

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 Authorization

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

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

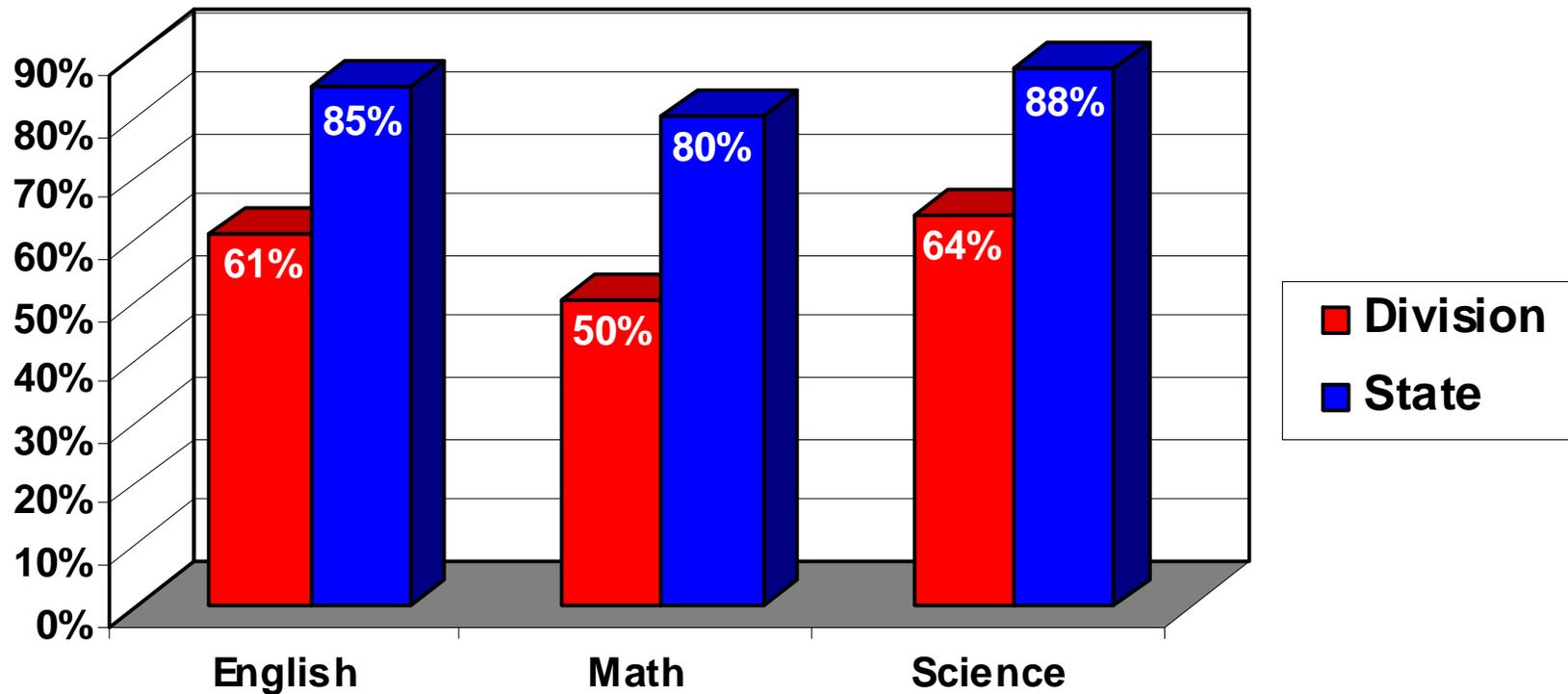
In 2006-2007, Petersburg Public Schools will:

