

In October 2004, the Virginia Board of Education (VBOE) established criteria for identifying low-performing school divisions to undergo a division level academic review. Sussex County Public Schools met the criteria for division level academic review as indicated in Section 22.1-253.13:3. Standard 3. Accreditation, other standards and evaluation:

...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 Section [22.1-253.13:6](#).

In 2004, recognizing the need for technical assistance, the Sussex County Public Schools requested a division level review and assistance from the Virginia Department of Education (VDOE). Sussex County Public Schools and the VBOE signed an initial memorandum of understanding (MOU) detailing the review process on December 9, 2004.

Sussex County Public Schools has been in division level review status since 2004 and has reported to the VBOE regularly on the status of implementing the corrective action plan and the terms of the initial MOU. The VDOE has provided ongoing technical assistance and monitored the implementation of the division's corrective action plan. Based on assessments in 2008-2009, Ellen W. Chambliss Elementary had a status of *Accreditation Denied* and Sussex Central Middle School (formerly Annie B. Jackson Elementary, school number 0020) was *Accredited with Warning* for the 2009-2010 school year.

Sussex Central Middle School was reconstituted for 2009-2010 to serve all students in the county in grades four through seven. For accountability purposes, the reconstituted middle school received the same school number as Annie B. Jackson Elementary which is now closed. The accreditation rating of *Accredited with Warning* for Sussex Central Middle School for the 2009-2010 school year was based on assessments provided in 2008-2009 for Annie B. Jackson Elementary (school number 0020). The assessment data for 2008-2009 for Sussex Central Middle School (school number 0480), *Conditionally Accredited* in 2008-2009, indicated that the school did meet accreditation benchmarks.

Additionally, Section 8 VAC 20-131-315 of the *Regulations Establishing Standards for Accrediting Public Schools in Virginia* (SOA), adopted by the Board in September 2006, requires school divisions with *Accreditation Denied* schools to enter into a MOU with the VBOE and implement a corrective action plan to improve student achievement in the identified schools. Since Ellen W. Chambliss Elementary was in denied status in 2009-2010 based on 2008-2009 assessments, a MOU was required.

Sussex County Public Schools came before the Virginia Board of Education on September 17, 2009. At that time, the Board approved a second Memorandum of Understanding for Sussex County Public Schools (Attachment B). An auditor was assigned to Ellen W. Chambliss Elementary School, as a school in *Accreditation Denied* status. The principal at Sussex Central Middle School requested that a Partnership for Achieving Successful Schools (PASS) coach return to help implement the reconstitution plan to incorporate grades four through seven in 2009-2010, a change from the grades 6-8 configuration in 2008-2009.

Summary of Major Elements:

Sussex County Public Schools has two schools currently identified as persistently low-achieving as defined by the State Fiscal Stabilization Fund (SFSF) – Phase II requirements: Sussex Central Middle School (Tier 1) and Ellen W. Chambliss Elementary (Tier I.). For the purposes of federal funding available under 1003(g) of the *No Child Left Behind Act of 2001*, a persistently lowest-achieving school is defined as:

- A. A Title I school in improvement, corrective action, or restructuring that is among the lowest-achieving five percent of Title I schools in improvement, corrective action, or restructuring based on the academic achievement of the “all students” group in reading/language arts and mathematics combined and the school has not reduced its failure rate in reading/language arts and/or mathematics by 10 to 15 percent each year for the past two years (Tier I); or
- B. A secondary school that is eligible for, but does not receive, Title I funds that is among the lowest-achieving five percent of schools based on the academic achievement of the “all students” group in reading/language arts and mathematics combined and the school has not reduced its failure rate in reading/language arts and/or mathematics by 10 to 15 percent each year for the past two years (Tier II. A.); or
- C. A high school that has had a graduation rate as defined in 34 CFR 200.19(b) that is less than 60 percent for two years (Tier II. B.)

As required by the SFSF – Phase II requirements, the following factors were considered to identify the persistently lowest-achieving schools: 1) the academic achievement of the “all students” group in reading/language arts and mathematics combined; and 2) the schools’ lack of progress on those assessments over a number of years in the “all students” group.

