| **Virginia Board of Education Agenda Item** | **Seal of the Commonwealth of Virginia and Virginia Board of Education Agenda Item** |
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# Agenda Item: H

## Date: March 22, 2018

### Title: First Review of Division-Level Memorandum of Understanding for Greensville County Public Schools

#### Presenter: Mrs. Beverly W. Rabil, Director, Office of School Improvement, Division of Student Assessment and School Improvement

##### **Email:** [**Beverly.Rabil@doe.virginia.gov**](mailto:Beverly.Rabil@doe.virginia.gov) **Phone: (804) 225-2865**

## Purpose of Presentation:

Action required by Board of Education regulation.

## Executive Summary:

The following chart contains an overview of school accreditation data for Greensville County Public Schools for the current school year and the previous two school years. **Attachment A1** contains achievement data for each Greensville County school.

| **School Year** | **Number of Schools Not Fully**  **Accredited**  **First Year** | **Number of Schools Not Fully**  **Accredited**  **Second Year** | **Number of Schools Not Fully**  **Accredited**  **Third Year** | **Number of Partially Accredited: Reconstituted Schools** | **Number of Schools Denied Accreditation** | **Total Number Not Fully Accredited** | **Total Number of Schools** | **Percent Not Fully Accredited** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2017- 2018 | 0 | 0 | 0 | 0 | 3 | 3 | 4 | 75% |
| 2016- 2017 | 0 | 0 | 0 | 1 | 2 | 3 | 4 | 75% |
| 2015- 2016 | 0 | 0 | 3 | 0 | 0 | 3 | 4 | 75% |

Note: One school is Fully Accredited in 2017-2018 under legislation passed by the 2016 General Assembly. This legislation states that schools that have been fully accredited for three years will be fully accredited for three more years. This school was fully accredited in 2013-2014, 2014-2015 and 2015-2106 so it will be fully accredited through 2018-2019. However, this school has not met the accreditation benchmarks in mathematics for two consecutive years (2016-2017 and 2017-2018.)  
  
During the 2016-2017 school year, the following technical assistance was provided to Greensville County by the Virginia Department of Education: instructional diagnostic visit, division-level asset mapping, review of lesson plan alignment resulting in two professional development sessions on lesson alignment, and the services of a contractor assigned by the Office of School Improvement. Triannual meetings were conducted with principals from three schools and division leaders to review evidence of progress on the essential actions in the Reconstitution Agreement Plan and Corrective Action Plans.  
  
In September 2017, the Virginia Board of Education approved the request for a division-level review in Greensville County Public Schools. In preparation for the review, Office of School Improvement (OSI) staff provided training on the division-level review tool to Greensville County Public Schools staff on November 7, 2017. A team of Virginia Department of Education (VDOE) staff conducted the onsite review from December 5, 2017 through December 8, 2017. The division-level review focused on the following five categories: Academics and Student Success, Leadership and Governance, Operations and Governance, Human Resource Leadership, and Community Relations and Communications. These categories are noted as the key priority areas in the Memorandum of Understanding (MOU) and are the five areas for developing essential actions in the Corrective Action Plan.

Following the division-level review, the Memorandum of Understanding for Greensville County Public Schools, **Attachment A2**, was developed. Essential actions for the division Corrective Action Plan are developed based upon the review of artifacts for each of the five focus areas in the division-level review tool. The Corrective Action Plan will come before the Virginia Board of Education once work between OSI and Greensville County school leaders and the Greensville County Public Schools stakeholder process have been completed.

The division-level Memorandum of Understanding (MOU) for Greensville County Public Schools supports the Board of Education’s 2018-2023 Comprehensive Plan Priority 3: Ensure successful implementation of the *Profile of a Virginia Graduate* and the accountability system for school quality as embodied in the revisions to the *Standards of Accreditation*.

Action Requested:

Action will be requested at a future meeting. Specify anticipated date below:

April 26, 2018

## Superintendent’s Recommendation:

The Superintendent of Public Instruction recommends the Board of Education receive for first review the division-level Memorandum of Understanding for Greensville County Public Schools.

