



Recommendations for Professional Development

A decorative graphic consisting of several overlapping, semi-transparent polygons in various colors including olive green, yellow, orange, light blue, and purple. The polygons are arranged in a horizontal, slightly irregular shape that tapers towards the right.

August
2011

Office of Education Performance Audits



Recommendations for Professional Development Office of Education Performance Audits

Introduction

During the 2010-2011 school year, individual school Education Performance Audits were conducted at 54 schools and two juvenile institutional educational programs. These audits were limited in scope to specific areas in which performance and progress were persistently below standard. County level Education Performance Audits were conducted in three county school districts and progress reviews were conducted in two county school districts.

The Office of Education Performance Audits also conducted Follow-up Education Performance Audits in 20 schools and one juvenile institutional education program. A second follow-up review was conducted in one school. In total, 78 schools in 34 school districts were reviewed. Five county school districts were reviewed. Data and reports provide a statewide analysis of implications for professional development.

Professional development recommendations in this report were based on school and school system data analysis and findings drawn from school and county Education Performance Audit reports.

The Office of Education Performance Audits analyzed the 2010-2011 Education Performance Audit results data and the 2009-2010 Statewide Assessment data to identify deficiencies and make recommendations to increase the capacity of state schools and school systems for the West Virginia Board of Education's consideration in developing goals for statewide professional development.

ANNUAL PERFORMANCE MEASURES FOR ACCOUNTABILITY

5.1.1. Achievement.

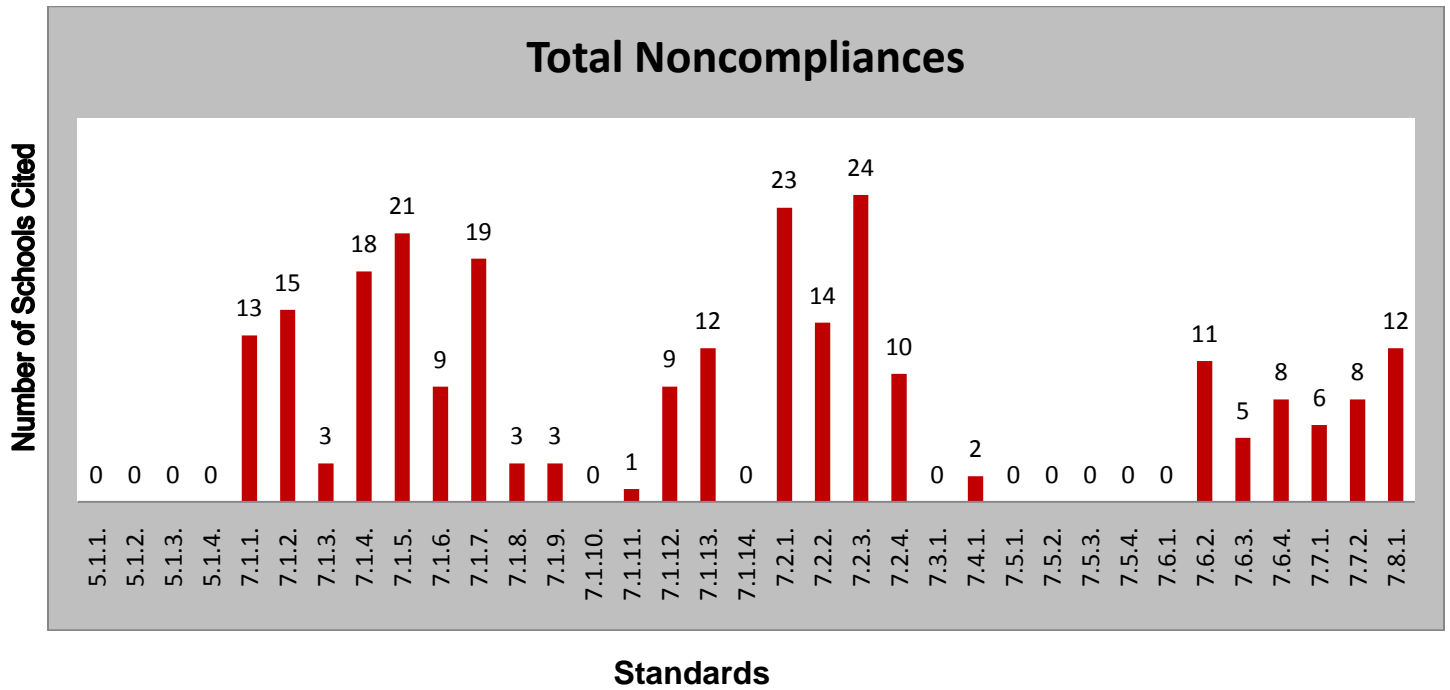
Achievement of students, schools, and school systems based on performance and progress persistently below standard on the Statewide Assessment Program (WESTEST) was the one common theme manifested in the findings of Education Performance Audits and recommendations for statewide professional development.