- 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

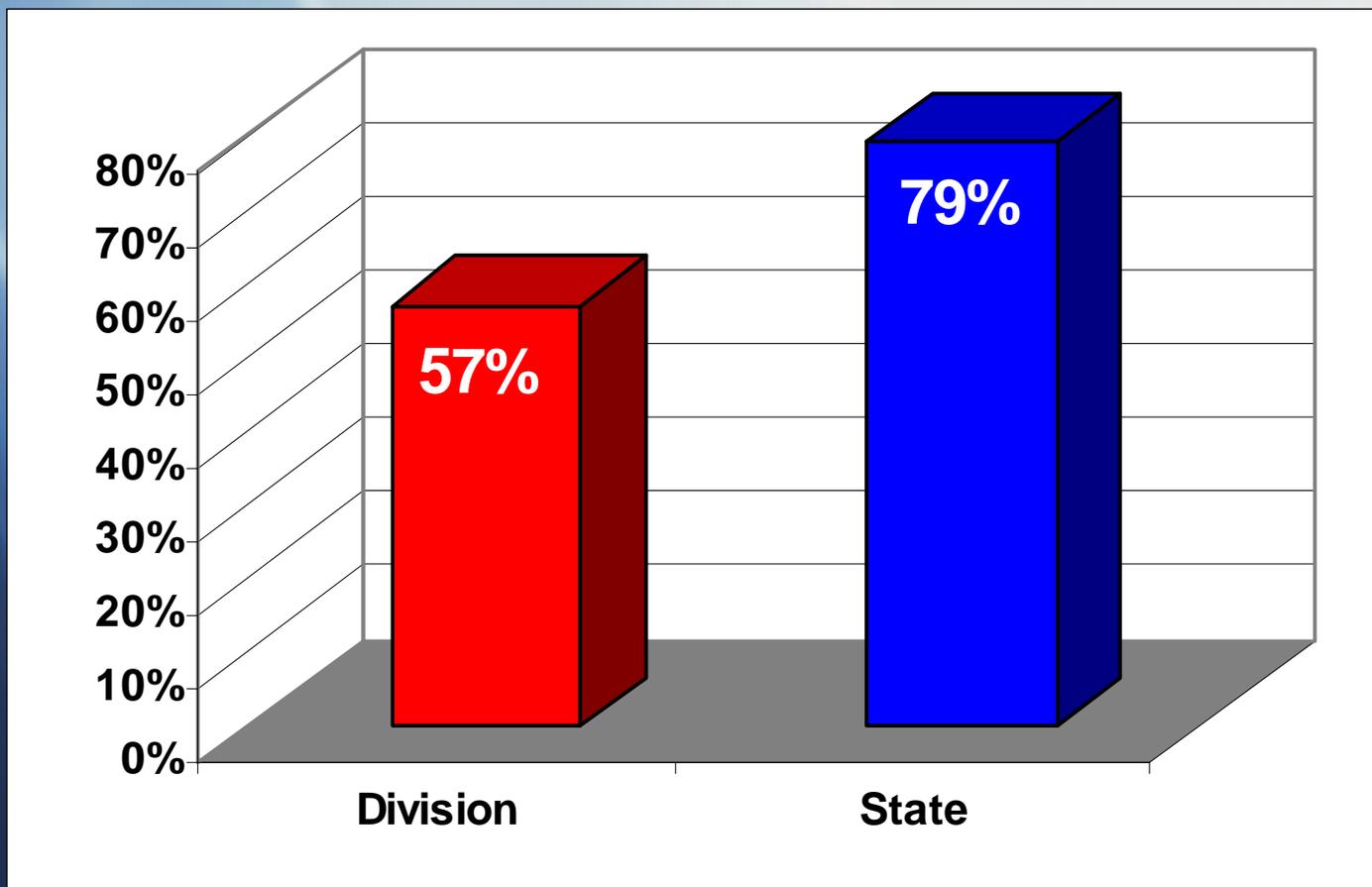
Memorandum of Understanding 2006-2007 Performance Targets

School	Made AYP	Fully Accredited
A.P. Hill Elementary	No	No
J.E.B. Stuart Elementary	No	No
Peabody Middle	No	No
Vernon Johns Middle	No	No
Petersburg High	No	No
Robert E. Lee Elementary	Yes	Yes
Walnut Hill Elementary	Yes	Yes