Sussex County Public Schools selected Cambridge Education as its Lead Turnaround Partner. Both schools have selected to implement the restart model, one of four approved USED models. The Sussex County Public Schools completed an application for 1003(g) funds and funding was subsequently approved for \$2,637,500 for Ellen W. Chambliss Elementary and Sussex Central Middle School from July 1 2010 to September 30, 2013. The Lead Turnaround Partner Plan for these schools is included as Attachment A.

Accreditation

For the 2010-2011 school year, based on assessments in 2009-2010, Sussex County Public Schools has three schools fully accredited: Sussex Central Middle School, Sussex Central High School, and Jefferson Elementary. Ellen W. Chambliss Elementary remains in *Accreditation Denied status*. Since this school has a status of *Accreditation Denied*, the MOU for division level academic review will serve as the MOU to satisfy Section 8 VAC 20-131-315.

Adequate Yearly Progress (AYP)

In 2008-2009, four schools made AYP under NCLB. In 2010, three schools made AYP: Jefferson Elementary School, Sussex Central High, and Sussex Central Middle School. Ellen W. Chambliss entered school improvement for English.

School	2007-2008	2008-2009	2009-2010	Status for English	Status for Mathematics	Federal Graduation Index
Ellen W. Chambliss Elementary	Made AYP	Did Not Make AYP	Did Not Make AYP	Year 1	Not in Improvement	
Jefferson Elementary	Made AYP	Did Not Make AYP	Made AYP	Not in Improvement	Not in Improvement	
Sussex Central High	Did Not Make AYP	Made AYP	Made AYP	Not in Improvement	Not in Improvement	Four Year 62 Five Year 65
Sussex Central Middle	Made AYP	Did Not Make AYP	Made AYP	Year 4	Not in Improvement	

Unadjusted* AYP Scores for Standards of Learning Assessments

English

School	2007-2008	2008-2009	2009-2010
Ellen W. Chambliss Elementary	64.91%	60.00%	63.26%
Jefferson Elementary	84.44%	81.52%	80.64%
Sussex Central High	90.90%	87.65%	88.88%
Sussex Central Middle	76.28%	68.80%	77.55%

Mathematics

School	2007-2008	2008-2009	2009-2010
Ellen W. Chambliss Elementary	81.35%	56.06%	85.71%
Jefferson Elementary	81.31%	82.60%	93.54%
Sussex Central High	81.12%	80.74%	74.50%
Sussex Central Middle	72.44%	69.09%	72.85%

Science

School	2007-2008	2008-2009	2009-2010
Ellen W. Chambliss Elementary	72.88%	61.19%	81.25%
Jefferson Elementary	95.00%	81.96%	90.32%
Sussex Central High	72.95%	76.83%	77.65%
Sussex Central Middle	80.00%	80.76%	80.23%

History

School	2007-2008	2008-2009	2009-2010
Ellen W. Chambliss Elementary	84.21%	80.59%	83.33%
Jefferson Elementary	85.29%	82.14%	90.32%
Sussex Central High	87.75%	84.29%	84.26%
Sussex Central Middle	91.48%	56.14%	69.84%

*An unadjusted pass rate is the percent of students demonstrating proficiency on the Standards of Learning assessment without adjustments as allowed by the Standards of Accreditation or by No Child Left Behind.

Superintendent's Recommendation:

The Superintendent of Public Instruction recommends that the Board of Education receive the report from Sussex County Public Schools.

Impact on Resources:

None

Timetable for Further Review/Action:

Sussex County Public Schools will provide monthly and quarterly data as required to the Office of School Improvement.

Lead Turnaround Action Plan for Chambliss Elementary School | 2010

RFP Item	Who	Will do what	Target/ Completion Dates	Completion Evidence	Evidence of Effectiveness
Develop constructive relationships with existing school personnel.	Dr. Harris, SCPS Superintendent Simmie Raiford (CE)*	Introduce the turnaround concept, introduce the CE representative	August 12 th	The board will have received the relevant information and had the opportunity to ask questions	The board will understand the project and be fully supportive of it.
Develop constructive relationships with existing school personnel.	Dr. Harris, SCPS Superintendent	Explain turnaround background to the leadership teams	August 20 th 1pm	The leadership team will have heard the message.	The leadership team will be committed to the turn around concept and fully supportive of it.
Develop constructive relationships with existing school personnel.	Diane Brown, School Principal	Will introduce what this means to the leadership teams	August 20 th 1pm	The leadership team will have heard the message.	The leadership team will be committed to the turn around concept and fully supportive of it.
Develop constructive relationships with existing school personnel.	CE* Representative	Give a short background to CE and the kind of input that will be provided. and the leadership team's role and responsibility.	August 20 th 1pm	The leadership team will have heard the message.	The leadership team will be committed to the turn around concept and fully supportive of it.
Develop constructive relationships with existing school personnel.	Diane Brown, School Principal and CE* Representative	Explain turnaround to the teachers	August 23 rd 1pm	The teachers will have heard the message.	The teachers will be committed to the turn around concept and fully supportive of it.