Finding: According to the *December 2010 Report of Ratings*, 27 schools (3.71%) were issued Temporary Accreditation status, Conditional Accreditation status, or Low Performing status for 5.1.1. Achievement among 17 (30.91%) of the 55 county school districts. **Note: Achievement data from Spring 2010 WESTEST.** Furthermore, the schools identified for individual education performance audits demonstrated achievement issues.

Trend:

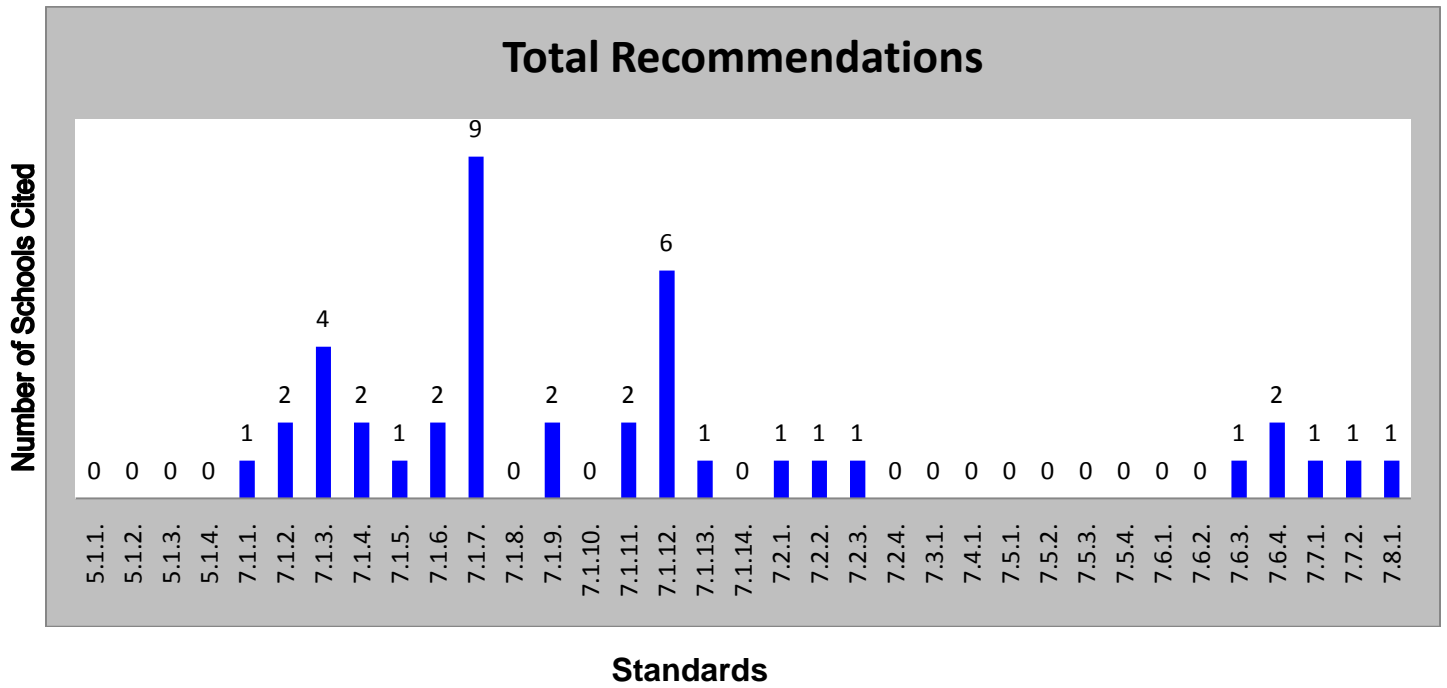
2009-10	27 schools among 17 (30.91%) of the 55 county school districts.
2008-09	26 schools among 15 (27.27%) of the 55 county school districts.
2007-08	23 schools among 18 (32.73%) of the 55 county school districts.
2006-07	16 schools among 14 (25.45%) of the 55 county school districts.
2005-06	53 schools among 31 (56.36%) of the 55 county school districts.

