SCHOOL YEAR 2018-2019
PUBLIC EDUCATION SNAPSHOT

691 Schools in 55 counties

382 Elementary Schools
150 Middle Schools
116 High Schools

26 Career Technical Education Centers
7 Multi-County Centers
10 Alternative Schools

265,755 Students Enrolled

21 Juvenile Education Programs

23,732 Professional Personnel
(Teachers, Administrators & Other Professionals)

$47,681.16 Average West Virginia Teacher Salary

13,722 Service Personnel

SCHOOL YEAR 2017-2018*
SPENDING PER STUDENT

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Aid per Pupil:</td>
<td>$4,013.10</td>
</tr>
<tr>
<td>State &amp; Federal Grants; Property Taxes &amp; Excess Levies:</td>
<td>$6,233.24</td>
</tr>
<tr>
<td>Unfunded Teacher’s Retirement Fund:</td>
<td>$1,238.78</td>
</tr>
<tr>
<td></td>
<td>$11,485.12</td>
</tr>
</tbody>
</table>

* Most recent data available.
Hosted education forums and online outreach to garner public input on range of education issues. The result:

- Approximately 20,000 online and onsite surveys and comment cards collected
- Facilitated 600 roundtable discussions
- Hosted more than 1,600 forum attendees
- Published West Virginia’s Voice Education Report

Located 8 REVISE JOB FAIRS in WV State Parks

Revitalization projects have been completed by CTE & Special Education students at WV State Parks

Dual Credit has a 97.4% pass rate and is offered in 54 COUNTIES

54% of CTE students achieved the NOCTI Workforce Competency Credential

Imagination Library Program expanded to 44 of 55 counties providing new books for children birth to five

CTE Graduates earned Governor’s Workforce Credential the highest honor for CTE students in the state

CTE students earned more than 16,000 industry-recognized credentials
The face of public education continues to change in West Virginia. As the population shifts, the economy swings and the family and community structure buckles under the weight of the worst drug epidemic to face the state, education becomes more of a stabilizing force. Educators are asked to do more with less each and every year. According to the National Institute of Health’s National Institute on Drug Abuse, the state has the highest drug overdose deaths involving opioids.

Public schools were once only a part of the poverty solution. However today, in many circumstances, education is leaned upon to be more than a component of child development. It is where thousands of children get the majority of their weekly meals, where their social and emotional needs are addressed and, in many instances, where their basic needs are met as well. The West Virginia Board of Education (WVBE), county boards of education and the West Virginia Department of Education (WVDE) realize that if educators and school service personnel do not support these fundamental needs, teaching and learning are not possible.

While the challenges seem looming, the WVDE, the WVBE and educators throughout the state offer no excuses. The job of educating West Virginia’s children is too important and remains the top priority. Students in the Mountain State are world class and the WVDE will continue to build networks of support around educators who work tirelessly to meet the needs of their students. The task is at hand, the stakes are high and the education community remains committed to this profession and the families of West Virginia.

“The most important thing I have learned is that schools reflect the attitudes, beliefs and health of the communities they serve, and therefore, to improve public education means more than changing our schools, it means changing America.”

- Jamie Vollmer, public education advocate
# West Virginia’s Socioeconomic Profile

A comparison of data from then and now reveals how change is affecting teaching and learning in the Mountain State.