*Cambridge Education

Lead Turnaround Action Plan for Chambliss Elementary School | 2010

RFP Item	Who	Will do what	Target/ Completion Dates	Completion Evidence	Evidence of Effectiveness
Develop constructive relationships with existing school personnel.	Diane Brown, School Principal and Ian Nelson (CE)*	Explain turnaround to parents	September 15 th Chambliss 6 p.m.	The parents will have heard the message.	The parents who have heard the message will be supportive and become ambassadors for the turn around project with other parents.
Develop constructive relationships with existing school personnel.	Ian Nelson (CE)*	Be introduced to students	September 9 th 9am Chambliss	The students will have heard the reasons for his involvement.	He will have established a rapport with students and begun to gain their confidence.
Evaluate teacher and leader performance and outcomes and make staffing recommendations accordingly.	John Francis (CE)*	Run a one day ECO course for Principals and Asst. Principals	August 17 th 9am to 3pm for both Chambliss and Sussex	The senior staff will have attended teacher evaluation training.	Senior staff will become more rigorous in evaluating teachers in classrooms.
Organize programming to engage students' sense of adventure, camaraderie, and competition. Promote student motivation for learning.	Rob Ramsdell (CE)*	Tripod surveys of staff students and parents	By the end of September , 2010	Surveys of students, staff and parents will have been carried out.	The school will have a clear understanding of the perception of those stakeholders and be in a stronger position to act upon them.

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Lead Turnaround Action Plan for Chambliss Elementary School | 2010

RFP Item	Who	Will do what	Target/ Completion Dates	Completion Evidence	Evidence of Effectiveness
Promote student motivation for learning.	Terri Singleton(CE)*	Run motivated classroom course	Between August 30 th and September 1 st at Chambliss 8am to 2pm	Teachers will have attended the course.	Teachers will have a better understanding of how to motivate their students and feel confident about introducing some of the strategies from the course, including the effective use of Assessment for Learning techniques.
Develop and engage teachers and the leader in professional development aligned to programmatic goals.	David Jacobson (CE)*	Begin the Common Priorities program by meeting with teachers	September 9 th 3:40 Chambliss	The teachers will have been introduced to the program.	Teachers will begin to align their curriculum to ensure power standards are fully covered to accelerate student achievement.

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Lead Turnaround Action Plan for Sussex Central Middle School | 2010

RFP Item	Who	Will do what	Target/ Completion Dates	Completion Evidence	Evidence of Effectiveness
Develop constructive relationships with existing school personnel.	Dr. Harris, SCPS Superintendent	Introduce the turnaround concept, introduce the CE representative	August 12th	The board will have received the relevant information and had the opportunity to ask questions	The board will understand the project and be fully supportive of it.
Develop constructive relationships with existing school personnel.	John Francis (CE)*	Explain CE's role	August 12th	Same as above	Same as above
Develop constructive relationships with existing school personnel.	Dr. Harris, SCPS Superintendent	Explain turnaround background to the leadership teams AM one school PM the other	August 20th 10 Am Sussex	The leadership team will have heard the message.	The leadership team will be committed to the turn around concept and fully supportive of it.
Develop constructive relationships with existing school personnel.	Adriene Stephenson, School Principal	Will introduce what this means to the leadership teams	August 20 th 10 Am Sussex	The leadership team will have heard the message.	The leadership team will be committed to the turn around concept and fully supportive of it.
Develop constructive relationships with existing school personnel.	Simmie Raiford (CE)	Give a short background to CE and the kind of input that will be provided. and the leadership team's role and responsibility.	August 20 th 10 Am Sussex	The leadership team will have heard the message.	The leadership team will be committed to the turn around concept and fully supportive of it.