## Previous Review or Action:

Previous review and action. Specify date and action taken below:

Date: September 28, 2017

Action: First Review of Request for Division-Level Review for Greensville County Public Schools-The Board waived first review and took action September 28, 2017.

## Background Information and Statutory Authority:

The Standards of Quality (SOQ) 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, assessments, and releases from state regulations.

…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.

…When the Board of Education determines 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 or other division-level action or inaction, 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 to the Board for approval a corrective action plan, consistent with criteria established by the Board setting forth specific actions and a schedule designed to ensure that schools within its school division achieve full accreditation status. If the Board determines that the proposed corrective action plan is not sufficient to enable all schools within the division to achieve full accreditation, the Board may return the plan to the local school board with directions to submit an amended plan pursuant to Board guidance. Such corrective action plans shall be part of the relevant school division's comprehensive plan pursuant to § 22.1-253.13:6.

## Timetable for Further Review/Action:

Final review of the Division-Level Memorandum of Understanding is expected at the April 26, 2018 Board meeting. Greensville County Public Schools staff and OSI staff will meet to finalize essential actions resulting from the division-level review. Greensville County Public Schools staff will work with stakeholders to develop a final Corrective Action Plan for the Board’s review and approval.

## Impact on Fiscal and Human Resources:

The contractors engaged by the Virginia Department of Education to support Greensville County Public Schools will be paid using existing state funds.

Attachment A1

**Belfield Elementary – VDOE State/Federal Accountability Data**

Grades: 05 - 05

Greensville County

**State Accountability - Accreditation Designation**

Accreditation is based on assessments taken in the previous year.

| **Year** | **Based on Statewide Assessments in** | **Accreditation Rating** | **Area(s) not Meeting Benchmark** |
| --- | --- | --- | --- |
| 2012-2013 | 2011-2012 | Fully Accredited | N/A |
| 2013-2014 | 2012-2013 | Accredited with Warning | English |
| 2014-2015 | 2013-2014 | Accredited with Warning | English, Mathematics |
| 2015-2016 | 2014-2015 | Partially Accredited: Improving School-Pass Rate | English, Mathematics, Science |
| 2016-2017 | 2015-2016 | Partially Accredited: Reconstituted School | English |
| 2017-2018 | 2016-2017 | Partially Accredited: Warned School-Pass Rate | English, Science |

**State Accreditation Pass Rates by Assessment Year**

| **Assessment Type** | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 |
| --- | --- | --- | --- | --- | --- | --- |
| English | Gr 3-5: 84% | \*45% | 51% | 62% | 66% | 62% |
| Graduation and Completion Index | N/A | N/A | N/A | N/A | N/A | N/A |
| History and Social Sciences | Gr 4-8: 99% | 88% | 87% | 86% | 92% | 87% |
| Mathematics | \*76% | 78% | 62% | 69% | 76% | 71% |
| Science | Gr 5-8: 92% | \*79% | 71% | 68% | 70% | 53% |

**Federal Accountability Status**

| **Year** | **Based on Statewide Assessments in** | **Federal Rating** | **Federal Status** |
| --- | --- | --- | --- |

**Federal Accountability Pass Rates by Assessment Year**

| **Assessment Type** | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 |
| --- | --- | --- | --- | --- | --- | --- |
| English: Reading | 89% | \*51% | 47% | 59% | 62% | 57% |
| English: Writing | 77% | 38% | 49% | N/A | N/A | N/A |
| History and Social Sciences | 98% | 88% | 86% | 85% | 90% | 86% |
| Mathematics | \*76% | 63% | 57% | 66% | 73% | 64% |
| Science | 91% | \*59% | 60% | 66% | 69% | 53% |

\*This data reflects the first administration of new Standards of Learning assessments based on new content standards.

