>
</tr>
</tbody>
</table>

### Graph

- **Total Enrollment**: 6,968
- **Health Science Completers**: 2,503
- **Advanced Studies Diploma**: 1,273

50.86% of Completers graduated with an Advanced Studies Diploma.
Attract Qualified STEM Teachers:

- Issue an RFP to solicit proposals that partner with an education postsecondary program to develop:
  - An elementary education prek-6 approved program with a major in mathematics, sciences, or integrated sciences and mathematics.
  - A middle/secondary approved program focusing on the preparation of mathematics and science teachers. SB 30 proposes $300,000 in FY13 and $400,000 in FY14.

- Provide Incentive Awards for New Teachers in STEM areas - A new teacher with an endorsement in mathematics, physics, or technology education assigned to a teaching position in a corresponding STEM subject area is eligible to receive a $5,000 initial incentive award after the completion of the first year of teaching with a satisfactory performance evaluation and a signed contract for the following school year. SB 30 proposes $500,000 in FY13 and $100,000 in FY14.
Career and Technical Education Funding

State and Federal Program Funding
Standards of Quality (SOQ): Career and Technical Education

State funds are provided to support career and technical education courses for secondary students. The funding supports the state share of salary cost of instructional positions based on the class size maximums established by the Board of Education [see 8VAC20-120-150]. Local share required.
Career Education Program Funding

- SOQ CTE, continued:
  - Formula
    - (Per Pupil Amount x Unadjusted ADM) x (1 - Composite Index)
  - State Funding
    - FY 2013 (SB 30): $51,812,511
    - FY 2014 (SB 30): $51,838,433
CTE Categorical funds are appropriated for adult education, occupational preparation, and equipment.

CTE Categorical - Adult Education

- Adult Education is provided for individuals who are academically and economically disadvantaged and have limited English-speaking abilities. These funds pay for full-time and part-time teacher salaries and supplements to existing teacher salaries.

Formula (Adult Education)

- Funding is based on a pro-rata distribution to divisions and regional programs of a percentage of divisions’ and regional programs’ prior year expenditures in this area. State funding reimbursed 30% of division costs in FY10.
Career Education Program Funding

- CTE Categorical, continued:

- Occupation Preparation
  - Occupation Preparation funding is provided to school divisions and regional technical centers to support the operations, improvement, and expansion of CTE. These funds support:
    - A portion of salaries for principals and assistant principals of CTE regional technical centers, where at least 50 percent of their time is spent in CTE program administration or supervision, which are not funded as part of the Basic Aid standards.
    - A portion of extended contracts of instructors for activities related to the coordination, development, or improvement of CTE programs.
    - Adult occupational CTE programs to provide opportunities for adults to prepare for initial employment, retraining, or career advancement.
CTE Categorical, continued:

- Formula (Occupational Preparation)
  - Funding is based on a pro-rata distribution to divisions and regional programs of a percentage of divisions’ and regional programs’ prior year expenditures in this area. State funding reimbursed 28% of division costs in FY10.
CTE Categorical, continued:

- **Equipment - $1.8 million**
  - School divisions and CTE regional technical centers receive a base allocation of $2,000.
  - The distribution of remaining funds is based on a pro-rata distribution using student enrollment in targeted CTE courses.
  - Local and federal funds cover remaining division costs for CTE equipment.
  - State funds received for secondary CTE equipment must be used to supplement, not supplant, any funds currently provided for secondary CTE equipment within a division.
CTE Categorical, continued:
- Total State Funding CTE Categorical (Adult Education, Occupational Prep, and Equipment)
  - FY 2013 (SB 30): $10,400,829
  - FY 2014 (SB 30): $10,400,829
Career Education Program Funding

- Special Education - Career and Technical Education:
  - These funds are used to support a variety of activities designed to strengthen the preparation of disabled students for entering the workplace after completion of high school. Services are provided to transition disabled youth and adults from school to the workforce and ensure they are job ready.

- Formula:
  - Divisions and state agencies are reimbursed for the approved costs of the services provided.
  - SB 30 maintains $200,089 in funding each year.
Career Education Program Funding

- **Virginia Career VIEW - State Funds in FY 12 = $296,000**
  (Vital Information for Education and Work)
  - Provides career development resources and services for students in grades K-8.
  - Serves school counselors, educators, workforce development professionals, students, parents, and job seekers through career research, resource materials, outreaches, and workshop programs targeted to engage elementary and middle school students in age-appropriate career exploration and college awareness activities.
  - Funding proposed to be eliminated in SB 30.
  - Virginia Education Wizard is a partnership among state agencies that provides grade 5 through postsecondary students, educators, and parents with a one-stop Web portal for college and career planning. Enhancements will be made to include grades K through 4.
CTE Resource Center – State Funds in SB 30 = $248,021 each year
- assists VDOE in the design and implementation of competency-based CTE programs;
- encourages collaboration between CTE programs and academic disciplines;
- fosters collaboration at the secondary and postsecondary education levels; and
- provides products and services at no cost to public CTE programs throughout the state.
The CTE Resource Center assists the VDOE by:

- Performing research
  - Developing curriculum-related publications;
  - Facilitating curriculum development with input from CTE teacher teams and business/industry technical panels;
  - Correlating CTE program competencies (standards) with the Virginia Standards of Learning, national standards, and industry certification requirements.
CTE Resource Center (cont’d.)

- Producing and distributing resources to local school divisions:
  - Validated-task lists, CTE program competencies (standards), and curriculum frameworks correlated to state-approved industry credentialing system;
  - Administrative and career planning guides;
  - Instructional aids; and
  - CTE marketing/recruitment resources.

Teachers and administrators use these products as well as other Center resources to develop and improve local programs.
Path to Industry Certification – State Funds in SB 30 = $1,065,133 each year

- Currently, there are 350 Board-approved external industry credentialing exams correlated to the 16 Career Clusters.
- When a student passes an exam, a credential is awarded.
- When the credential is combined with the standard credit earned for passing a CTE course, it can be used as a student-selected verified credit toward graduation requirements.
- The total number of industry credentials earned by CTE students continues to increase in Virginia:
  - 19,842 (in school year 2008-09)
  - 29,057 (in school year 2009-10)
  - 36,719 (In school year 2010-11)
Path to Industry Certification (Cont.)

- Since 2008, annual state funding has remained the same ($1.1 million).
- Funds are distributed to school divisions and regional technical centers based on student enrollment in CTE courses.
- Cost of industry certifications range from $9 to $155 per test; or an approximate average cost of $54 per student.
- For 2011, to offset the cost of industry certifications school divisions and regional centers received $1,845 in state funds per student; and approximately $1 of federal funds per student.
Career Education Program Funding

- **Jobs for Virginia Graduates (JVG) – State Funds in SB 30 = $623,776 each year**
  - The JVG assists at-risk high school students with assistance and support that enables them to graduate, secure, and retain quality jobs.
  - This program offers students support in their senior year or in a combination of years that start as early as 7th grade.
  - School divisions use grant funds to employ a nationally trained job specialist to work directly with the students.
  - SB 30 proposes an increase in funding of $250,000 per year.
Virginia Career Education Foundation (VCEF) – State Funds in SB 30 = $31,003 each year

Among the goals of the VCEF are to:

- raise awareness among teachers, counselors, parents, students, and the general public of the growing number of rewarding career opportunities;
- promote CTE and employment to today’s youth;
- increase collaboration with business and industry that benefits CTE programs;
- provide professional development opportunities for CTE teachers; and
- create successful public/private partnerships to promote the benefits of CTE programs and careers.
Career Pathways Program – State Funds in SB 30 = $100,000 each year

- In FY12, provide nine incentive start-up grants of $5,000 each to school divisions to increase the number of Governor’s Science, Technology, Engineering, and Mathematics (STEM) Academies across the state.
- In FY12, provide twenty-six grants of $2,000 each to school divisions to create videos of “best practices” for Virginia’s 16 Career Clusters. The best practices videos will be made available on the VDOE Web site for all school divisions to use in enhancing the career clusters across the Commonwealth.
Career Education Program Funding