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Lead Turnaround Action Plan for Sussex Central Middle School | 2010

RFP Item	Who	Will do what	Target/ Completion Dates	Completion Evidence	Evidence of Effectiveness
Develop constructive relationships with existing school personnel.	Principal and Ian Nelson (CE)	Explain turnaround to the teachers	August 23 rd	The teachers will have heard the message.	The teachers will be committed to the turn around concept and fully supportive of it.
Develop constructive relationships with existing school personnel.	Adriene Stephenson, School Principal and Ian Nelson (CE)	Explain turnaround to parents	September 14 th Sussex 6pm	The parents will have heard the message.	The parents who have heard the message will be supportive and become ambassadors for the turn around project with other parents.
Develop constructive relationships with existing school personnel.	Ian Nelson (CE)	Attend state of the union day and be introduced to students	September 10 th 10am Sussex	The students will have heard the reasons for his involvement.	He will have established a rapport with students and begun to gain their confidence.
Evaluate teacher and leader performance and outcomes and make staffing recommendations accordingly.	John Francis (CE)	Run a one day ECO course for Principals and APs	August 17 th 9am to 3pm Chambliss and Sussex	The senior staff will have attended teacher evaluation training.	Senior staff will become more rigorous in evaluating teachers in classrooms.

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Lead Turnaround Action Plan for Sussex Central Middle School | 2010

RFP Item	Who	Will do what	Target/ Completion Dates	Completion Evidence	Evidence of Effectiveness
Organize programming to engage students' sense of adventure, camaraderie, and competition. Promote student motivation for learning.	Rob Ramsdell (CE)	Tripod surveys of staff students and parents	By the end of September	Surveys of students, staff and parents will have been carried out.	The school will have a clear understanding of the perception of those stakeholders and be in a stronger position to act upon them.
Promote student motivation for learning.	Terri Singleon (CE)	Run motivated classroom course	August 25 th 8am to 2pm	Teachers will have attended the course.	Teachers will have a better understanding of how to motivate their students and feel

*Cambridge Education

**VIRGINIA BOARD OF EDUCATION
SUSSEX COUNTY SCHOOL BOARD**

**MEMORANDUM OF UNDERSTANDING
Goals and Expected Outcomes
School Years 2009-2011**

Background

The Standards of Quality require local school boards to maintain fully accredited schools and to take corrective actions for schools that are not fully accredited.

§ 22.1-253.13:3. Standard 3. Accreditation, other standards and evaluation.

...Each local school board shall maintain schools that are fully accredited pursuant to the standards of accreditation as prescribed by the Board of Education. Each local school board shall review the accreditation status of all schools in the local school division annually in public session. Within the time specified by the Board of Education, each school board shall submit corrective action plans for any schools within its school division that have been designated as not meeting the standards as approved by the Board.

The Regulations Establishing Standards for Accrediting Public Schools in Virginia (SOA), adopted by the Board in July 2009, Section 8 VAC 20-131.315 requires school divisions with Accreditation Denied schools to enter into a Memorandum of Understanding (MOU) with the Virginia Board of Education (VBOE) and implement a corrective action plan to improve student achievement in the identified schools.

8 VAC 20-131-315. Action requirements for schools that are denied accreditation.

B. Any school rated Accreditation Denied in accordance with 8 VAC 20-131-300 shall be subject to actions prescribed by the Board of Education and affirmed through a memorandum of understanding between the Board of Education and the local school board. The local school board shall submit a corrective action plan to the Board of Education for its consideration in prescribing actions in the memorandum of understanding within 45 days of the notification of the rating. The memorandum of understanding shall be entered into no later than November 1 of the academic year in which the rating is awarded.

The local board shall submit status reports detailing implementation of actions prescribed by the memorandum of understanding to the Board of Education. The status reports shall be signed by the school principal, division superintendent, and the chair of the local school board. The school principal, division superintendent, and the chair of the local school board may be required to appear before the Board of Education to present status reports.

School Division Goals and Performance Objectives

The Sussex County School Board and central office staff will implement key priorities for improving student achievement at Ellen W. Chambliss Elementary School and Sussex Central Middle School ensuring alignment of resources with these priorities for improving student achievement, and holding the board and staff accountable for results. These priorities must align with the expectations in this memorandum of understanding (MOU) and the following areas of focus:

- Shared Leadership Between the Central Office and School to Raise Student Achievement
- Teacher Quality

Since Sussex County Public Schools continues to have schools *Accredited with Warning* and in *Accreditation Denied* status, the MOU for division-level academic review will serve as the MOU to satisfy Section 8 VAC 20-131-315.

