Progress Report on Petersburg City Public Schools

Presentation to Senate Finance Subcommittee on Education

Dr. Billy K. Cannaday, Jr.
Superintendent of Public Instruction
Memorandum of Understanding

Authority


Require local school boards to maintain fully accredited schools and to take corrective actions for schools that are not fully accredited.

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.
Memorandum of Understanding

Stated Academic Targets

In 2006-2007, Petersburg Public Schools will:

- Meet AYP requirements in at least five schools by achieving established benchmarks or through the “safe harbor” method for all subgroups
- Achieve full accreditation in at least three schools
## Memorandum of Understanding

### 2006-2007 Performance Targets

<table>
<thead>
<tr>
<th>School</th>
<th>Made AYP</th>
<th>Fully Accredited</th>
</tr>
</thead>
<tbody>
<tr>
<td>A.P. Hill Elementary</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>J.E.B. Stuart Elementary</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Peabody Middle</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Vernon Johns Middle</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Petersburg High</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Robert E. Lee Elementary</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Walnut Hill Elementary</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>
Petersburg City Public Schools
2006-2007 AYP Data Comparison

English: 61% (Division), 85% (State)
Math: 50% (Division), 80% (State)
Science: 64% (Division), 88% (State)
Petersburg City Public Schools
2006-2007 Graduation* Comparison

*NCLB Report Card Formula – Standard and Advanced Studies Only in calculating graduation rate
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School Board Members
Mr. Kenneth L. Pritchett - Chairman
Mr. Steven L. Pierce, Sr. - Vice-Chairman
Mr. Fred B. Wilson
Mrs. Zelma S. Taylor
Dr. Kenneth W. Lewis
Mr. Bernard J. Lundy, Jr.
Dr. Elsie R. Jarmon

Dr. James Victory, Superintendent

December 6, 2007
Introduction

• The School Board requested an Efficiency Review – October 2006
• The School Board entered into a Memorandum of Understanding (MOU) with Virginia Board of Education – November 2006
• All schools will become fully accredited within three years

Petersburg City Public Schools

Our Focus:
• Student achievement
• Leadership capacity
• Teacher quality
• Communication with all stakeholders
• Safe and secure environment
Status of the Efficiency Review

90 Efficiency Recommendations

MUST IMPLEMENT:

- 40% by January 2008
- 50% by January 2009

64% complete as of October 17, 2007

1. Staffing Reduction

2. Consolidation of Schools
Staffing Reduction Detail

Elementary Staff and Teachers
• 20 FTE @ $922,000

Secondary Teacher Reduction
• 19 FTE @ $1.2 million

Reorganization of the School Board Office
• 21 FTE @ $1.2 million

TOTAL REALLOCATION ~ $3.3M
Implementation of Efficiency Review

Savings and Reallocations

• Focus ⇒ Attracting AND retaining highly qualified teachers
• Internal equity and consistent percent between steps
• Significant gap closed on external equity with surrounding school divisions
• Over 3 million of the existing budget has been realigned to enhance the Teacher Salary Schedule
• Schedule compressed from 38 steps to 30
• Starting salary raised from $33,508 to $37,000
• The savings enabled us to improve salaries, however without additional funding from the City of Petersburg
Teacher Salary Comparison – School Year 2006-2007
Teacher Salary Comparison –
School Year 2007-2008
The benefit of the Efficiency Review was the reduction of staff to address declining enrollment.
**Hard-to-Staff Schools Grant**

*Purpose:* Establishes a model to improve student achievement in “hard-to-staff” schools by attracting and retaining licensed, highly qualified, and experienced teachers.

<table>
<thead>
<tr>
<th>School Year</th>
<th># of Schools</th>
<th>Amount of Grant Award</th>
<th>Working Conditions</th>
<th>Teacher Incentives</th>
<th>Teachers Received</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005 – 2006</td>
<td>8 of 9 schools</td>
<td>$912,941.00</td>
<td>$267,520.17</td>
<td>$146,031.34</td>
<td>60</td>
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<td>2006 – 2007</td>
<td>6 of 9 schools</td>
<td>$757,123.00</td>
<td>$464,763.45</td>
<td>$290,799.14</td>
<td>76</td>
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<td>2007 – 2008</td>
<td>3 of 7 Schools</td>
<td>$644,375.00</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
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</tbody>
</table>
## Division Teacher Qualifications

<table>
<thead>
<tr>
<th>School Year</th>
<th>Fully Licensed Teachers</th>
<th>Provisionally Licensed Teachers</th>
<th>Long-Term Substitutes</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005 – 2006</td>
<td>311</td>
<td>135</td>
<td>25</td>
</tr>
<tr>
<td>2006 – 2007</td>
<td>344</td>
<td>90</td>
<td>20</td>
</tr>
<tr>
<td>2007 – 2008</td>
<td>306</td>
<td>77</td>
<td>21</td>
</tr>
</tbody>
</table>
Implementation of Efficiency Review

Additional Recommendations

**District Organization**
- Update all School Board Policies

**Financial Management**
- Financial Procedures Manual
- Online purchasing and purchasing cards

**Human Resources**
- Update HR policies
- Establish office schedule for efficiency
- Automate routine HR operations

**Educational Services**
- Strengthen differentiated instruction

**Transportation**
- 12 year bus replacement policy
- Train backup to Edulog System
- Encourage mechanic certification

**Technology**
- Update long-range technology plan
- Written disaster recovery plan

**Facilities**
- Conduct physical assessment of school facility
- Implement work orders and preventive maintenance system

**Food Service**
- Comprehensive policy for operations
- Comprehensive procedures manual
- Discontinue warehousing food
- Evaluate purchase of Point of Service System (POS)
Summary

Estimated savings from efficiency review
• $15-$16 Million: 5-year net savings

Impact on student achievement
• At Risk Programs
• Literacy
• Graduation Rate

Where do we go from here?
• Memorandum of Understanding
• Efficiency Review
• Full Accreditation and AYP