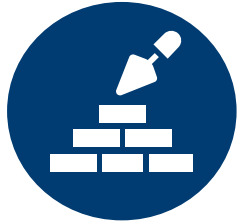# Overview of School Performance and Support Framework
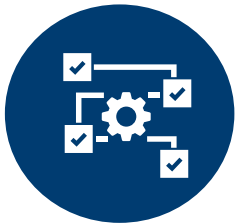
VIRGINIA DEPARTMENT OF EDUCATION

Purpose

Provide the foundation and overview of the School Performance and Support Framework

Describe the indexing and calculating process in the Elementary Model

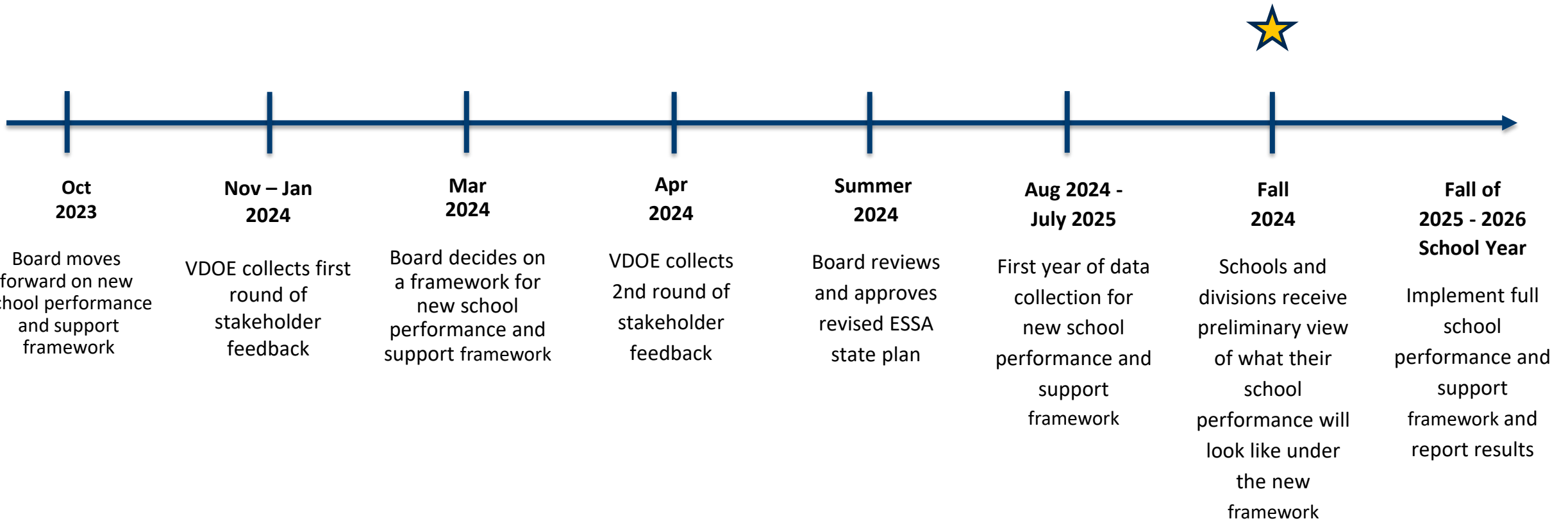Demonstrate how to locate and use available resources