<table>
<thead>
<tr>
<th></th>
<th>2000</th>
<th>2010</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education spending as a percentage of total state appropriations</strong></td>
<td>51.24%</td>
<td>46.19%</td>
<td>42.53%</td>
</tr>
<tr>
<td><strong>State population</strong></td>
<td>1.808 million</td>
<td>1.853 million</td>
<td>1.805 million*</td>
</tr>
<tr>
<td><strong>Workforce Participation</strong></td>
<td>56.5</td>
<td>55.7</td>
<td>54.5</td>
</tr>
<tr>
<td><strong>Number of Children in Foster Care</strong></td>
<td>3,388</td>
<td>4,097</td>
<td>6,509</td>
</tr>
<tr>
<td><strong>Drug Related Mortality Rate (per 100,000 deaths)</strong></td>
<td>6.5</td>
<td>30.6</td>
<td>54.7</td>
</tr>
<tr>
<td><strong>Rate of Infants Born with Neonatal Abstinence Syndrome (per 1,000 live births)</strong></td>
<td>N/A</td>
<td>21.2</td>
<td>50.6</td>
</tr>
<tr>
<td><strong>Poverty Rate</strong></td>
<td>17.9%</td>
<td>18.1%</td>
<td>19.1%    (4th highest in the country)</td>
</tr>
<tr>
<td><strong>Number of Homeless Students</strong></td>
<td>N/A</td>
<td>9,320***</td>
<td>10,522</td>
</tr>
<tr>
<td><strong>Median Household Income</strong></td>
<td>$29,411</td>
<td>$42,777</td>
<td>$44,061</td>
</tr>
<tr>
<td><strong>Student Enrollment</strong></td>
<td>285,785</td>
<td>282,130</td>
<td>265,755</td>
</tr>
<tr>
<td><strong>Number of Teachers</strong></td>
<td>20,922</td>
<td>19,866</td>
<td>18,910</td>
</tr>
</tbody>
</table>

* The American Community Survey by the U.S. Census will be released in September 2019.

** WV Health Statistics Center, Vital Statistics System

***This data compares the number of students classified as homeless between 2016 and 2019. The federal identification process changed in 2016 and a true comparison cannot be made beyond that year.
Campaign Responds to Opioid Epidemic’s Impact on Students

ReClaimWV officially launched in July 2019, as the WVDE’s response to the growing opioid epidemic which may be the single worst crisis impacting students in the state’s history. Teaching in the state is a completely different profession than it was just five years ago due in large part to the impact of this crisis. Teachers and service personnel struggle to address social emotional issues while maintaining a healthy and productive climate for learning. In response, this initiative brings together state agencies, higher education institutions and a variety of support providers to leverage resources and eliminate the barriers to education spawned by the epidemic.

A WVU survey with more than 2,200 teachers who responded anonymously found:

- 70 percent of educators report an increase in students impacted by substance misuse in the home
- 90 percent of teachers do not feel confident in knowing how to support children with parents/caregivers who abuse legal or illegal substances

Communities in Schools Program Expanded

Under First Lady Cathy Justice’s leadership, the Communities in Schools (CIS) program has expanded into 11 counties and 59 schools following a $3 million supplemental appropriation from the state legislature.

The program recognizes that traditional education reform strategies fail to address the daily dilemmas that face children. These issues range from poverty to the need for adult mentors. CIS aims to:

- Forge community partnerships
- Bring resources into schools to help remove barriers to student learning
- Prevent students from dropping out of school
West Virginia Remains National Leader in Meeting Students’ Nutritional Needs

The WVDE Office of Child Nutrition continues to address the increasing nutritional needs of students and West Virginia remains the top-performing state in the country for school breakfast participation. West Virginia is one of only two states that ranked above the national average.

WVDE 2018-19 Child Nutrition Data reveals:

» For every 100 low-income students that participated in the school lunch program, 83.7 of them also participated in school breakfasts.

» West Virginia became the first state to pass progressive legislation that prohibits students from being punished for outstanding meal debt.

Continued support from the U.S. Department of Agriculture as well as the WVBE has allowed for creative approaches to addressing childhood hunger.

» The USDA’s Farm-to-School programs pave the way for sustainable food sources close to home.

» The WVBE passed an update to the Shared Table Initiative (HB 4487) making it easier for schools to distribute unused food.

» All 55 counties have at least one school that is eligible to participate in Community Eligibility Provision (CEP), a federal meal-pricing benefit that provides meals at no cost to households.

The impact of the opioid crisis has led to the dependence on school systems to actively feed students outside the school day. Public-private partnerships are critical to these efforts and include:

» Summer Food Service Program

» After-School Snack and Supper Program

» School-based food pantries and backpack programs

Approximately 307,000 meals served each day

40 counties provide FREE breakfast & lunch to ALL students
West Virginia Continues to Lead the Nation in High School Graduation Rate

West Virginia’s high school graduation rate in 2018 was 90.2 percent, up from 89.4 percent in 2017. The state continues its ranking of third in the nation for the graduation rate of the four-year cohort. Since implementing a dropout prevention initiative in 2015-16, graduation rates among students with disabilities have also steadily increased. In 2018, 76.9 percent of students with disabilities graduated high school.

More Students Have Access to Dual Credit Courses

The WVDE continues to expand access to rigorous, college-preparatory courses. During the 2017-18 school year:

» Of students who took dual credit courses, **97.5 percent passed**

» 54 counties are now offering dual credit options and all 55 counties allow students to earn college credit. Dual credit options allow more students to earn college credit at reduced prices and enter college with a number of credits already secured

West Virginia’s Early Learning Programs Rank Among Top in the Nation

West Virginia’s Universal Pre-K Program tops national indicators for access to quality early education programs. According to the 2018 Yearbook released by the National Institute for Early Education Research (NIEER), West Virginia:

» Remains a leader in pre-k access for 4-year-olds and quality standards

» Meets 9 of 10 quality benchmarks

» Ranks 6th in the nation for access to high-quality Universal Pre-K
Low-Income Students Outpace National Average on Assessment

The National Assessment of Educational Progress (NAEP) is a nationally representative assessment of what U.S. students know and can do in various subjects. West Virginia continues to see gains in student achievement on NAEP including:

» West Virginia students now rank 36th in the country for the number of students in fourth grade who scored at or above the proficiency level in reading.

» West Virginia students rank 39th in the country for the number of students in fourth grade who scored at or above the proficiency level in math.

It is also important to consider the sample of students tested.

» 86 percent of West Virginia fourth-grade students tested within the NAEP sample in 2017 qualified for free or reduced lunch, which was a higher percentage than any other state.

» Students who qualified for free or reduced lunch ranked fifth in the nation for fourth-grade math proficiency and ranked second in the nation for fourth-grade reading proficiency.

<table>
<thead>
<tr>
<th>Eligible for Free or Reduced Lunch</th>
<th>Percent At or Above Proficient</th>
<th>2017</th>
<th>All WV Students</th>
<th>2017</th>
<th>All WV Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reading Grade 4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Ranked 2nd in the Nation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>Ranked 36th in the Nation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reading Grade 8</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Ranked 15th in the Nation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>Ranked 45th in the Nation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mathematics Grade 4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>Ranked 5th in the Nation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>Ranked 39th in the Nation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mathematics Grade 8</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Ranked 27th in the Nation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>Ranked 46th in the Nation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Students enrolled in schools through the Department of Defense (i.e., families living on military bases) are not included in these totals.
Campaign seeks to improve student mathematics performance

The WVDE’s math4life campaign came to life as a five-year initiative aimed at increased student achievement in math. The campaign addresses teacher certification and effectiveness, student competency and family engagement. It provides support to counties as they customize plans to meet the needs of their students and teachers. All 55 counties signed onto the campaign and have begun implementing strategic practices.

**Year-one math4life Highlights**

» 55 secondary educators are currently pursuing the WVDE Algebra I endorsement. Of those, 20 are non-certified and will be fully certified upon completion of the process.

» More than 600 certified K-5 teachers have engaged in online professional learning to obtain an advanced credential in mathematics.

» 26,141 West Virginians have taken the math pledge.

**Algebra I Endorsement Offered**

The West Virginia Department of Education is committed to assisting counties as they strive to increase the number of certified Algebra I teachers. As a part of this effort:

» The WVDE partnered with Educational Testing Services to provide the Algebra I Practice Praxis and the Algebra I Praxis Tests for interested educators who hold licensure in another area.

» The Algebra I Practice Praxis Test and Praxis Test are given at no cost to educators who have been approved to work toward an Algebra I endorsement.

» Teachers who receive a passing score on the Practice Praxis Test may automatically be authorized/recommended by the county to take the Algebra I Praxis for a Department endorsement.

**Summer Professional Learning Series**

» Counties partnered with the Department to offer trainings to assist county offices in providing targeted professional development to six teachers per county.

» The trainings included national speakers and focused on a “train the trainer” model, which prepares the six educators in each county to serve as mentors for other educators in their county.

» More than 1,550 educators and administrators attended the Summer Professional Learning Series from 54 counties.
New Law Expands Computer Science Education in West Virginia Schools

West Virginia Superintendent of Schools Dr. Steven Paine joined Governor Jim Justice for a ceremonial bill signing of Senate Bill 267 which made West Virginia one of the first states in the nation to give all students access to computer science education before graduating high school. The bill requires the State Board of Education to adopt a policy detailing the appropriate level of computer science instruction for students at each educational level. It also requires the WVDE to design and offer professional development opportunities to teachers providing computer science instruction.

Through a partnership with CodeWV, the WVDE is providing computer science professional learning opportunities to educators throughout the state at all programmatic levels. Middle and high school teachers who complete the professional learning are eligible for a Computer Science Credential. A seamless system from elementary through high school is being implemented to ensure all West Virginia students have access to computer Science in an effort to meet the growing needs of business and industry.

New Assessment Administered and Results Tied to Career Readiness

Results were reported during the 2018-19 school year from the first administration of the new West Virginia General Summative Assessment given statewide in grades 3-8 and the SAT School Day in grade 11. As part of the new assessment, all grade 11 students completed the SAT School Day assessment and were able to send their scores to up to four colleges or universities at no cost.

The West Virginia Department of Education also linked assessment results to a Lexile and Quantile measure to help determine students’ reading and math ability. A Lexile level measures a student’s reading ability and the difficulty of the words that the student is able to understand. A Quantile level measures a student’s ability to solve math problems. Families received a report detailing their students’ assessment results that linked Lexile and Quantile scores to future success in various career fields.
West Virginia Expands Virtual Learning Programs

In 2017, the West Virginia Legislature passed Senate Bill 630 implementing W. Va. State Code §18-5f. This legislation provided an option for students to attend full-time virtual learning programs. Participation in the West Virginia Virtual School program has steadily increased over the past four years. The program had a 43 percent increase in courses offered and a 15 percent increase in student participation since the legislation passed. According to county reporting as of the 2018-19 school year, 26 counties have adopted a virtual instruction program policy.

New Accountability System Provides Snapshot of School Performance

In an effort to provide a more thorough and accurate assessment of West Virginia public schools, the West Virginia Department of Education unveiled the West Virginia Schools Balanced Scorecard which outlines accountability ratings for each public school in the Mountain State as part of West Virginia's School Accountability System. The Balanced Scorecard is used to outline clear information on where schools are excelling and in what areas schools may need to improve.

Sample Scorecard:

<table>
<thead>
<tr>
<th>Elementary/Middle School</th>
<th>Academic Performance</th>
<th>Benchmark Indicator</th>
<th>English Learners</th>
<th>Student Success</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>English Language Arts</td>
<td>Mathematics</td>
<td>English Language Arts</td>
<td>Mathematics</td>
</tr>
<tr>
<td>Black Bear Elementary School</td>
<td>√</td>
<td>√</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cardinal Elementary School</td>
<td>√</td>
<td>√</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sugar Maple Elementary School</td>
<td>√</td>
<td>√</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black Bear Middle School</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rhododendron Middle School</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Distinguished Schools Program

The Distinguished Schools Program was established to recognize elementary, middle and high schools that exceeded standards in one or more areas of the Balanced Scorecard. Fifty-one schools in 32 counties were honored for English language arts and mathematics performance; four-year graduation and attendance rates; and post-secondary achievement. State Board of Education members and WVDE executive staff traveled the state to present awards to each school during county board of education meetings.