The following performance objectives are established.

Shared Leadership Between the Central Office and School

1. The central office staff and principals under the direction of the superintendent will plan, implement and monitor a new basal reading program (Scott Foresman). The central office leadership team and principal will continue to implement and monitor the mathematics program (Saxon Mathematics).
2. The central office staff and principals under the direction of the superintendent will provide monthly written reports on the implementation of reading and mathematics initiatives at Ellen W. Chambliss Elementary School and Sussex Central Middle School to include activities planned, activities completed, timelines, participation targets, and student outcomes to the Sussex County School Board and the Department of Education.
3. The central office staff and principal under the direction of the superintendent will meet monthly with the assigned auditor as well as reading and mathematics consultants to discuss the implementation of the reading and mathematics program at Ellen W. Chambliss Elementary School. The auditor will clear all appointments to visit the school with the superintendent in advance of the visit. Governance meetings will take place as scheduled by the superintendent and will be limited to after school whenever possible.
4. The central office staff and principals under the direction of the superintendent will implement a data monitoring process with accountability for results and link school and division professional development to improving student achievement as supported by assessment results and other data.
5. At the request of the principal, a Partnership for Achieving Successful Schools (PASS) coach will continue working at Sussex Central Middle School.

6. Using the quarterly report approved by the Department of Education, the central office staff and principals under the direction of the superintendent will provide the department data as required and will include recommendations for modifications to the corrective action plan that demonstrate accountability for results.

Teacher Quality

1. The central office staff and principals under the direction of the superintendent will develop and monitor individual action plans to reduce provisional license.
2. Sussex County Public Schools will commit to hiring personnel who are the most qualified for the position vacancy.
3. Sussex County Public Schools will provide written reports as requested by the Virginia Board of Education (as needed and appropriate) on current instructional vacancies, number of teachers on provisional licenses, and progress on individual action plans to reach full licensure.

Status Reports to the Virginia Board of Education

A corrective action plan will be submitted as required to the Virginia Board of Education as required in 8 VAC 20-131-315 of the *Regulations Establishing Standards for Accrediting Public Schools in Virginia* for Ellen W. Chambliss Elementary School.

8 VAC 20-131-315. Action requirements for schools that are denied accreditation.

A. Any school rated Accreditation Denied in accordance with 8 VAC 20-131-300 shall be subject to actions prescribed by the Board of Education and shall provide parents of enrolled students and other interested parties with the following:

1. Written notice of the school's accreditation rating within 30 calendar days of the notification of the rating from the Department of Education;
2. A copy of the school division's proposed corrective action plan, including a timeline for implementation, to improve the school's accreditation rating; and
3. An opportunity to comment on the division's proposed corrective action plan.

Such public comment shall be received and considered by the school division prior to finalizing the school's corrective action plan and a Board of Education memorandum of understanding with the local school board.

The Sussex County School Board will provide a summative report on progress made in meeting or exceeding MOU agreements and expectations to the Virginia Board of Education and the Department of Education, as requested.

Authorizations

I (We) agree to work collaboratively to implement the requirements of the memorandum of understanding (MOU) for the purpose of improving student achievement in Sussex County Public Schools.

<p>Printed Name: <u>Gloria Holloman</u></p> <p>Title: Chair, Sussex County School Board</p> <p>Signature: <u>Gloria Holloman</u></p> <p>Date: <u>11-17-09</u></p>	<p>Printed Name: <u>Charles H. Harris, III</u></p> <p>Title: Superintendent, Sussex County Public Schools</p> <p>Signature: <u>Charles H. Harris III</u></p> <p>Date: <u>10-20-09</u></p>
<p>Printed Name: <u>Mark Enblidge</u></p> <p>Title: President, Virginia Board of Education</p> <p>Signature: <u>Mark Enblidge</u></p> <p>Date: <u>October 1, 2009</u></p>	<p>Printed Name: <u>Patricia I. Wright</u></p> <p>Title: Superintendent of Public Instruction</p> <p>Signature: <u>Patricia I. Wright</u></p> <p>Date: <u>12-7-09</u></p>