Share next steps in implementation of the School Performance and Support Framework
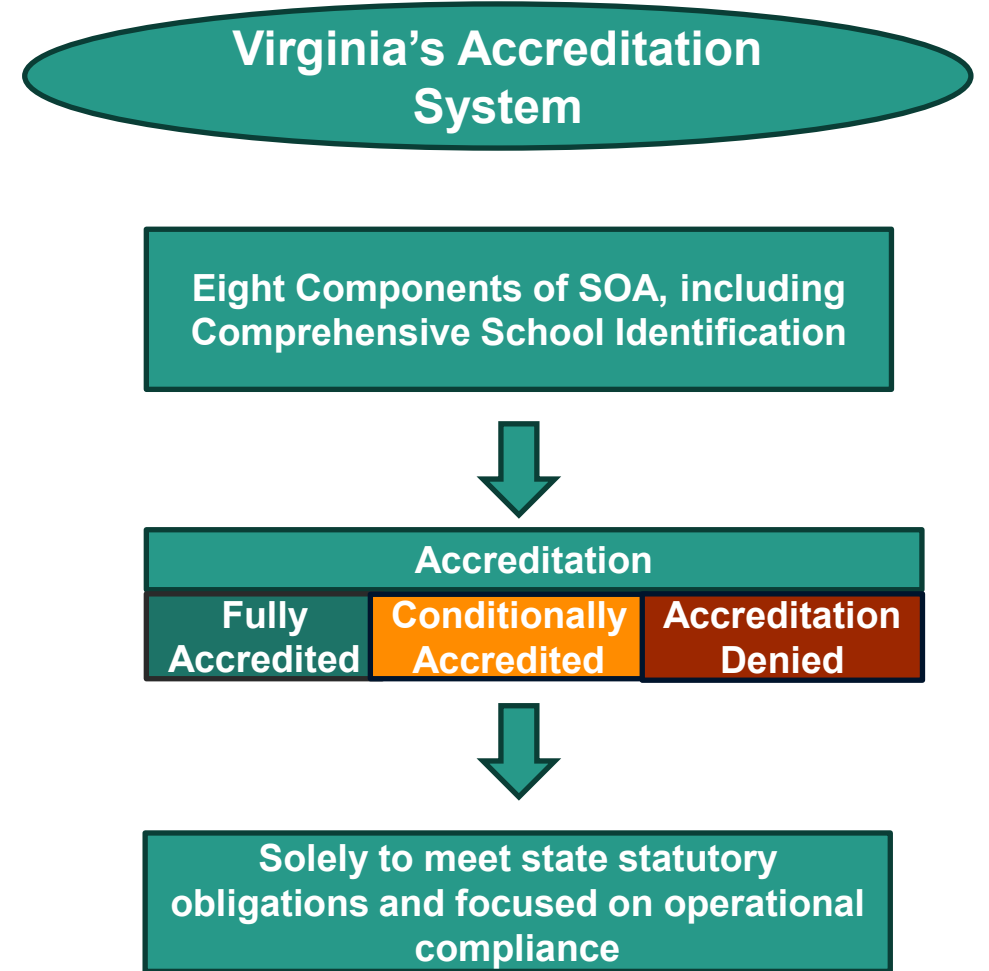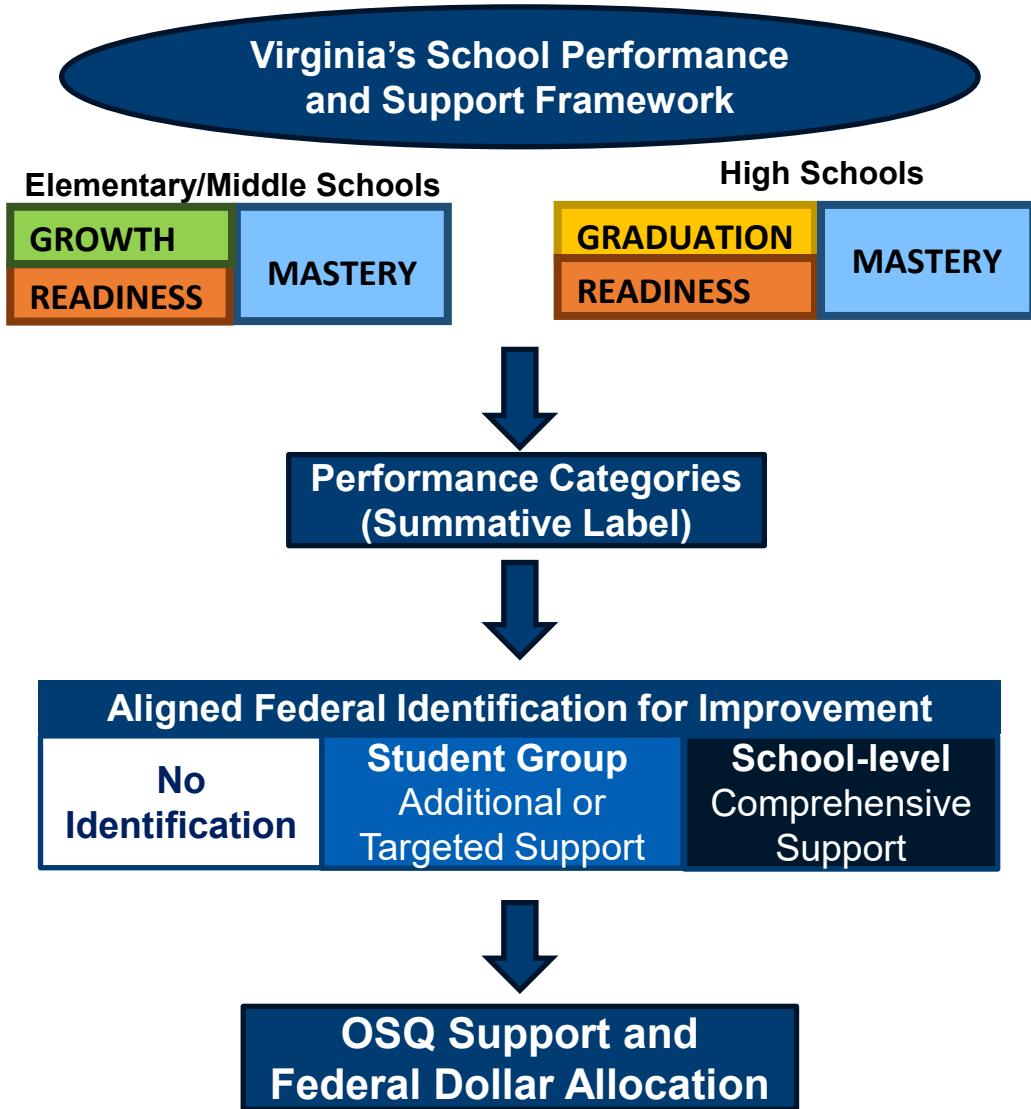
OVERALL GUIDING PRINCIPLES FOR THIS WORK