Top Standards Cited
School Year 2010-2011



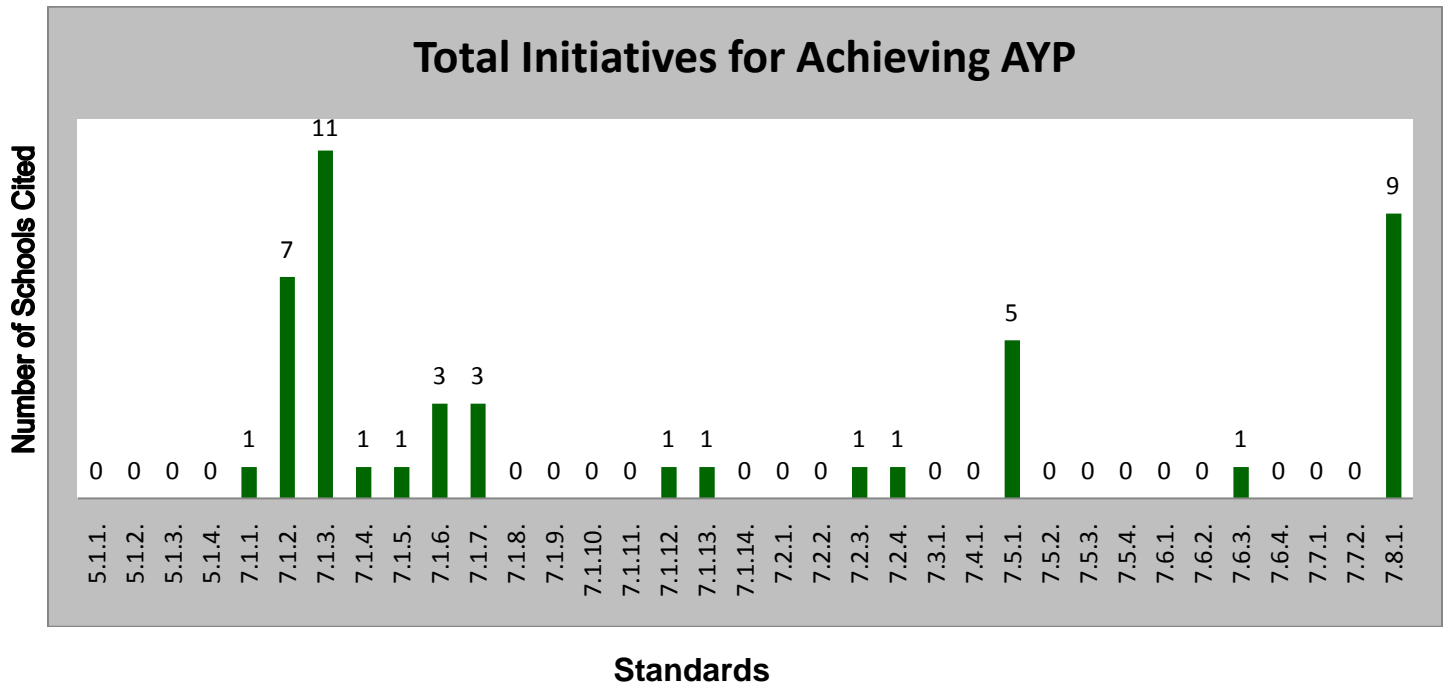
Top Standards Cited		2010-11 (54 schools reviewed)
7.2.3.	Lesson plans and principal feedback.	24 (44.44%) cited.
7.2.1.	Five-year County and School electronic strategic improvement plans.	23 (42.59%) cited.
7.1.5.	Instructional strategies.	21 (38.89%) cited.
7.1.7.	Library/educational technology access & technology application.	19 (35.19%) cited.
7.1.4.	Instruction.	18 (33.33%) cited.
7.1.2.	High expectations.	15 (27.78%) cited.
7.2.2.	Counseling services.	14 (25.93%) cited.
7.1.1.	Curriculum based on content standards and objectives.	13 (24.07%) cited.
7.1.13.	Instructional day.	12 (22.22%) cited.
7.8.1.	Leadership.	12 (22.22%) cited.
7.6.2.	Licensure.	11 (20.37%) cited.