**Edward W. Wyatt Middle - VDOE State/Federal Accountability Data**

Grades: 05 - 08

Greensville County

**State Accountability - Accreditation Designation**

Accreditation is based on assessments taken in the previous year.

| **Year** | **Based on Statewide Assessments in** | **Accreditation Rating** | **Area(s) not Meeting Benchmark** |
| --- | --- | --- | --- |
| 2012-2013 | 2011-2012 | Fully Accredited | N/A |
| 2013-2014 | 2012-2013 | Accredited with Warning | History and Social Sciences |
| 2014-2015 | 2013-2014 | Accredited with Warning | English, History and Social Sciences, Mathematics |
| 2015-2016 | 2014-2015 | Partially Accredited: Warned School-Pass Rate | English, Mathematics, Science |
| 2016-2017 | 2015-2016 | Accreditation Denied | English, Mathematics, Science |
| 2017-2018 | 2016-2017 | Accreditation Denied | English, Science |

**State Accreditation Pass Rates by Assessment Year**

| **Assessment Type** | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 |
| --- | --- | --- | --- | --- | --- | --- |
| English | Gr 6-8: 82% | \*76% | 61% | 63% | 59% | 58% |
| Graduation and Completion Index | N/A | N/A | N/A | N/A | N/A | N/A |
| History and Social Sciences | Gr 4-8: 70% | 68% | 68% | 83% | 82% | 80% |
| Mathematics | \*79% | 72% | 68% | 64% | 64% | 72% |
| Science | Gr 5-8: 85% | \*77% | 74% | 66% | 65% | 57% |

**Federal Accountability Status**

| **Year** | **Based on Statewide Assessments in** | **Federal Rating** | **Federal Status** |
| --- | --- | --- | --- |

**Federal Accountability Pass Rates by Assessment Year**

| **Assessment Type** | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 |
| --- | --- | --- | --- | --- | --- | --- |
| English: Reading | 81% | \*62% | 59% | 60% | 60% | 59% |
| English: Writing | 81% | 62% | 51% | 58% | 41% | 45% |
| History and Social Sciences | 70% | 67% | 67% | 82% | 82% | 80% |
| Mathematics | \*65% | 65% | 63% | 61% | 61% | 67% |
| Science | 86% | \*77% | 60% | 65% | 64% | 57% |

\*This data reflects the first administration of new Standards of Learning assessments based on new content standards.

**Greensville Elementary - VDOE State/Federal Accountability Data**

Grades: PK - 05

Greensville County

**State Accountability - Accreditation Designation**

Accreditation is based on assessments taken in the previous year.

| **Year** | **Based on Statewide Assessments in** | **Accreditation Rating** | **Area(s) not Meeting Benchmark** |
| --- | --- | --- | --- |
| 2012-2013 | 2011-2012 | Fully Accredited | N/A |
| 2013-2014 | 2012-2013 | Accredited with Warning | English |
| 2014-2015 | 2013-2014 | Accredited with Warning | English |
| 2015-2016 | 2014-2015 | Partially Accredited: Warned School-Pass Rate | English |
| 2016-2017 | 2015-2016 | Accreditation Denied | English |
| 2017-2018 | 2016-2017 | Accreditation Denied | English, Mathematics |

**State Accreditation Pass Rates by Assessment Year**

| **Assessment Type** | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 |
| --- | --- | --- | --- | --- | --- | --- |
| English | Gr 3-5: 77% | \*60% | 65% | 65% | 57% | 56% |
| Graduation and Completion Index | N/A | N/A | N/A | N/A | N/A | N/A |
| History and Social Sciences | Gr 3: 74%  Gr 4-8: 100% | 76% | 80% | 100% | 80% | N/A |
| Mathematics | \*80% | 70% | 71% | 75% | 71% | 62% |
| Science | Gr 3: 79% | \*76% | 81% | 100% | 81% | N/A |