Comprehensive Support and Improvement Schools

The West Virginia Department of Education identifies the lowest-performing five percent of all Title I schools in the state for comprehensive support and improvement (CSI). In school year 2018-19, school improvement staff made 160 visits to counties and schools to provide technical assistance in the area of school improvement.
Engaging West Virginia’s Communities

Thousands Provide Input for West Virginia’s Voice Report

In response to sweeping education reform legislation under consideration during the 2019 West Virginia legislative session, the WVDE organized a statewide effort to garner public input about a range of education issues. Topics included school funding and educator compensation, school choice and innovation, social emotional supports, teacher preparation and other critical issues.

<table>
<thead>
<tr>
<th>Responses to Online Surveys</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>5,119</td>
</tr>
<tr>
<td>Family and Community</td>
<td>4,093</td>
</tr>
<tr>
<td>Educators</td>
<td>7,598</td>
</tr>
<tr>
<td>Teachers/Counselors</td>
<td>7,112</td>
</tr>
<tr>
<td>Principals/Assistant Principals</td>
<td>486</td>
</tr>
<tr>
<td>Survey of Employer Skill Needs:</td>
<td>200</td>
</tr>
<tr>
<td>Total Number of Attendees</td>
<td>17,010</td>
</tr>
<tr>
<td>Total Number of Comment Cards Received</td>
<td>2,586</td>
</tr>
</tbody>
</table>

Supporting Community and Family Engagement for Increased Student Achievement

The WVDE recognizes the value of family, community and school partnerships in learning and has dedicated resources so these partnerships can support every student. When families and communities are authentically engaged with educators in the entire learning process, students excel with higher levels of achievement.

In October 2018, West Virginia was awarded the U.S. Department of Education’s Statewide Family Engagement Center’s Program Grant in partnership with the EdVenture Consulting Group. The grant creates a statewide partnership that assists the WVDE, counties and families in developing and strengthening the relationship between families and the school system in order to further the developmental progress of all children.

Working in collaboration with the West Virginia State University Extension Service and the West Virginia Bureau of Senior Services, the WVDE is expanding the state’s Healthy GrandFamilies Project. Designed as a series of discussion sessions and follow-up services, this project assists grandparents who are raising school-age children and the WVDE has worked with more than 200 grandparents to date.
Students Revitalize West Virginia’s State Parks

This partnership between the WVDE and the Division of Natural Resources allows students to complete revitalization projects in parks statewide. Highlights from the 2018-19 school year include:

» More than 400 revitalization projects completed

» Addition of special education students as well as career technical education (CTE) students

» Updates to bathhouses, picnic areas, sheds, cabins, trolley cars and other facilities

Inmates in West Virginia’s Correctional Facilities Learn New Skills and Serve the Community

The WVDE Office of Diversion and Transition Programs (ODTP) provides educational services to more than 11,000 juveniles and adults in residential and other state-operated facilities. Statistics reveal that access to educational programs during incarceration reduces recidivism rates by 33 percent. Educational support includes CTE programs, college-level courses, TASC (high school equivalency) and other services that lead to sustainable employment.

Notable activities include:

» Building homes for the Stepping Stones Tiny Homes Village in Wayne County for those aging out of foster care

» Updating and building education facilities

» Completing a cabling project at Mount Olive Correctional Center for an estimated savings to the state of almost $6,000

» Performing ongoing maintenance on state vehicles
CTE Students Outpace National Average

The WVDE responds to the state's workforce demands with immediacy to support industry needs and economic growth. Partnerships with the West Virginia Department of Commerce and the U.S. Department of Labor as well as growing collaborations with state businesses and industry leaders allow the WVDE to expand its efforts to prepare students for the emerging workforce.

According to a 2019 “Survey of Employer Skill Needs” commissioned by the WVDE, **75 percent of employers said they find benefits in CTE programs**. The Department’s CTE representatives increased direct business/industry connections by 295 percent between the 2017 and 2018 school years. Thirty-seven percent of all high school seniors completed at least one CTE program of study in 2018.

The National Occupational Competency Testing Institute (NOCTI) has established a battery of tests to determine CTE students’ level of workforce readiness. The NOCTI assessment serves as the national standard for technical skill competency. The West Virginia Department of Commerce has identified 10 CTE programs that are aligned with the emerging workforce needs of West Virginia’s key industries. According to the 2018-2019 NOCTI assessment, **WVDE students performed 21 percent above the industry average** and six percent above the national average on workforce readiness standards in these 10 critical CTE programs.

![2018-2019 National Technical Assessment in Key Industries](chart.jpg)
More than 400 Students Earned Highest Workforce Honor

More than 400 graduating CTE students received the state's highest honor by earning the Governor’s Workforce Credential. The credential represents the highest achievers in areas of academics, technical training and workforce-readiness. Attendance, program certifications, level of technical skill and drug screenings also factor into the credential. Students earning the Governor’s Workforce Credential can confidently go into the workforce knowing that they hold industry-ready skills and meet the highest expectations of business and industry.
Inaugural Reverse Job Fairs Put Twist on Job Search

The West Virginia Department of Education partnered with the West Virginia Development Office for a new spin on the traditional career fair. Hosted at CTE centers across the state, the Reverse Job Fairs allowed CTE students to showcase their technical skills, portfolios and talents to employers who were looking to hire skilled workers.

Several students walked away with job offers or critical contacts to assist with employment endeavors.

“**I can see the hunger in these students and the reverse job fair is giving them an opportunity to find jobs and stay here in West Virginia.**”
- Vern Walker, Area Superintendent
  West Virginia Paving, Inc.

Students Receive Full-Time Employment Offers at Career Signing Day

The West Virginia Department of Education celebrated the first ever “Career Signing Day.” Six recent automotive technology graduates in the CTE program signed full-time employment letters with Dutch Miller Auto Group after excelling in apprenticeships with the company during their senior year. The company paid each student a $500 signing bonus and gave them $1,000 worth of tools to use in their new positions. Career Signing Day represents the culmination of the collaboration between the WVDE, the West Virginia Department of Commerce and the United States Department of Labor Office of Apprenticeship.

“**From a business owner standpoint, it’s important to have the best, the youngest and the brightest and we’ve figured out a way to do that by partnering with the West Virginia Department of Education to make sure we have a direct pipeline from the high school level and graduating high school directly into businesses.**”
- Chris Miller, President, Dutch Miller Auto Group
Building Capacity & Promoting Leadership

National Board Certification National Ranking Increased

National Board Certification (NBC) is the most respected certification available in K-12 education. West Virginia educators pursue NBC on a voluntary basis and renewal is voluntary as well. The Certification was created by the National Board of Professional Teaching Standards (NBPTS) and represents a deep understanding of content, student learning and continuous reflection and renewal. According to NBPTS data, teachers with this credential have a greater impact on student learning especially among low-income and minority students. NBC highlights include:

- West Virginia’s national ranking increased from 17th to 15th for the percentage of NBC teachers.
- The WVDE provides candidates with mentors and reimbursement for submission fees.
- Teachers earning their NBC receive an additional $3,500 annual salary supplement from the state in addition to county salary benefits.

“There is consensus that teacher quality is the most important school-based variable determining how well a child learns. It explains why all Americans should care about what it will take to create and sustain a teaching workforce defined by accomplished practice.”

Ron Thorpe, Former President and CEO National Board for Professional Teaching Standards

Evaluation Leadership Institute

The Evaluation Leadership Institute (ELI) assists new and potential principals and central office administrators in building the skills needed to evaluate personnel effectively. Required as part of the administrative certification process, it focuses on the evaluation of professional and service personnel and is based on WVBE Policy 5310. The WVDE travels the state extensively to ensure these sessions are accessible to West Virginia’s educators and there is also an online option for those who prefer the virtual professional learning experience. Approximately 250 educators participated in ELI training over the past year (July 2018 – July 2019).
Network for Professional Learning Builds Capacity

The Professional Learning Reimagined Framework provides guidance to counties as they plan the coordination, delivery, monitoring and evaluation of high-quality professional learning systems for West Virginia Educators. The Framework currently provides available professional learning options that counties may select for implementation based on their data and needs. The options are iterative and are constantly being updated to meet the needs and requests of each county. To support the Professional Learning Reimagined Framework, WVDE is developing a statewide network for Professional Learning (NPL) with two major components:

- The Professional Learning Reimagined Repository will be an online tool that provides a listing of all the WVDE’s professional learning options with a hover feature that will allow access to descriptions, general information and contact information for applicable staff. The WVDE Division of Teaching & Learning has begun chronicling the professional learning options and resources with nearly 200 options already available.

- The West Virginia Master Educator Cadre is a group of approximately 120 West Virginia educators that will serve as professional learning providers for counties. As extensions of the WVDE NPL, these individuals represent multiple content areas across the pre-k through grade 12 continuum and will contract with counties based on their availability. This selection of master educators is another avenue to celebrate and recognize excellence in the West Virginia teaching profession.

For more information about the West Virginia Professional Learning Reimagined Framework, please visit https://wvde.us/professional-learning/.

Inaugural School Leadership Network Held for Principals

During school year 2018-19, the West Virginia Department of Education launched the School Leadership Network (SLN) to build leadership capacity in counties and develop a statewide network of support for all school administrators. The WVDE launched two pathways - one for new principals and another for experienced principals. Through a series of professional learning sessions, nearly 200 principals and assistant principals representing 41 districts and three correctional facilities were:

- Exposed to national researchers
- Able to learn from and worked closely with state and national practitioners
- Provided opportunities to collaborate and share ideas regarding school growth and student success

Don Nehlen, former WVU football coach, shares inspiring thoughts about leadership at a School Leadership Network session.
Providing Local Flexibility

The West Virginia Board of Education has worked to transfer more authority and responsibility to the local level through the adoption of revised policies that allow for decision-making at the district level.

Examples include:

- Policy 6200, which expands and clarifies the flexibility provided to counties in designing school facilities
- Policy 2520.14, which was amended to separate and clarify standards for technology and computer science
- Policy 4373, which reinforces flexibility to schools when applying the four different levels of consequences and interventions depending on the severity of inappropriate student behaviors
- Policy 2445.40, which transfers the process for review and adoption of instructional resources to the county board

“With increased flexibility comes robust accountability.”
Significant New Investment in Public Education

Thanks to Governor Jim Justice’s leadership and the actions of the West Virginia Legislature, more resources will be provided to counties. As a result of legislation that passed in 2019, an excess of an additional $170 million will be allocated to counties.

- More than $30 million in additional funding was appropriated for student support personnel in the schools to assist students with social-emotional needs. This translates into approximately 400 additional positions statewide.
- $5 million was allocated for childhood drug prevention education for k-12 students.
- Professional educators will receive a salary increase of $2,120/year, while service personnel will receive an additional $115/month.
- As a result of the local share calculation adjustment, county boards of education will retain additional local-level dollars to use at the county’s discretion.
- Teachers who use four or less personal days during the school year qualify for a $500 bonus.
- Teachers will receive an additional $200 for participating in Faculty Senate.
- Through the Local School Improvement Council (LSIC) process, a heightened focus is placed on efforts to improve student outcomes by requiring at least one LSIC meeting per year to be devoted to a community conversation on developing ideas and solutions to increase student achievement.

Building West Virginia’s Workforce

A career readiness initiative was piloted in four counties in spring 2019. The goal of the initiative was to identify collaboration opportunities between industry and K-12 education with an ultimate goal of improving education by focusing on workforce development. Hardy, Fayette, Monongalia and Wayne counties piloted the initiative which fostered conversations between county boards of education and local chambers of commerce. The initiative was overwhelmingly successful in each of the four pilot counties and will expand into nearly 20 counties in fall 2019.
Increasing Aerospace Offerings

In support of Marshall University’s planned fall 2021 launch of an aviation school at Yeager Airport, the WVDE will work to establish new aerospace and aviation training programs within CTE facilities across the state so students can obtain certifications and licensures relevant to the industry. As a part of this effort, the WVDE will sign a compact with Marshall University, Yeager Airport and the West Virginia Department of Commerce to represent its commitment to growing a world-class aerospace labor force. The program will create opportunities for students to gain the technical skills to help meet the aerospace industry’s workforce demand for highly trained employees.

*Current CTE Aviation Technology Programs:*

- Brooke County – Brooke High School
- Cabell County – Huntington High School
- Fayette County – Oak Hill High School
- Greenbrier County - Greenbrier East High School
- Raleigh County – Liberty High School

*Planned CTE Aviation Technology Programs:*

- Harrison County – Bridgeport High School
- Lincoln County – Lincoln County High School
- Mingo County – Mingo Central High School

Expand Career Awareness and Exploration Programs

The WVDE’s response to the demand for skilled workers requires engaging and empowering learning opportunities surrounding career exploration. State Board Policy 2510 requires all middle school students receive structured experiences for career awareness, exploration, decision-making, instructional Career and Technical Education (CTE) practices and career preparation exposing students to all 16 career clusters.

Additionally, the WVDE is collaborating with three middle schools to implement the Empowerment Academy Middle School Pilot. This three-year exploration seeks to change traditional processes, protocols and practices through the guiding principles of project-based learning, workplace environments/Simulated Workplace and career exploration. The goal is for the middle schools to create a model that maximizes student ownership of learning. The pilot schools have completed the first year of the program and include:

- Westwood Middle School, Monongalia County
- Peterstown Middle School, Monroe County
- Calhoun Middle/High School, Calhoun County

As a part of the process, teachers have participated in ongoing professional learning that align CTE processes with content areas and teaching strategies.

Exposing students to CTE late in high school will no longer fill the pipeline with the level of skilled workers needed. The expansion of CTE means implementing concepts and strategies at a much earlier age. An implementation plan is currently underway that actively involves students in these programs when they enter high school in grades 9 and 10.
ReclaimWV Implements Statewide Mental Health Support System

In the 2019-20 school year, the WVDE will expand efforts to assist schools in dealing with the fallout from the opioid crisis. Through ReclaimWV initiative, the Department has entered into a partnership with West Virginia Department of Health & Human Resources Bureau for Behavioral Health to expand capacity to address mental health issues. The Comprehensive School Mental Health System is a statewide resource to build state and regional capacity to advance school mental health policies and practices that are tailored to local strengths and needs.

Beginning in August 2019 with a six-month pilot in Kanawha County, the program will use a research-based framework of interventions and supports to serve all students and give special focus to those at risk of developing mental health challenges. Statewide partners have been secured and the continued rollout will begin upon completion of the pilot.

Preparing Effective Teachers

The WVDE has created the Office of Professional Preparation, Recruitment & Retention to increase the capacity for collaboration with institutions of higher education and ensure teacher preparation programs produce candidates fully prepared to become effective teachers. This partnership will address teacher shortage issues and expand the teacher pipeline by addressing system-level barriers and opportunities for innovation and positive change. One such initiative is developing a framework for yearlong residencies for pre-service teachers. Other collaborations include the discussion and review of:

- Preparation policies and guidelines
- The Council for the Accreditation of Educator Preparation (CAEP) State Partnership Agreement
- Standardized licensure assessments
- Other aspects of preparation that address the expansion of the educator pipeline

Building on math4life Momentum

The WVDE math4life team continues to address the local needs of counties and customize professional learning and support for them. During year-two of the five-year initiative, professional learning, certification, advanced credentialing and supporting local needs of the counties will continue. The Department will support educators through on-site and online professional learning courses that deepen mathematical content knowledge and pedagogical practice. By maintaining focus on leadership, differentiation, student engagement, content and pedagogy, the WVDE will help counties develop a strong corps of highly proficient mathematics teachers. Other plans for the upcoming year include (but are not limited to):

- Building on praxis support for educators wanting Algebra I certification and expanding this to educators exploring geometry certification
- Providing technical assistance to counties through the math4life professional learning offerings found on program’s toolkit webpage
- Encouraging counties to develop their own mathematics academies based on their data
- Conducting fall and spring professional learning follow-up sessions that build on information presented during the summer speaker series