1. **The North Star is high expectations for every student.** Proficiency definitions will be set by benchmarking against the demands of Virginia employers and higher education, as well as against states who have the most rigorous definitions of proficiency in the nation.

2. **Transparency and access to actionable information** will be a hallmark of our approach and our new system.

3. Student academic growth and proficiency are both vital measures, but the **system must prioritize getting every student to proficiency/mastery**.

4. The purpose of accountability is **to build trust between schools, parents, and students through transparent, concrete, and easy to understand reporting.** We must provide necessary supports and work alongside schools in need of help.

5. **Stakeholder input is critical**. Teachers, parents, students, and education leaders will inform the Board's process to build a best-in-class accreditation and accountability (school performance) system.

VIRGINIA DEPARTMENT OF EDUCATION

Where we have been and where we are going

Oct 2023	Nov – Jan 2024	Mar 2024	Apr 2024	Summer 2024	Aug 2024 - July 2025	Fall 2024	Fall of 2025 - 2026 School Year
Board moves forward on new school performance and support framework	VDOE collects first round of stakeholder feedback	Board decides on a framework for new school performance and support framework	VDOE collects 2nd round of stakeholder feedback	Board reviews and approves revised ESSA state plan	First year of data collection for new school performance and support framework	Schools and divisions receive preliminary view of what their school performance will look like under the new framework	Implement full school performance and support framework and report results

ACCOUNTABILITY AND ACCREDITATION

Virginia's School Performance and Support Framework

Elementary/Middle Schools

GROWTH	MASTERY
READINESS	

High Schools

GRADUATION	MASTERY
READINESS	

Performance Categories (Summative Label)

Aligned Federal Identification for Improvement

No Identification	Student Group Additional or Targeted Support	School-level Comprehensive Support

OSQ Support and Federal Dollar Allocation

Virginia's Accreditation System

Eight Components of SOA, including Comprehensive School Identification

Accreditation

Fully Accredited	Conditionally Accredited	Accreditation Denied

Solely to meet state statutory obligations and focused on operational compliance

5

Virginia School Performance and Support Framework

Virginia's School Performance and Support Framework
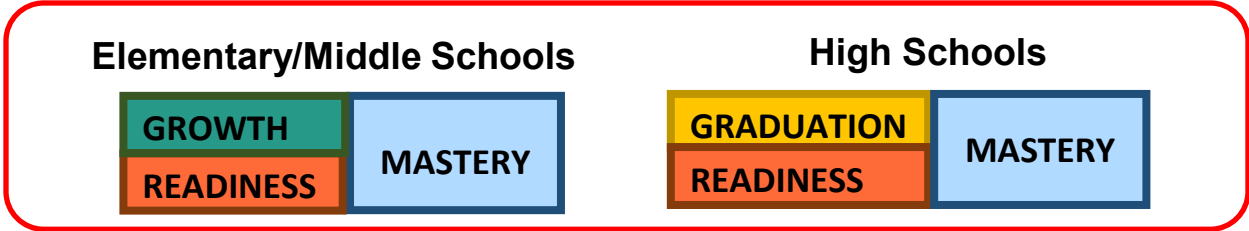
Elementary/Middle Schools

GROWTH
READINESS
MASTERY

High Schools

GRADUATION
READINESS
MASTERY

Performance Categories
(Summative Label)

Aligned Federal Identification for Improvement

| No Identification | Student Group Additional or Targeted Support | School-level Comprehensive Support |

OSQ Support and
Federal Dollar Allocation
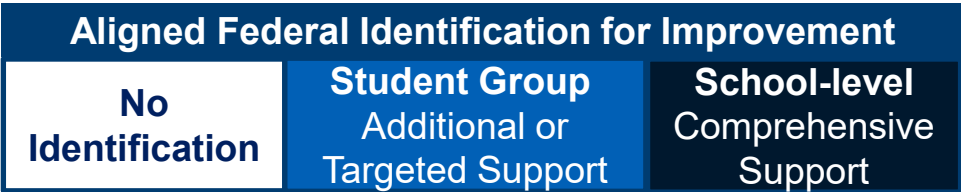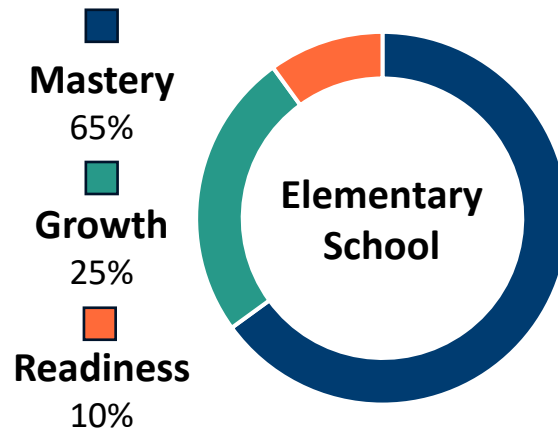
VIRGINIA DEPARTMENT OF
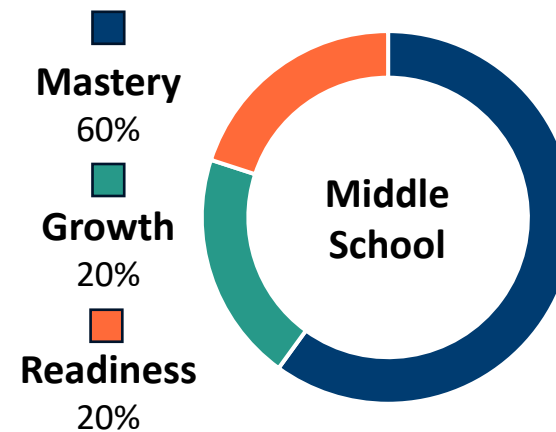EDUCATION

FRAMEWORK WEIGHTING

The School Performance and Support Framework is a weighted index.

This model allows easy translation into the number of points earned or a score.

All total scores will be out of 100, but component scores vary based on grade span.

Mastery 65%
Growth 25%
Readiness 10%

Elementary School

Mastery 60%
Growth 20%
Readiness 20%

Middle School

Mastery 50%
Graduation 15%
Readiness 35%

High School

Elementary Schools	
Mastery	65%
Growth	25%
Readiness	10%
Total	**100**

Middle Schools	
Mastery	60%
Growth	20%
Readiness	20%
Total	**100**
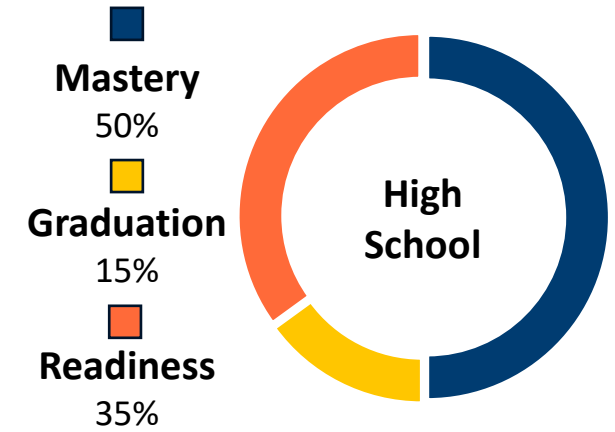
High Schools	
Mastery	50%
Graduation	15%
Readiness	35%
Total	**100**

INDICATORS WITHIN EACH COMPONENT

Elementary School

GROWTH 25%
- Reading Expected Growth: 12.5%
- Math Expected Growth: 12.5%

MASTERY 65%
- Reading SOL/VAAP tests: 22.5%
- Math SOL/VAAP tests: 22.5%
- Science SOL/VAAP tests: 10%
- Progress in English Language Proficiency: 10%

READINESS 10%
- Chronic Absenteeism: 5%
- 5 C's Performance Task: 5%

Chronic Absenteeism will be 10% in the first year.

Middle School

GROWTH 20%
- Reading Expected Growth: 10%
- Math Expected Growth: 10%

READINESS 20%
- Chronic Absenteeism: 5%
- Advanced Coursework: 7.5%
- 5 C's Career Performance Task: 7.5%

Chronic Absenteeism & Advanced Coursework will be 10% in the first year.

MASTERY 60%
- Reading SOL/VAAP tests: 20%
- Math SOL/VAAP tests: 20%
- Science SOL/VAAP tests: 10%
- Progress in English Language Proficiency: 10%

High School

GRADUATION 15%
- Federal Graduationn Indicator: 4-year Adjusted Cohort Rate

READINESS 35%
- Chronic Absenteeism: 5%
- 6-year Graduation Rate with Applied Studies: 5%
- Ready for Life 3E Framework: 25%

The Ready for Life 3E Framework focuses on students graduating high school ready for Enrollment, Employment, and/or Enlistment.

MASTERY 50%
- Reading SOL/VAAP tests: 15%
- Math SOL/VAAP tests: 15%
- Science SOL/VAAP tests: 10%
- Progress in English Language Proficiency: 10%

SOL: Standards of Learning
VAAP: Virginia Alternate Assessment Program
3E: Enrollment, Employment, and Enlistment

MASTERY COMPONENT

Mastery Index Weighting					
Grade Span	**Reading**	**Math**	**Science**	**English Language Progress**	**Total**
Elementary	22.5%	22.5%	10%	10%	65%
Middle	20%	20%	10%	10%	60%
High School	15%	15%	10%	10%	50%

Mastery Index Weighting and Example

Weighting	
Advanced Performance Level	1.25
Proficient Performance Level	1.0
Basic/Does not Meet Performance Level	0.75
Below Basic Performance Level	0.25
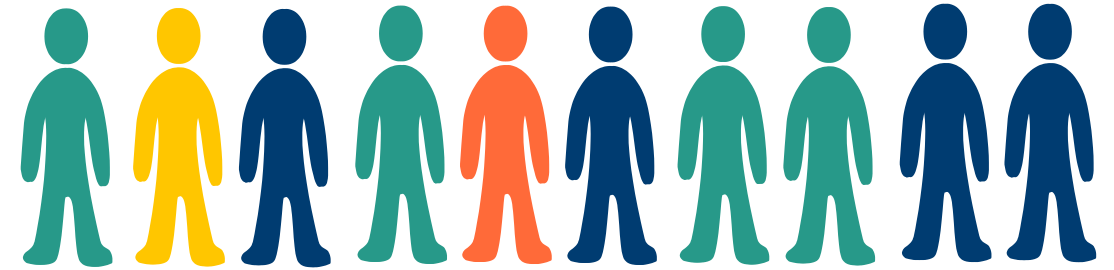
100 Students in a Middle School

40 score at the **Advanced** level
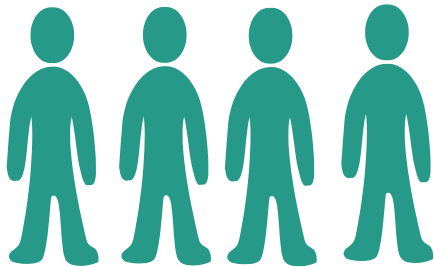
40 score at the **Proficient** level
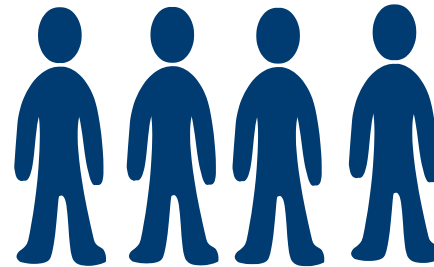
10 score at the **Basic** level

10 score at the **Below Basic** level

40 x **1.25** = 50

40 x **1.0** = 40

10 x **0.75** = 7.5

10 x **0.25** = 2.5

50 + 40 + 7.5 + 2.5 = 100 points

GROWTH COMPONENT

- Virginia's expected growth model (VVAAS) for Grades 4-8:
  - The numerator includes students who met or exceeded their expected growth.
  - Current data does not include data from VAAP, which assesses students with significant cognitive disabilities, but this will be included for the 2024-2025 school year.

Growth Weighting			
Grade Span	Math	Reading	Total
Elementary	12.5%	12.5%	25%
Middle	10%	10%	20%

Note: High school does not include a growth component.

READINESS COMPONENT: YEAR 1 & YEAR 2

Elementary Readiness Weighting

	Chronic Absenteeism	5 C's Performance Task	Total
Year 1 (2024 -2025)	10%	TBD 5%	10%
Year 2 (2025-2026) and beyond	5%	5%	10%

Middle School Readiness Weighting

	Chronic Absenteeism	Advanced Coursework	Career Exploration and 5 C's Performance Task	Total
Year 1 (2024 -2025)	10%	10%, Math only	TBD	20%
Year 2 (2025-2026) and beyond	5%	7.5% expanded to include Science and History/Social Science	7.5%	20%

High School Readiness Weighting

	Chronic Absenteeism	6-year Extended Year Graduation Rate with Applied Studies	Ready for Life: 3E Framework	Total
Year 1 (2024 -2025) and beyond	5%	5%	25%	35%

Year 2 adjustments require action by the Virginia Board of Education and revisions to Virginia's Plan under the Every Student Succeeds Act

High School: Ready for Life

The Three "E" Readiness Framework: Employment, Enlistment, **AND** Enrollment

THE 3E READINESS FRAMEWORK

- The 3E Readiness Framework:
  - Enrollment
  - Employment
  - Enlistment
- Index weighting based on rigor of experience, which is similar to the mastery index.
- Students/schools earn points for multiple experiences.

☑ **Employment** **AND** ☑ **Enrollment** **AND** ☑ **Enlistment**
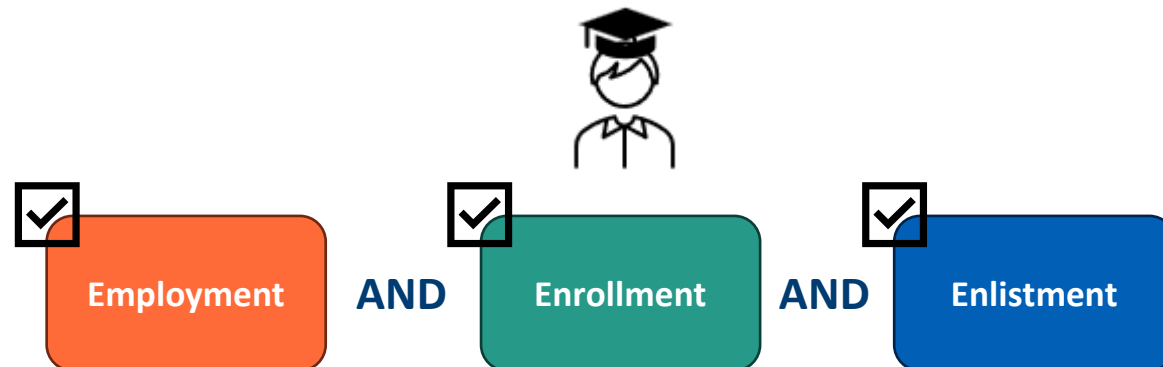
READY FOR LIFE: 3E FRAMEWORK

Enrollment

- **1.25 point**: Earning an associate's degree

- **1 point**: Earning 3+ credit-bearing, college ready* scores on exams, 3+ dual credit courses with a "B" grade, or an Early College Scholar certificate

- **0.75 point:** Earning 1-2 credit-bearing, college-ready* scores on AP, IB, Cambridge A/AS, or CLEP exam or passing 1-2 dual credit courses (3 credits) with a "B" grade

- **0.5 point:** Completing an AP, IB, Cambridge A/AS, or CLEP exam or dual credit course (3 credits) with a "C" grade

Employment

- **1 point**: CTE completer earning a state-approved industry recognized credential in a **high-demand, high wage** field as defined by VOEE*

- **0.75 point**: CTE completer who also earns a state-approved industry recognized credential in a **high-demand** field as defined by VOEE**

- **0.5 point**: CTE completer earning a state-approved industry recognized credential

Enlistment

- 1 point: AFQT (ASVAB) score of **65 or higher**

- 0.75 point: AFQT (ASVAB) **score of 50-64**

- 0.5 point: Meeting the minimum **Military Entrance Score (AFQT/ASVAB) of 31**

These scores are equivalent to the careers in employment component.

Ready for Life: Enrollment (Post Secondary)

1.25 point
Earning an **associate's degree**

1 point
Earning **3+ credit-bearing, college-ready* scores** on AP, IB, Cambridge A/AS, or CLEP exams, passing **3+ dual credit courses with a "B" grade**, or earning an **Early College Scholar** certificate

0.75 points
Earning **1-2 credit-bearing, college-ready* scores** on AP, IB, Cambridge A/AS, or CLEP exam or passing **1-2 dual credit courses (3 credits) with a "B" grade**

0.5 points
Completing an AP, IB, Cambridge A/AS, or CLEP exam or **dual credit course (3 credits) with a "C" grade**

*"College-ready" means receiving at least a 3 on an AP exam, a 4 on a higher-level IB exam, a 5 for a standard-level IB exam, an E on a Cambridge A/AS exam, or a 50 on CLEP exams.

All Virginia community colleges accept these exam scores for credit when the equivalent course is offered by the college. Most (80%) of Virginia's four-year public institutions also award credit for AP scores of 3 or higher in the majority of course subjects; however, standards for accepting credits at public four-year institutions can be department- and course-specific within each institution.

Ready for Life: Employment

1 point

CTE completer who also earns a state-approved **industry recognized credential in a [high-demand](#),** **high-wage field as defined by VOEE***

0.75 points

CTE completer who also earns a state-approved industry recognized **credential in a [high-demand](#) field as defined by VOEE****

0.5 points

CTE completer earning a state-approved **industry recognized credential**

Virginia is participating in the [LAUNCH Pathways](#), which will help further define the appropriate tiers for various industry recognized credentials.

**VDOE will be working with multiple work groups to better define work-based learning opportunities and incorporate that work into the employment section in the future.

READY FOR LIFE: ENLISTMENT

1 point

AFQT (ASVAB) score of 65 or higher

(This score is equivalent to careers in employment component)

0.75 points

AFQT (ASVAB) score of 50-64

(This score is equivalent to careers in employment component)

0.5 points

Meeting the minimum Military Entrance Score (AFQT/ASVAB) of 31

(This score is equivalent to careers in employment component)

*Minimum AFQT scores (based on four of the ten ASVAB subscores) vary for different branches of the military, and minimum composite scores across the ASVAB subscores vary for different military roles (e.g., combat vs. skilled technical).

JROTC will be considered as an option in the future for inclusion in the framework.

GRADUATION COMPONENT

- The 4-year adjusted cohort graduation rate captures all students who graduate on-time in four years with a Standard or Advanced diploma.

Graduation Weighting		
Grade Span	Federal Graduation Indicator 4-year Adjusted Cohort	Total
High School	15%	15%

Virginia's School Performance and Support Framework

Elementary/Middle Schools

| GROWTH | MASTERY |
| READINESS | |

High Schools

| GRADUATION | MASTERY |
| READINESS | |

Performance Categories (Summative Label)

Aligned Federal Identification for Improvement

| No Identification | **Student Group** Additional or Targeted Support | **School-level** Comprehensive Support |

OSQ Support and Federal Dollar Allocation

VIRGINIA DEPARTMENT OF EDUCATION

PERFORMANCE CATEGORIES

Distinguished	**On Track**	**Off Track**	**Needs Intensive Support**
Schools are exceeding the state's expectation for growth, achievement, and readiness.	Schools are meeting the state's expectation for growth, achievement, and readiness.	Schools are not meeting the state's expectation for growth, achievement, and readiness. Schools will receive additional support from VDOE.	Schools are significantly not meeting the state's expectation for growth, achievement, and readiness. Schools will receive more intensive support from VDOE in Fall 2025
90 points and above	**Between 80 to 89 points**	**Between 65 to 79 points**	**Below 65 points**

Schools that are federally identified as Targeted or Additional Targeted Support and Improvement will have their category lowered by one.

Virginia's School Performance and Support Framework

Elementary/Middle Schools

GROWTH
READINESS
MASTERY

High Schools

GRADUATION
READINESS
MASTERY

Performance Categories (Summative Label)

Aligned Federal Identification for Improvement

| No Identification | Student Group (Additional) Targeted Support | School-level Comprehensive Support |

OSQ Support and Federal Dollar Allocation

VIRGINIA DEPARTMENT OF EDUCATION

FEDERAL SCHOOL IDENTIFICATION

Based on federal requirements, three categories of schools are identified for support..

Comprehensive Support and Improvement School (CSI)

Title I Schools** struggling the most

Targeted Support and Improvement School (TSI)

Schools with **student group(s)** struggling the most

Additional Targeted Support and Improvement School (ATSI)

Schools that **consistently** have **student group(s)** that struggle "the most"

TIERED SCHOOL SUPPORT

Academic Supports

Professional Learning Supports

Virginia Support Framework

Staffing Supports

School Climate Supports

Tier 3
School and/or Division Focused Supports
Available to Comprehensive and Additional Targeted Schools and MOU Divisions

Tier 2
School Focused Supports
Available to Schools in certain performance categories and targeted support schools

Tier 1
Division Focused Supports
Available to All Divisions

Deeper Support
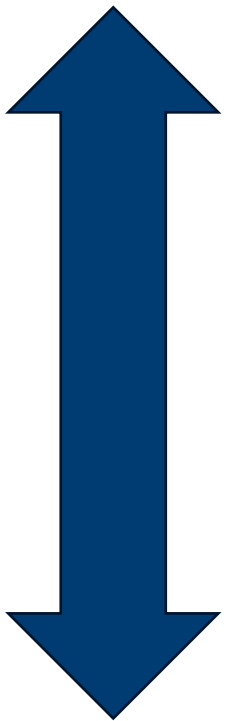
General Support

Calculating the Framework Performance

STAGES OF CALCULATIONS

The process to calculate indices has four stages:

1. Gather indicator data within each component
2. Calculate the indices for each applicable indicator
3. Calculate the component-level weights
4. Calculate the overall performance

STAGE 1: GATHER INDICATOR DATA

Components and Indicators

- Mastery
  - Reading SOL/VAAP Tests
  - Math SOL/VAAP Tests
  - Science SOL/VAAP Tests
  - Progress in English Language Proficiency using ACCESS tests
- Growth
  - Reading Expected Growth
  - Math Expected Growth
- Readiness
  - Chronic Absenteeism
  - Advanced Coursework (pending USED approval)
  - 6-year Extended Graduation Rate with Applied Studies
  - Ready for Life 3E Framework
  - Performance Tasks (Not used in year one.)
- Graduation
  - Federal Graduation Indicator: 4-year Adjusted Cohort Rate

Mastery

Weighting	
Pass/Advanced Performance Level	1.25
Pass/Proficient Performance Level	1.0
Fail/Basic/Does not Meet Performance Level	0.75
Fail/Below Basic Performance Level	0.25

Reading Performance: Grades 3-5					
Performance Level	No. of Students		Points	Total	Percent of Possible Points
Advanced	90	X	1.25	112.50	
Proficient	145	X	1	145	
Basic	45	X	0.75	33.75	
Below Basic	20	X	0.25	5	
Total	300			296.25	98.75

Percent of Possible Points=Points Earned/No. of Students X 100

Growth

Weighting	
Above 1 Standard Error (S.E.)	1.25
Expected to 1 S.E.	1.0
-1 S.E. to Less than Expected	0.50
Below -1 S.E.	0

Indicator: Reading Growth

Value	No. of Students	Points	Total	Percent of Possible Points
Above 1 Standard Error (S.E.)	112	1.25	140	
Expected to 1 S.E.	104	1	104	
-1 S.E. to Less than Expected	98	0.50	49	
Below -1 S.E.	51	0	0	
Total number of Students	365		293	80.27

Percent of Possible Points=Points Earned/No. of Students X 100

STAGE 2: CALCULATE INDICATOR INDICES

Ready for Life: 3E Framework

Readiness Component Indicator: Ready for Life- 3E Framework			
Enrollment			
Criteria	No. of Students	Points	Total
Earning an Associate's Degree	1	1.25	1.25
3+ credit-bearing, college-ready scores on exams; 3+ dual credit courses with minimum of "B" grade, or an Early College Scholar certificate	133	1	133.00
1-2 credit-bearing, college-ready* scores on exams, or passing 1-2 dual credit courses (3 credits) with a minimum of "B" grade	110	0.75	82.50
Completing an AP, IB, Cambridge A/AS, or CLEP exam or dual credit course (3 credits) with a "C" grade	26	0.50	13.00
Totals	270		229.75

STAGE 3: CALCULATE THE COMPONENTS

Component: Mastery Index

Indicator	Points Earned	No. of Students	Percent of Possible Points	Weight	Index Value
Reading Performance	296.25	300	98.75	22.5%	22.22
Math Performance	305	315	96.83	22.5%	21.79
Science Performance	108	118	91.53	10%	9.15
English Learner Progress	15	20	75	10%	7.5

Calculation:
- Percent of Possible Points= Points earned/Students X 100
- Index Value= Percent of Possible Points X Weight

STAGE 4: CALCULATION OVERALL PERFORMANCE

Component: Mastery

Indicator	Points Earned	No. of Students	Percent of Possible Points	Weight	Index Value
Reading Performance	296.25	300	98.75	22.5%	22.22
Math Performance	305	315	96.83	22.5%	21.79
Science Performance	108	118	91.53	10%	9.15
English Learner Progress	15	20	75	10%	7.5
Total				65%	60.66

Component: Growth

Indicator	Points Earned	No. of Students	Percent of Possible Points	Weight	Index Value
Reading	293	365	80.27	12.5%	10.03
Math	309.75	372	83.27	12.5%	10.41
Total				25%	20.44

STAGE 4: CALCULATE OVERALL PERFORMANCE

Component: Readiness

Indicator	Points Earned	No. of Students	Percent of Possible Points	Weight	Index Value
Chronic Absenteeism	81	725	11.17	10%	8.88
Total				10%	8.88

Component	Weight	Index Value	
Mastery	65%	60.66	
Growth	25%	20.44	
Readiness	10%	8.88	
Total		93.56	Total Performance Category

Stage 4: Calculation Overall Performance

The Overall School Performance

93.56 Performance Category Total	Weight	Indicator	Points Earned	Students	Percent of Possible Points	Index Value
Mastery 64.24	22.5%	Reading Performance	374.75	365	102.67	23.10
	22.5%	Math Performance	385.50	372	103.63	23.32
	10.0%	Science Performance	121.75	118	103.18	10.32
	10.0%	El Progress	15	20	75	7.50
Growth 20.44	12.5%	Reading	293.00	365	80.27	10.03
	12.5%	Math	309.75	372	83.27	10.41
Readiness 8.88	10.0%	Chronic Absenteeism	81	725	11.17	8.88

Performance Categories

Distinguished	On Track	Off Track	Needs Intensive Support
90 points and above	**80-89 points**	**65-79 points**	**Below 65 points**
Schools are exceeding the state's expectation for growth, achievement, and readiness. Schools serve as models of best practices from which others learn.	Schools are meeting the state's expectation for growth, achievement, and readiness. Schools have access to general state supports and may also receive support for student groups.	Schools are not meeting the state's expectation for growth, achievement, and readiness. Schools will receive additional support from VDOE.	Schools are significantly not meeting the state's expectation for growth, achievement, and readiness. Schools will receive more intensive support (Tier 3) from VDOE.