**Federal Accountability Status**

| **Year** | **Based on Statewide Assessments in** | **Federal Rating** | **Federal Status** |
| --- | --- | --- | --- |
| 2017-2018 | 2016-2017 | Improvement Plan Required | Title I - School Wide Program |
| 2016-2017 | 2015-2016 | Title I Focus School | Title I - School Wide Program |
| 2015-2016 | 2014-2015 | Improvement Plan Required | Title I - School Wide Program |
| 2014-2015 | 2013-2014 | Improvement Plan Required | Title I - School Wide Program |
| 2013-2014 | 2012-2013 | Title I Focus School | Title I - School Wide Program |
| 2012-2013 | 2011-2012 | Title I Focus School | Title I - School Wide Program |

**Federal Accountability Pass Rates by Assessment Year**

| **Assessment Type** | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 |
| --- | --- | --- | --- | --- | --- | --- |
| English: Reading | 76% | \*59% | 63% | 60% | 55% | 53% |
| English: Writing | N/A | N/A | 100% | N/A | N/A | N/A |
| History and Social Sciences | 74% | 76% | 79% | 100% | 67% | N/A |
| Mathematics | \*60% | 58% | 67% | 71% | 65% | 59% |
| Science | 79% | \*76% | 80% | 100% | 67% | N/A |

\*This data reflects the first administration of new Standards of Learning assessments based on new content standards.

**Greensville County High - VDOE State/Federal Accountability Data**

Grades: 09 - 12

Greensville County

**State Accountability - Accreditation Designation**

Accreditation is based on assessments taken in the previous year.

| **Year** | **Based on Statewide Assessments in** | **Accreditation Rating** | **Area(s) not Meeting Benchmark** |
| --- | --- | --- | --- |
| 2012-2013 | 2011-2012 | Fully Accredited | N/A |
| 2013-2014 | 2012-2013 | Fully Accredited | N/A |
| 2014-2015 | 2013-2014 | Fully Accredited | N/A |
| 2015-2016 | 2014-2015 | Fully Accredited | N/A |
| 2016-2017 | 2015-2016 | Fully Accredited | Mathematics |
| 2017-2018 | 2016-2017 | Fully Accredited | Mathematics |

**State Accreditation Pass Rates by Assessment Year**

| **Assessment Type** | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 |
| --- | --- | --- | --- | --- | --- | --- |
| English | Gr 6-8: 96% | \*85% | 87% | 84% | 85% | 87% |
| Graduation and Completion Index | 89% | 88% | 87% | 92% | 88% | 85% |
| History and Social Sciences | Gr 4-8: 93% | 90% | 86% | 86% | 80% | 80% |
| Mathematics | \*85% | 78% | 70% | 70% | 59% | 52% |
| Science | Gr 5-8: 94% | \*90% | 87% | 85% | 81% | 74% |

**Federal Accountability Status**

| **Year** | **Based on Statewide Assessments in** | **Federal Rating** | **Federal Status** |
| --- | --- | --- | --- |

**Federal Accountability Pass Rates by Assessment Year**

| **Assessment Type** | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 |
| --- | --- | --- | --- | --- | --- | --- |
| English: Reading | 96% | \*85% | 92% | 90% | 81% | 66% |
| English: Writing | 91% | 84% | 81% | 77% | 74% | 66% |
| History and Social Sciences | 93% | 90% | 86% | 86% | 80% | 79% |
| Mathematics | \*66% | 78% | 70% | 70% | 59% | 49% |
| Science | 94% | \*90% | 87% | 85% | 82% | 74% |

\*This data reflects the first administration of new Standards of Learning assessments based on new content standards.

**Virginia Board of Education**

**Greensville County School Board**

**Memorandum of Understanding**

**Statutory Authority**

The Standards of Quality (SOQ) require local school boards to maintain *Accredited* schools and to take corrective actions for schools that are not *Accredited*.

Further, the SOQ provides the Board of Education with the authority to seek school division compliance with the SOQ.

§ 22.1.253.13:8   Compliance with SOQ

….When the Board of Education determines that a school division has failed or refused, and continues to fail or refuse, to comply with any such Standard, the Board may petition the circuit court having jurisdiction in the school division to mandate or otherwise enforce compliance with such standard, including the development or implementation of any required corrective action plan that a local school board has failed or refused to develop or implement in a timely manner.