Federal Carl Perkins Funding

- Total 2011 Perkins Title I – Award to Virginia: $23,932,351
- Local Formula Distribution for secondary and postsecondary: $20,382,266.88
- Leadership: $2,353,466.57
- State Administration: $1,196,617.55
CTE Regional Technical Centers

- The regional technical centers receive a portion of the CTE Categorical funding and federal Perkins funding.
- There are ten jointly-operated CTE regional technical centers:
  - Amelia-Nottoway Technical Center
  - Charlottesville-Albemarle Technical Center
  - Jackson River Technical Center
  - Massanutten Technical Center
  - New Horizons Regional Education Center
    - Butler Farm Campus
    - Woodside Campus
  - Northern Neck Regional Technical Center
  - The Pruden Center for Industry and Technology
  - Rowanty Technical Center
  - Valley Technical Education Center
Adult Education and Literacy

State and Federal Funding
Adult Education Funding

- **Race to GED**
  - Workforce initiative whose goal is to meet or exceed 20,000 Virginians passing the General Educational Development (GED) tests annually.
  - **Formula**
    - Grants are awarded on an application basis and may be used for outreach to adult learners, instruction to prepare for the GED tests, and GED testing.
  - **Funding**
    - FY 2013 (SB 30): $2,485,988
    - FY 2014 (SB 30): $2,485,988
    - Increase from $1.9 million in FY 12 to support increased GED testing costs and expansion of PluggedInVA program.
Adult Education Funding

- **Federal Funds – WIA, Title II, Adult Education and Family Literacy Act**
  - $13 million annually
  - $2 million earmarked for English Language/Civics Education; $11 million for adult basic education
  - Level funded for 2012-2013
  - Potential 1.9% blanket cut across programs
Integrated Education and Workforce Training

- Contextualized, accelerated GED program for adults without high school credentials
- Curriculum tailored to employer needs
- Bridge to postsecondary and career for adult learners
- Partnership between adult education programs and participating community colleges
- Workforce Investment Board funding support at local level
- Currently in Russell County, Dickenson County, Tazewell County, Wise County, New River Valley, Danville
Credentials Earned by Completers

- Integrates obtaining GED Certificate and Career Readiness Certificate
- 12-24 hours college credit
- Microsoft Digital Literacy Certificates
- Other industry certifications (e.g., NCCER, OSHA, IC3, Microsoft MAS)
Currently multiple funding streams, including:

- Federal Adult Basic Education Funds
- State Adult Education Administrative Funds
- Race to GED Funds
- Local WIB Funds
- Community College Funds
- Pell Grants
- Local/Regional Scholarship Funds
Funding for PluggedInVA (cont.)

Proposed funding in SB 30:
- Provide funding under Race to GED line item.
- Designate $300,000 of existing Race to GED funds to support expansion.
- Re-allocate $125,000 from Community for Opportunities at DHCD and $40,375 from Virginia Educational Technology Alliance to Race to GED to support expansion.

Planning underway with multiple partners for applications to federal Workforce Innovation Grant and Trade Act Adjustment Grant for funds to support expansion and evaluation of program.
GED test is a proprietary test owned by GED Testing Service.

GED testing fee in Virginia currently $58 – set by Superintendent of Public Instruction; increased from $45 this year due to test scoring cost increase.

Beginning 2013, increases to $120 – set by GEDTS/Pearson VUE.

SB30 – $385,138 in additional state funds proposed for Race to GED program to address increased testing costs.

ISAEP Program – Code prescribes GED/CTE option for in-school students 16 and older; other vendors are expected to develop competing products.
Virginia Student Training and Refurbishment (STAR) Program

- The goal is to refurbish federal, state and private surplus computers for use in schools or by families and community groups;
- Funded through a three-year Productivity Investment Fund Grant ($425,150) provided to the Virginia Department of Education and administered by Prince William County Schools;
- Technical and hands-on training is provided to students to help them prepare for highly skilled jobs as they enter the workforce;
- Microsoft IT Academy as well as locally created courses are used to instruct students;
- Hundreds of students are involved with an average of 70+ computers refurbished by each student;
- Sub-grants are currently provided by Prince William County Schools to Amelia, Roanoke, Fairfax, King William, Manassas Park, Nottoway, Shenandoah and Virginia Beach.