Petersburg City Public Schools 2006-2007 AYP Data Comparison



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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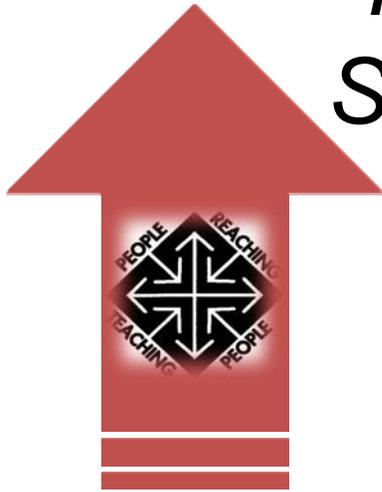
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Petersburg City Public Schools

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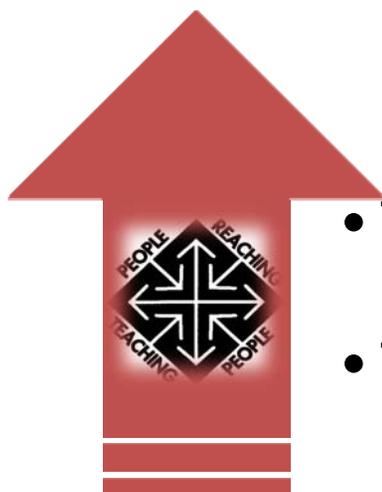


School Board Members

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

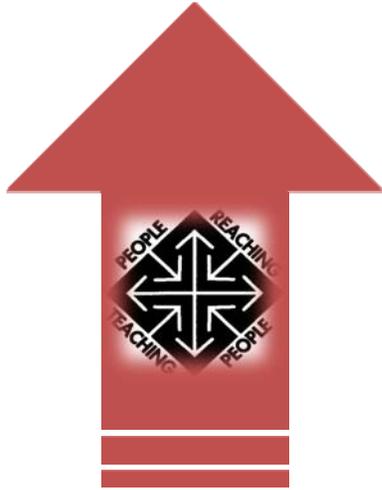
Petersburg City Public Schools

Our Focus:

- Student achievement
- Leadership capacity
- Teacher quality
- Communication with all stakeholders
- Safe and secure environment

Status of the Efficiency Review

90 Efficiency Recommendations



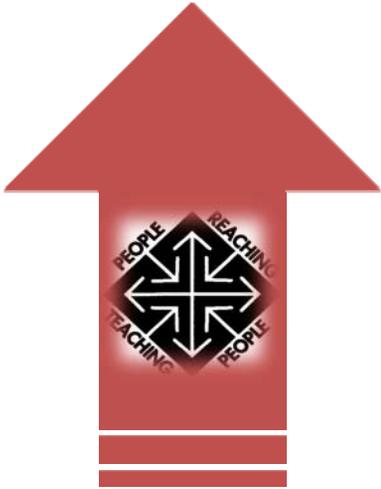
MUST IMPLEMENT:

- 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

Consolidation

Secondary Teacher Reduction

- 19 FTE @ \$1.2 million

Reorganization of the School Board Office

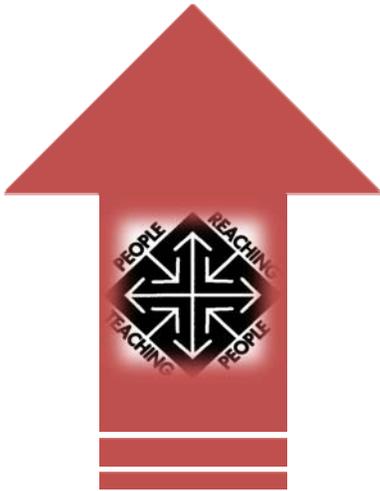
- 21 FTE @ \$1.2 million

Staff Reduction

TOTAL REALLOCATION ~ \$3.3M

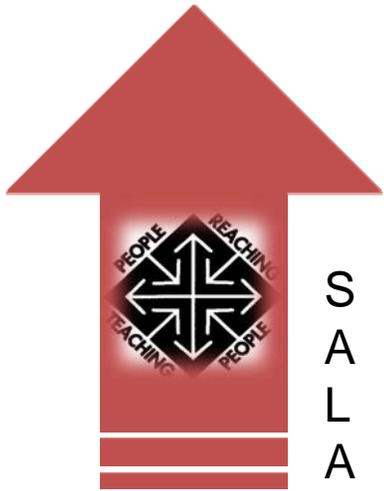
Implementation of Efficiency Review

Savings and Reallocations

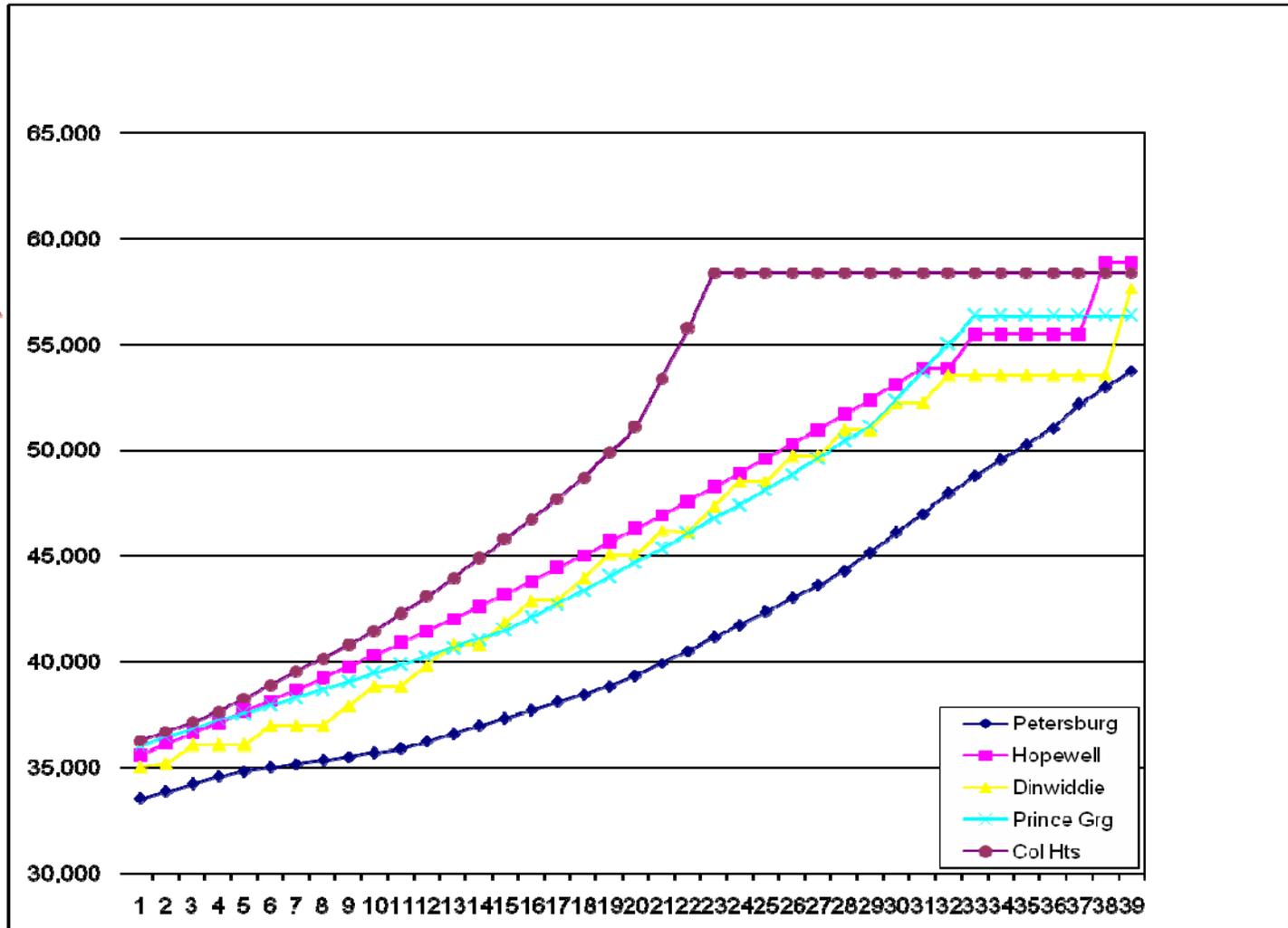


- Focus ⇒ Attracting AND retaining highly qualified teachers
- Internal equity and consistent percent between steps
- Significant gap closed on external equity with surrounding school divisions
- Over 3 million of the existing budget has been realigned to enhance the Teacher Salary Schedule
- Schedule 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

