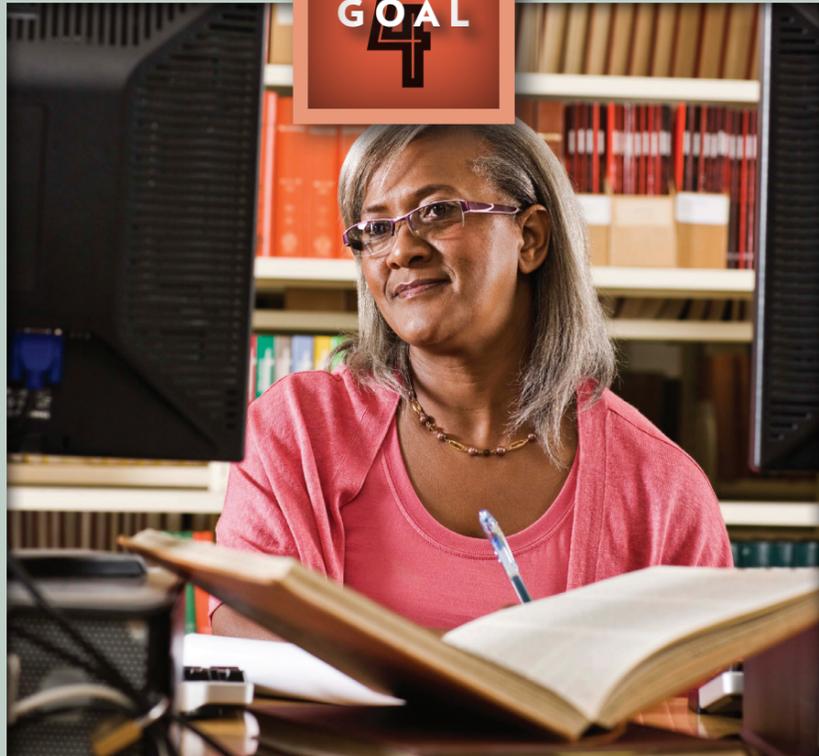


GOAL
4



PROFESSIONAL DEVELOPMENT

IMPLEMENT A PLAN that ensures 100 percent of adult education program managers, teachers, and data management staff from OAEL-funded programs participate in annual quality professional development that supports continuous program improvement by June 2017.

OBJECTIVES

G4.01	Prepare and disseminate a set of guidelines and requirements for professional development plans to be submitted annually by all grant applicants.
G4.02	Adopt criteria and a process to evaluate, approve, and credit in OAEL's monitoring and evaluation program professional development delivered to staff of OAEL-funded programs by non-OAEL-funded training providers.
G4.03	Review, refine, and restructure the OAEL-funded professional development system so that it is fully aligned with OAEL priorities.
G4.04	Provide annual, targeted professional development and technical assistance to OAEL-funded programs that is based on regional trends and programmatic needs identified in monitoring and evaluation reports.

GOAL
5



MONITORING and EVALUATION

MONITOR AND EVALUATE 100 percent of programs every five years to identify program strengths and weaknesses and for compliance with federal and state policy and funding requirements by June 2017.

OBJECTIVES

G5.01	Develop and disseminate new criteria and processes for performing periodic desk audits of program performance and financial management.
G5.02	Conduct semi-annual desk audits and issue annual performance report cards for 100 percent of OAEL-funded programs.
G5.03	Require 100 percent of OAEL-funded adult education programs that do not reach all federal and state performance targets to submit an annual program improvement plan.
G5.04	Complete a comprehensive, site-visit evaluation of 100 percent of OAEL-funded adult education programs.

VIRGINIA DEPARTMENT of EDUCATION
OFFICE of ADULT EDUCATION and LITERACY

ADVANCING WORK FORCE READINESS:
ADULT EDUCATION and
LITERACY for 21st CENTURY VIRGINIA

A STRATEGIC PLAN
for 2012-2017



VISION

Every Virginian is prepared with the knowledge, skills, and credentials necessary to excel in the 21st century economy.

MISSION

As a partner in Virginia's work force development system, the Office of Adult Education and Literacy strengthens the Commonwealth's economy by supporting innovative, effective educational programs that prepare individuals for college, careers, and responsible citizenship.



www.doe.virginia.gov/instruction/adulted/index.shtml

1
GOAL



PROGRAM MANAGEMENT and INSTRUCTIONAL STANDARDS

DEVELOP AND IMPLEMENT STANDARDS for adult education program management, teacher quality, and instructional content with corresponding measures for monitoring and evaluating their implementation in OAEL-funded adult education programs by June 2017.

OBJECTIVES

G1.01	Update, finalize, and disseminate Virginia's content standards for English for Speakers of Other Languages for use by OAEL-funded adult education programs.
G1.02	Develop and disseminate adult education program management standards to establish expectations for the administration and operation of OAEL-funded adult education programs.
G1.03	Endorse the College and Career Readiness Standards for Adult Education, and develop and disseminate content standards for English Literacy and Civics Education (EL/Civics).
G1.04	Develop and disseminate teacher quality standards to establish expectations for teacher qualifications, training, and classroom practices in OAEL-funded adult education programs.
G1.05	Develop and implement corresponding professional development for adult education program managers and teachers for each phase of standards implementation.
G1.06	Develop measures to monitor and evaluate each phase of standards implementation.

2
GOAL



RECRUITMENT, RETENTION, and REPORTING

INCREASE AND IMPROVE recruitment, retention, and reporting efforts to ensure that OAEL-funded programs meet or exceed their enrollment and retention targets by June 2017.

OBJECTIVES

G2.01	One hundred percent of OAEL-funded programs will meet or exceed their enrollment and retention targets.
G2.02	Develop and manage an annual, statewide adult education outreach and recruitment campaign that will increase enrollments in ABE, ASE, ESOL, and EL/Civics classes held by OAEL-funded adult education programs.
G2.03	Track 100 percent of services provided by 100 percent of OAEL-funded programs by expanding the capacity of the SSWS data system and refining local and regional adult education program data reporting processes.
G2.04	Develop and implement corresponding professional development and technical assistance for adult education program managers, teachers, and data management staff to ensure accurate and complete data reporting into the SSWS data system.
G2.05	Research, develop, and implement a student retention program to ensure an annual retention rate of 80 percent or higher.

3
GOAL



CAREER PATHWAYS

ONE HUNDRED PERCENT of students enrolled in AEFLA-funded programs will participate in career pathways activities that prepare them with the college and career planning, academic, and basic work force skills they will need to successfully transition into college and careers by June 2017.

OBJECTIVES

G3.01	Prepare and disseminate a set of guidelines and requirements for career pathways plans to be submitted annually by all grant applicants.
G3.02	One hundred percent of students seeking employment or post-secondary education and training will use the Virginia Wizard or other appropriate college and career readiness planning tool.
G3.03	Facilitate partnerships and implement projects at the state, regional, and local levels to ensure that 100 percent of OAEL-funded adult education programs will actively participate in the planning and service delivery in their respective workforce investment boards.
G3.04	Build program capacity and set policy so that 100 percent of OAEL-funded adult education programs will operate at least one integrated education and training program in which students develop the essential basic and workplace skills necessary to gain entry-level jobs in targeted industries.