§ [22.1-253.13:3](http://leg1.state.va.us/cgi-bin/legp504.exe?000+cod+22.1-253.13C3)**.** Standard 3. Accreditation, other standards, assessments, and releases from state regulations.

…When the Board of Education determines 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 or other division-level action or inaction, 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 to the Board for approval a corrective action plan, consistent with criteria established by the Board setting forth specific actions and a schedule designed to ensure that schools within its school division achieve full accreditation status. If the Board determines that the proposed corrective action plan is not sufficient to enable all schools within the division to achieve full accreditation, the Board may return the plan to the local school board with directions to submit an amended plan pursuant to Board guidance. Such corrective action plans shall be part of the relevant school division's comprehensive plan pursuant to § 22.1-253.13:6.

**Period of Enactment of the Memorandum of Understanding (MOU)**

The Memorandum of Understanding (MOU) between the Greensville County School Board and the Virginia Board of Education will be in place until all schools are *Accredited*. The MOU will be subject to annual review and revisions by the Virginia Board of Education.

For purposes of this MOU, the Greensville County School Board and the central office staff will adopt five key priorities and implement essential actions to comply with the Standards of Quality and improve student achievement.

1. Academics and Student Success
2. Leadership and Governance
3. Operations and Support Services
4. Human Resource Leadership
5. Community Relations and Communications

**Responsibilities of the Virginia Board of Education and Department of Education (VDOE):**

The Director of the Office of School Improvement will serve as the Superintendent of Public Instruction’s designee. A Chief Academic Officer (CAO) maybe assigned to Greensville County Public Schools to provide on-site support and monitoring of the implementation of the MOU and the corrective action plan. The CAO will report to the Director of the Office of School Improvement.

1. The Director of the Office of School Improvement (OSI) will coordinate with the CAO/OSI staff, division staff, and other VDOE offices to provide technical assistance in support of the MOU and corrective action plan.
2. The State Superintendent of Public Instruction and the State Board President will meet with the Local Board Chair and any other interested Greensville County School Board members at least twice per year to facilitate communication and regular updates. All meetings shall be conducted according to applicable Open Meeting Laws.
3. OSI staff will meet every two months with the Division Superintendent and appropriate staff to review progress in implementing the corrective action plan and to review quarterly data, including but not limited to, the following data points: student attendance, teacher attendance, student discipline reports, student transfer data, student intervention participation and progress by intervention type, number and quality of teacher observations and walkthroughs conducted per month, and local assessment data in English, math, history, and science. OSI staff may request additional data. Feedback on the steps taken by Greensville County Public Schools to implement the essential actions in the corrective action plan will be communicated by OSI staff via a written bi-monthly report provided to the Director of the Office of School Improvement, the Division Superintendent and the Greensville County School Board. Specific next steps will be developed as needed.
4. The CAO/OSI staff will provide administrative oversight over processes, procedures, and strategies that are implemented in support of the MOU and funded by federal and state funds.

4a. The CAO/OSI staff will review Greensville County Public Schools’ planned uses of selected local funds and will provide feedback to the Superintendent of Greensville County Public Schools on a quarterly basis. Any concerns resulting from this review and subsequent feedback will be reported to the Director of OSI.

4b. The CAO/OSI staff, in consultation with the Director of the Office of School Improvement, will review and approve planned uses and actual expenditures of selected state and federal funds. Approval from the CAO/OSI staff is required before purchase orders or contracts involving selected state and federal funding can be executed and requests for reimbursements can be made.