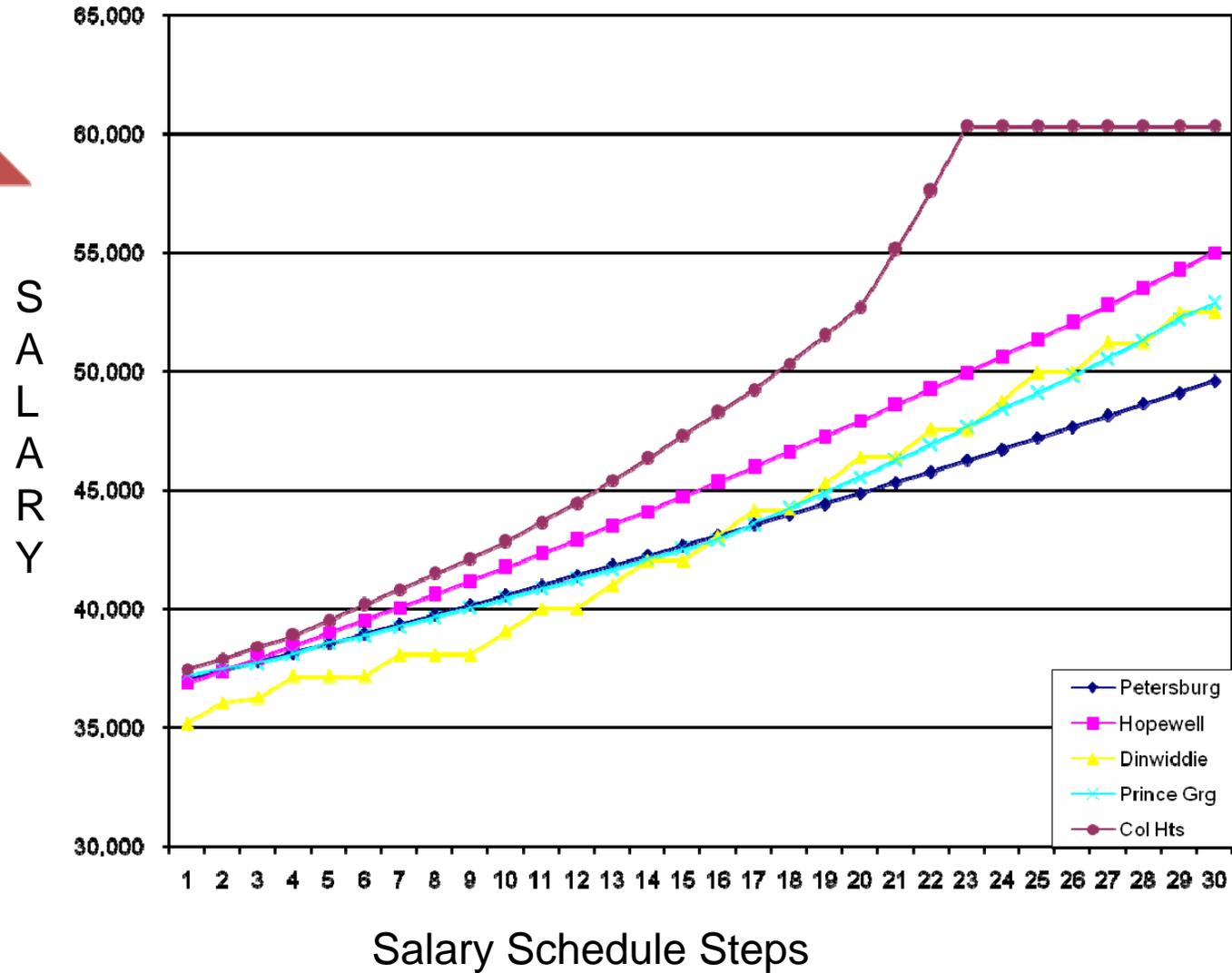
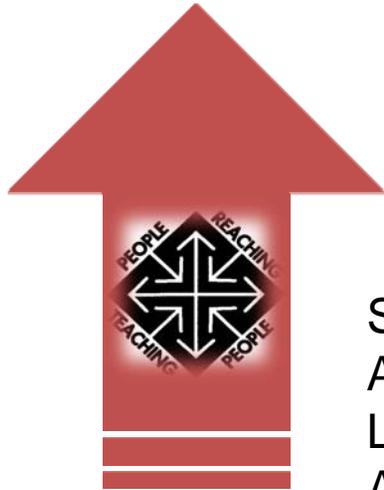


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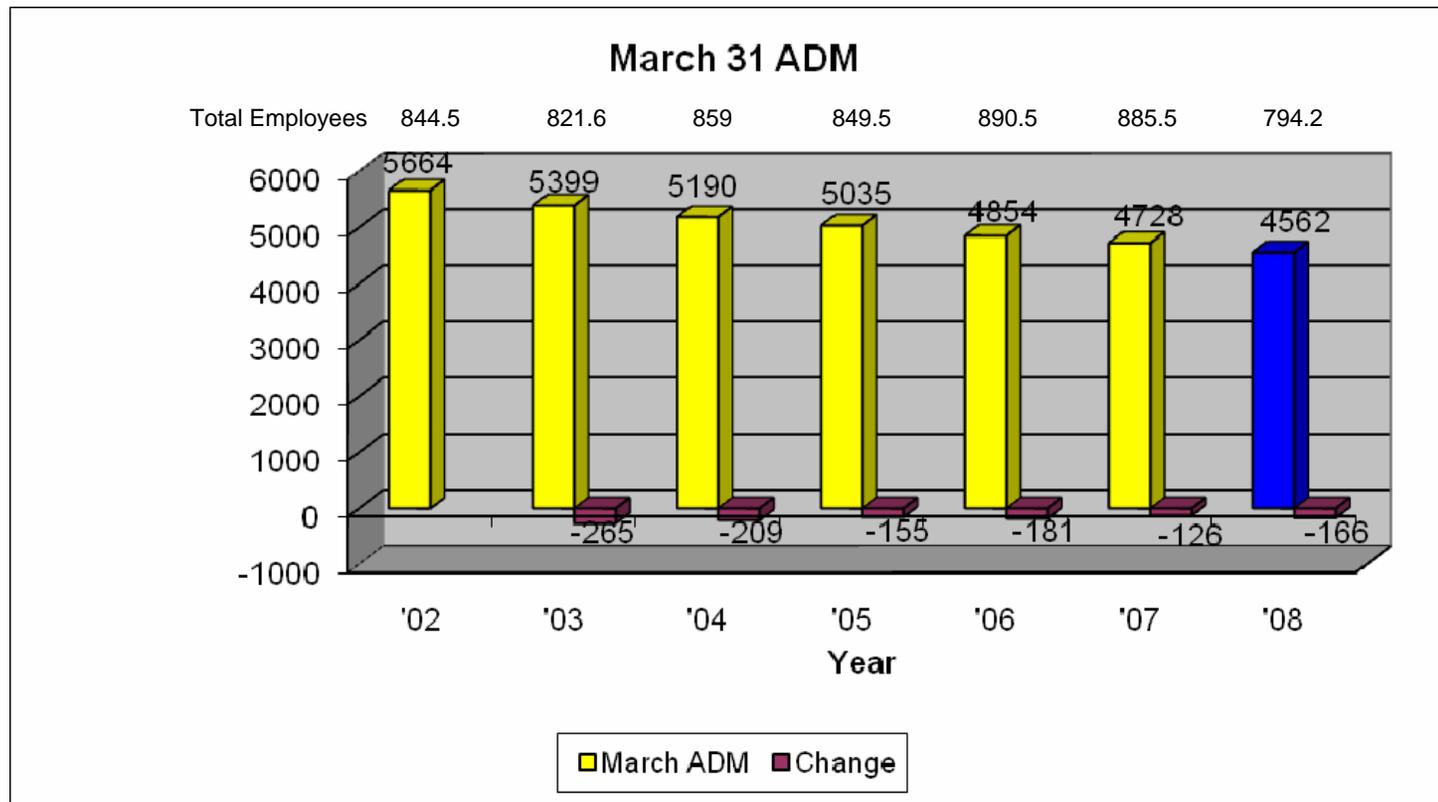
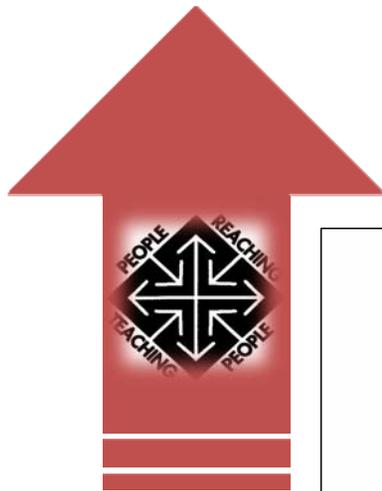


Salary Schedule Steps

Teacher Salary Comparison – School Year 2007-2008



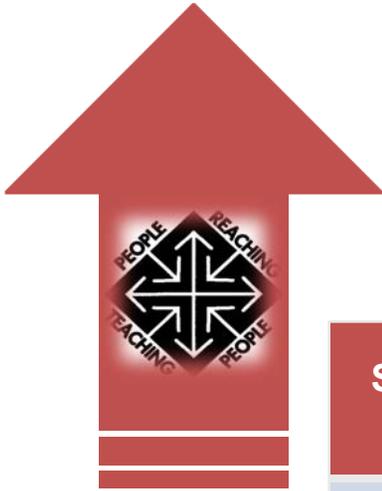
Fall Enrollment History



The benefit of the Efficiency Review was the reduction of staff to address declining enrollment.

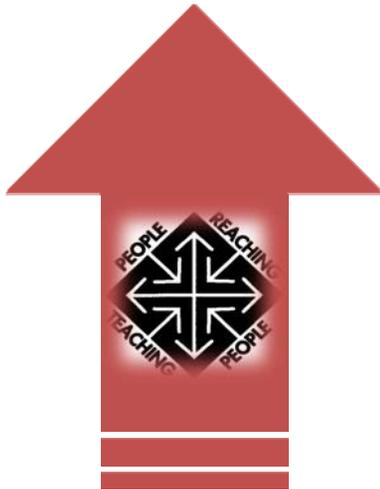
Hard-to-Staff Schools Grant

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



School Year	# of Schools	Amount of Grant Award	Working Conditions	Teacher Incentives	Teachers Received
2005 – 2006	8 of 9 schools	\$912,941.00	\$267,520.17	\$146,031.34	60
2006 – 2007	6 of 9 schools	\$757,123.00	\$464,763.45	\$290,799.14	76
2007 – 2008	3 of 7 Schools	\$644,375.00	TBD	TBD	TBD

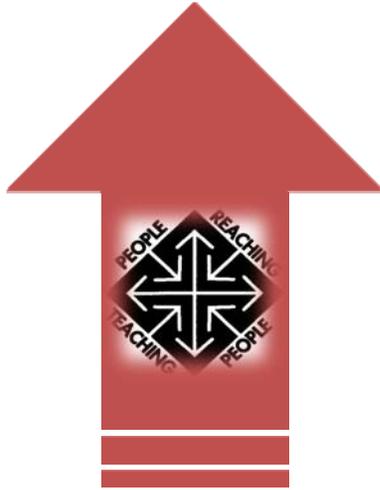
Division Teacher Qualifications



School Year	Fully Licensed Teachers	Provisionally Licensed Teachers	Long-Term Substitutes
2005 – 2006	311	135	25
2006 – 2007	344	90	20
2007 – 2008	306	77	21

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

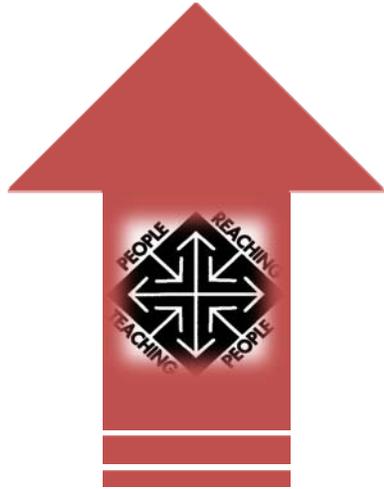
Facilities

- 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*