Top Standards Cited
School Year 2010-2011



Top Standards Cited		2010-11 (54 schools reviewed)
7.1.7.	Library/educational technology access & technology application.	9 (16.67%) cited.
7.1.12.	Multicultural activities.	6 (11.11%) cited.
7.1.3.	Learning environment.	4 (7.41%) cited.

Top Standards Cited
School Year 2010-2011



Top Standards Cited		2010-11 (54 schools reviewed)
7.1.3.	Learning environment.	11 (20.37%) cited.
7.8.1.	Leadership.	9 (16.67%) cited.
7.1.2.	High expectations.	7 (12.96%) cited.
7.5.1.	Parents and the community are provided information.	5 (9.26%) cited.

PROFESSIONAL DEVELOPMENT RECOMMENDATIONS

Schools

1. Student Performance.

Achievement.

Data indicated that student performance on the WESTEST2 continues as a statewide professional development priority. Areas identified during Education Performance Audits directly related to student achievement included:

- Instructional strategies.
- Library/educational technology access and technology application.
- Instruction.
- High expectations.
- Curriculum based on content standards and objectives.

Graduation Rate.

While the statewide graduation rate (84.34 percent) was slightly higher than the previous year (83.8 percent), 18 of West Virginia's high schools did not meet the 80 percent accountability requirement. This increased from 15 schools the previous year. Data for the 2009-2010 school year indicated that 85 percent of West Virginia's high schools achieved the graduation rate standard, 11 of the 18 schools below the standard showed improvement, and 7 of the 18 schools did not show improvement. The increasing number and percentage of high schools below the 80 percent performance measure leads to graduation rate recommended as a priority consideration for statewide professional development.

2. Counseling Services.

Education Performance Audit data revealed that the provision of direct student counseling services emerged as one of the most frequent standards cited for the first time in five years of trend data analysis. Fourteen or 25.93 percent of the 54 schools audited did not meet the requirements. Counseling services emerged as a statewide professional development recommendation.

3. Leadership.

Data indicated that leadership continues as a statewide professional development priority with 22.22 percent of the schools reviewed cited for leadership issues. Areas identified during Education Performance Audits directly related to leadership included:

- Lesson plans and principal feedback.
- Instructional day.

4. School Five-Year Strategic Improvement Plans.

Education Performance Audit results indicated that development and implementation of school electronic Five-Year Strategic Plans are considerations for statewide professional development. Strategic Plans were cited in 42.59 percent of the schools reviewed.

5. Licensure.

Professional educators and other professional employees required to be licensed under West Virginia Board of Education policy emerged in the top standards cited for the first time in five years of trend data. Eleven (20.37 percent) of 54 schools reviewed did not meet the licensure requirement. Licensure emerged as a consideration for statewide professional development.

PROFESSIONAL DEVELOPMENT RECOMMENDATIONS

School Systems

1. Student Performance.

Achievement.

Data indicated that school system student performance on the WESTEST2, other assessment instruments (Dibels, ACT PLAN and EXPLORE, NAEP, college entrance examinations, advanced placement [(AP)] test takers and the number scoring 3 or higher, percentage of students enrolled in college developmental courses, etc.) continue as a priority for professional development.

Graduation Rate.

The increased number of schools below the 80 percent graduation requirement continued as a recommendation for statewide professional development.

2. Policy Development and Implementation.

County school districts audited demonstrated a need for developing, updating, and implementing county policies consistent with State Code and West Virginia Board of Education policies.

3. Personnel.

Education Performance Audits indicated that hiring practices and personnel issues are considerations for statewide professional development.

4. Leadership.

Education Performance Audit findings indicated County Superintendent and County Board of Education leadership as a recommendation for statewide professional development.

5. Facilities.

Education Performance Audit findings indicated the need for statewide professional development regarding the effective and efficient utilization of schools, school maintenance, and improving deteriorating school facilities.

6. Finance.

Education Performance Audit findings indicated a need for statewide professional development in finance.

APPENDIX A

Individual Schools

Standard	TOTAL NONCOMPLIANCES	TOTAL RECOMMENDATIONS	TOTAL INITIATIVES FOR ACHIEVING AYP
5.1.1. Achievement.	0	0	0
5.1.2. Participation rate.	0	0	0
5.1.3. Attendance rate.	0	0	0
5.1.4. Graduation rate.	0	0	0
7.1.1. Curriculum based on content standards and objectives.	13	1	1
7.1.2. High expectations.	15	2	7
7.1.3. Learning environment.	3	4	11
7.1.4. Instruction.	18	2	1
7.1.5. Instructional strategies.	21	1	1
7.1.6. Instruction in writing.	9	2	3
7.1.7. Library/educational technology access and technology application.	19	9	3
7.1.8. Instructional materials.	3	0	0
7.1.9. Programs of study.	3	2	0
7.1.10. Approved elective offerings.	0	0	0
7.1.11. Guidance and advisement.	1	2	0
7.1.12. Multicultural activities.	9	6	1
7.1.13. Instructional day.	12	1	1
7.1.14. Alignment with job market opportunities.	0	0	0
7.2.1. Five-year County and School electronic strategic improvement plans.	23	1	0
7.2.2. Counseling services.	14	1	0
7.2.3. Lesson plans and principal feedback.	24	1	1
7.2.4. Data analysis.	10	0	1
7.3.1. Alternative education.	0	0	0
7.4.1. Regulatory agency reviews.	2	0	0
7.5.1. Parents and the community are provided information.	0	0	5
7.5.2. Codes of conduct.	0	0	0
7.5.3. Statewide assessment.	0	0	0
7.5.4. Physical assessment.	0	0	0
7.6.1. Hiring.	0	0	0
7.6.2. Licensure.	11	0	0
7.6.3. Evaluation.	5	1	1

APPENDIX A (Continued)

Standard	TOTAL NONCOMPLIANCES	TOTAL RECOMMENDATIONS	TOTAL INITIATIVES FOR ACHIEVING AYP
7.6.4. Teacher and principal internship.	8	2	0
7.7.1. School rules, procedures, and expectations.	6	1	0
7.7.2. Policy implementation.	8	1	0
7.8.1. Leadership.	12	1	9

TOTAL

**249 Noncompliances
41 Recommendations
51 Initiatives for Achieving AYP, and
4 Exemplary Programs.**

APPENDIX B

FIVE-YEAR TREND DATA

Top Standards Cited		2010-11 (54 schools reviewed)
7.2.3.	Lesson plans and principal feedback.	24 (44.44%) cited.
7.2.1.	Five-year County and School electronic strategic improvement plans.	23 (42.59%) cited.
7.1.5.	Instructional strategies.	21 (38.89%) cited.
7.1.7.	Library/educational technology access & technology application.	19 (35.19%) cited.
7.1.4.	Instruction.	18 (33.33%) cited.
7.1.2.	High expectations.	15 (27.78%) cited.
7.2.2.	Counseling services.	14 (25.93%) cited.
7.1.1.	Curriculum based on content standards and objectives.	13 (24.07%) cited.
7.1.13.	Instructional day.	12 (22.22%) cited.
7.8.1.	Leadership.	12 (22.22%) cited.
7.6.2.	Licensure.	11 (20.37%) cited.

Top Standards Cited		2009-10 (43 schools reviewed)
7.2.1.	County and School electronic strategic improvement plans.	29 (67.44%) cited.
7.1.2.	High expectations.	21 (48.84%) cited.
7.2.3.	Lesson plans and principal feedback.	20 (46.51%) cited.
7.1.5.	Instructional strategies.	19 (44.19%) cited.
7.1.7.	Library/educational technology access & technology application.	17 (39.53%) cited.
7.1.3.	Learning environment.	14 (32.56%) cited.
7.8.1.	Leadership.	14 (32.56%) cited.
7.1.4.	Instruction.	11 (25.58%) cited.
7.1.9.	Programs of study.	11 (25.58%) cited.

Top Standards Cited		2008-09 (32 schools reviewed)
7.8.1.	Leadership.	12 (37.50%) cited.
7.1.2.	High expectations.	11 (34.38%) cited.
7.2.3.	Lesson plans and principal feedback.	11 (34.38%) cited.
7.1.7.	Library/educational technology access & technology application.	10 (31.25%) cited.
7.2.1.	County and School electronic strategic improvement plans.	10 (31.25%) cited.
7.1.5.	Instructional strategies.	9 (28.13%) cited.
5.1.1.	Achievement	7 (21.88%) cited.
7.2.4.	Data analysis.	7 (21.88%) cited.
7.1.9.	Programs of study.	6 (18.75%) cited.
7.1.13.	Instructional day.	6 (18.75%) cited.

APPENDIX B (Continued)

Top Standards Cited (Schools)	2007-08 (53 schools reviewed)
7.2.3. Lesson plans and principal feedback.	24 (45.28%) cited.
7.1.2. High expectations.	19 (35.85%) cited.
7.8.1. Leadership.	19 (35.85%) cited.
7.2.1. County and School electronic strategic improvement plans.	16 (30.19%) cited.
7.1.5. Instructional strategies.	15 (28.30%) cited.
7.6.3. Evaluation.	13 (24.53%) cited.
7.1.7. Library/educational technology access & technology application.	12 (22.64%) cited.
7.1.13. Instructional day.	11 (20.75%) cited.

Top Standards Cited (Schools)	2006-07 (39 schools reviewed)
6.2.3. Lesson plans and principal feedback.	24 (61.54%) cited.
6.1.5. Instructional strategies.	21 (53.85%) cited.
6.1.2. High expectations.	18 (46.15%) cited.
6.2.1. Unified County and School Improvement Plans.	17 (43.59%) cited.
5.1.1. Achievement.	15 (38.46%) cited.
6.4.1. Regulatory agency reviews.	14 (35.90%) cited.
6.1.7. Library/educational technology access & technology application.	13 (33.33%) cited.
6.1.8. Instructional materials.	13 (33.33%) cited.
6.2.4. Data analysis.	12 (30.77%) cited.
6.1.13. Instructional day.	10 (25.64%) cited.
6.8.1 Leadership.	10 (25.64%) cited.
6.1.6. Instruction in writing.	9 (23.08%) cited.