1. The CAO/OSI staff will work closely with school and division personnel to implement instruction aligned to the Standards of Learning. The CAO/OSI staff will review all recommendations regarding new or modified instructional programs. Recommendations must be submitted to the CAO/OSI staff no fewer than 10 business days prior to purchase or submission to the local board for approval. Approval from the CAO/OSI staff is required before purchase orders or contracts can be executed. Any proposed new or modified instructional program must be aligned with the results of a division or school-specific asset mapping exercise.
2. The CAO/OSI staff will review and approve all recommendations regarding hiring instructional (licensed) personnel prior to their submission to the local board for approval. Recommendations regarding hiring instructional personnel must be submitted to the CAO/OSI staff no fewer than 10 business days prior to the local board meeting. Criteria for approval will include at a minimum the confirmation of appropriate licensure (or eligibility for licensure) and endorsements for the intended position(s). No contract may be offered for a licensed position without the approval of the CAO/OSI staff.
3. The CAO/OSI staff will provide administrative oversight over processes, procedures, and strategies that are implemented in support of the MOU, through the corrective action plan, in the areas of human resources, operations and support services, and community relations and communications.
4. Modifications to the Memorandum of Understanding may be made by the Virginia Board of Education as a result of evidence of progress, evidence of lack of progress, or the identification of additional needs. The Greensville County School Board may make suggestions for changes in the MOU for consideration of approval by the Virginia Board of Education.

**Responsibilities of the Greensville County School Board and Greensville County Public Schools:**

1. Should a vacancy occur in the position of Division Superintendent while the MOU is in effect, the Greensville County School Board will provide the Superintendent of Public Instruction and the President of the Virginia Board of Education the names and credentials of its top three finalists to fill a vacancy of Division Superintendent or Interim Superintendent at least 5 business days prior to making an offer to the preferred candidate. The credentials of applicants must include evidence of requisite experience to lead successful school and division turnaround efforts.
2. The Greensville County School Board will direct the Division Superintendent and appropriate staff to meet every two months with the Office of School Improvement to review (1) artifacts that serve as evidence of the implementation of the required actions detailed in the corrective action plan; and (2) quarterly data that serve as evidence of progress made towards the attainment of the goals of the corrective action plan. Data points to be reviewed include, but are not limited to, the following: student attendance, teacher attendance, student discipline reports, student transfer data, student intervention participation and progress by intervention type, number and quality of teacher observations and walkthroughs conducted per month, and local assessment data in English, mathematics, history, and science. OSI staff may request additional data. Feedback on the steps taken by Greensville County Public Schools to implement the essential actions in the corrective action plan will be communicated by OSI staff via a written bi-monthly report provided to the Director of the Office of School Improvement, the Division Superintendent and the Greensville County School Board. Specific next steps will be developed as needed.
3. The Greensville County School Board will direct the Division Superintendent to provide the CAO/OSI staff documentation on planned uses of local funds. The CAO/OSI staff, in consultation with the Director of the Office of School Improvement, will review and approve planned uses and actual expenditures of state and federal funds. Approval from the CAO/OSI staff is required before purchase orders or contracts involving state and federal funding can be executed and requests for reimbursements can be made.
4. The Greensville County School Board will direct the Division Superintendent to consult with the CAO/OSI staff on all recommendations regarding new or modified instructional programs no fewer than 10 business days prior to purchase or submission to the local board for approval. Approval from the CAO/OSI staff is required before purchase orders or contracts can be executed. Any proposed new or modified instructional program must be aligned with the results of a division or school-specific asset mapping exercise.
5. The Greensville County School Board will direct the Division Superintendent to consult with the CAO/OSI staff assigned to the division on all recommendations regarding hiring instructional (licensed) personnel prior to being submitted to the local board for approval. Recommendations regarding hiring instructional personnel must be submitted to the CAO/OSI staff no fewer than 10 business days prior to the local board meeting. Criteria for approval will include at a minimum the confirmation of appropriate licensure (or eligibility for licensure) and endorsements for the intended position(s) and evidence of prior successful performance in increasing student achievement. (Note: Applicants new to the teaching field will provide evidence of high academic performance in their area of endorsement on their college transcripts.) No contract may be offered for a licensed position without the approval of the CAO/OSI staff.
6. The Greensville County School Board will direct the Division Superintendent to consult with the CAO/OSI staff on processes, procedures, and strategies that are implemented in support of the MOU, through the corrective action plan, in the areas of human resources, operations and support services, and community relations and communications.
7. The Greensville County School Board will approve a corrective action plan for the essential actions identified in the MOU and submit this plan to the Virginia Board of Education for review and approval at a time to be determined by the President of the Virginia Board of Education and Superintendent of Public Instruction. The Greensville County School Board will show evidence that the plan was shared with stakeholders for feedback and that this feedback was acted upon in the corrective action plan submitted to the Virginia Board of Education for approval.
8. The Greensville County School Board will direct the Division Superintendent to provide the local board monthly updates on the steps taken to complete the essential actions in the corrective action plan. The agenda and supporting materials will be submitted to the Virginia Department of Education Office of School Improvement on the next business day following the local board monthly update.
9. The Division Superintendent will direct appropriate division staff to participate in OSI-required technical assistance and other professional development identified by the Office of School Improvement, when invited, to support the implementation of strategies for improving student achievement in low-performing schools. The Division Superintendent will ensure that appropriate division staff implement with fidelity actions/next steps resulting from all technical assistance provided as a result of the MOU.
10. The Greensville County School Board and the Division Superintendent will appear before the Virginia Board of Education, as requested, to provide reports and answer questions about the implementation of the MOU and the corrective action plan.
11. All members of the Greensville County School Board and the Division Superintendent will participate at a minimum annually in board and superintendent professional development provided by the Virginia School Boards Association (VSBA) which focuses on their respective roles and responsibilities for school improvement (or for improving student achievement in challenged schools). The plans for this professional development will be developed by the VSBA and the agenda will receive prior approval from the Director of the Office of School Improvement. Meeting minutes that include the identification of next steps for implementation of the professional development will be sent to the Director of the Office of School Improvement, and will be reviewed at the bi-monthly meetings between the division Superintendent and the Director of OSI.
12. The Greensville County School Board will permit an OSI-selected representative to meet with the local board as an ex-officio, non-voting, participant should the division fail to have all of its schools *Accredited* by the beginning of the 2023-2024 school year. The OSI-selected representative will be expected to attend both public and closed session meetings unless his/her presence in a closed session would result in a conflict of interest.

**Additional Consequences for Non-Compliance**

Legislation by the 2016 General Assembly provides the Board with the following authority:

If the Board of Education has required a local school board to submit a corrective action plan pursuant to § [22.1-253.13:3](http://law.lis.virginia.gov/vacode/22.1-253.13:3/) A of the *Code of Virginia*, either for the school division pursuant to a division level review, or for any schools within its division that have been designated as not meeting the standards as approved by the Board of Education, the Superintendent of Public Instruction shall determine and report to the Board of Education whether each such local school board has met its obligation to develop and submit such corrective action plan(s) and is making adequate and timely progress in implementing the plan(s). Additionally, if an academic review process undertaken pursuant to § [22.1-253.13:3](http://law.lis.virginia.gov/vacode/22.1-253.13:3/) A , of the *Code of Virginia*, has identified actions for a local school board to implement, the Superintendent of Public Instruction shall determine and report to the Board of Education whether the local school board has implemented required actions. If the Superintendent certifies that a local school board has failed or refused to meet any of those obligations, the Board of Education shall withhold payment of some or all At-Risk Add-On funds otherwise allocated to the affected division pursuant to this allocation for the pending fiscal year. In determining the amount of At-Risk Add-On funds to be withheld, the Board of Education shall take into consideration the extent to which such funds have already been expended or contractually obligated. The local school board shall be given an opportunity to correct its failure and, if successful in a timely manner, may have some or all of its At-Risk Add-On funds restored at the Board of Education's discretion.

**Authorizations**

I (We) have reviewed and understand the work required to implement the requirements of the Memorandum of Understanding (MOU) for the purpose of improving student achievement in Greensville County Public Schools.

| Printed Name:  Title: Chairperson, Greensville County School Board  Signature:  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Printed Name:  Title: Superintendent, Greensville County Public Schools  Signature:  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
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| Printed Name:  Title: President, Virginia Board of Education  Signature:  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | Printed Name:  Title: Superintendent of Public Instruction  Signature:  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |