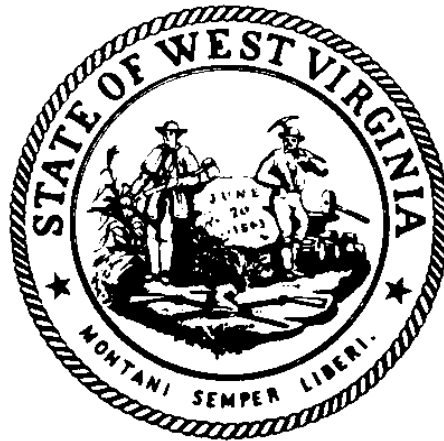


EDUCATION SUBCOMMITTEE C

Better Connecting the Education System to Workforce and Career Futures
Restoring the Authority, Flexibility, and Capacity of Schools and School Systems
How the Governance of Regional Education Service Agencies Can Be Best Aligned
Strengthening School Leadership by Investing in Principals

SUBCOMMITTEE REPORT

January 6, 2014



JOINT STANDING COMMITTEE ON EDUCATION

EDUCATION SUBCOMMITTEE A

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Assigned Issues

The following issues were assigned to Subcommittee C of the Joint Standing Committee on Education:

- (1) Study on better connecting the education system to workforce and career futures, improving career and technical education and making West Virginia a leader in remote technology and distance learning.
- (2) Study on restoring the authority, flexibility, and capacity of schools and school systems to improve student learning to meet or exceed the expectations established by the state board and Legislature.
- (3) Study on how the governance of Regional Education Service Agencies can be best aligned, focused and directed to assist county boards in achieving administrative and purchasing efficiencies, meeting the professional development needs identified by schools and school systems within the RESA membership, providing specialized services that are otherwise financially difficult or impractical for any one county of the RESA to provide, and developing programs or services that the county school systems consider beneficial to their goals and that can be more efficiently provided at the RESA level.
- (4) Strengthening school leadership by investing in principals.

Subcommittee Meetings

July 22, 2013 Subcommittee Meeting

Delegate Perry recognized Dave Mohr, Senior Policy Analyst for the House Education Committee, to discuss topics assigned to the Subcommittee. The topics he discussed included better connecting the education system to workforce and career futures; restoring the authority, flexibility and capacity of schools and school systems; how the governance of RESA's can be best aligned; and strengthening school leadership by investing in principals.

Next, Delegate Perry recognized Dr. Gus Penix, Director of the OEPA, to discuss the new accreditation process currently under development and the strategic plan revisions. He discussed a new school strategic plan document that was designed to be simpler and more abbreviated than the old document. He also discussed an optional self-study work sheet for determining a schools current level of effectiveness. Then Dr. Penix discussed the new four-year accreditation process and the alignment of accountability and accreditation to impact improvement in schools. Lastly, Dr. Penix took questions from the Subcommittee members.

August 19, 2013 Subcommittee Meeting

Delegate Perry recognized Tom Campbell, Chair of the State Board of Education's Commission on School District Governance and Administration, to update the Subcommittee on the Commission. He named the members of the commission, indicated that they were meeting on a monthly basis, indicated who the Commission has heard from so far and the topics covered. He said the Governor requested that the Commission complete their work by January, but that he anticipated that the Commission would release its recommendations as early as October. Mr. Campbell then answered the questions of the Subcommittee. Delegate Perry requested Mr. Campbell to come back in December to discuss the Commission's recommendations.

Next, Delegate Perry recognized Greg Prudich, Mercer County Board of Education President and WV School Board Association Vice President. Mr. Prudich indicated that there are 787 pages of statutes and 4,749 pages of rules. He said that although some regulation is necessary, the volume of statutes and rules is hampering innovation. He said that numerous policies were just restatements of law, and that he didn't understand the reasoning behind some of the other policies. Mr. Prudich then answered the questions of the Subcommittee. Delegate Perry requested Mr. Prudich to come back in December with specific recommendations for change.

Delegate Perry then recognized Doug Lambert, Superintendent of Pendleton County Schools and President of the Association of School Administrators. Mr. Lambert expressed appreciation for the School Aid Formula legislation that was passed in 2008 especially for the part of the bill for counties that have under 1400 in student enrollment, and pointed out that despite its size, Pendleton County was one of the top achieving school districts in the state. He specifically discussed step 6a of the formula which he said is becoming quickly outpaced by inflation. Mr. Lambert then answered the questions of the Subcommittee.

Delegate Perry then recognized Bill Walton, Secondary School Principals Association. Mr. Walton introduced Mike Kelly, Principal of Herbert Hoover High School. Due to the scheduled time for the Subcommittee meeting expiring, Delegate Perry requested Mr. Kelly to come back during September interims to make his presentation.

September 24, 2013 Subcommittee Meeting

Senator Tucker recognized Misty Peal with the WVEA. She said that SB359 handed over a great deal of flexibility. She said that not all counties have implemented that flexibility properly yet, but that the WVEA is taking a wait and see approach. She requested that the legislature wait and see how SB359 evolves before granting more flexibility with the exception of professional development. She said that collaboration is imperative for student achievement and there needs to be more flexibility to establish time for collaboration. She said there have been grievances filed over the hiring process, but she recognized that the state board hiring policy was promulgated late in the hiring

process. Ms. Peal then answered the questions of the committee. Members of the committee requested that Ms. Peal provide specific instances of where the faculty senate was not involved in the hiring process and also expressed interest in addressing the implementation of the evaluation and hiring requirements each month.

Next, Senator Tucker recognized Christine Campbell, President of AFT-West Virginia. Ms. Campbell recognized the importance of professional development in student achievement, and said that quality professional development should be embedded and that expert teachers, such as nationally certified teachers, should be made available to provide professional development. She also said that collaboration is important and that requiring minutes of instruction rather than days would be one way to provide flexibility to find time for collaboration. She said that professional development, collaboration and wrap around services were all important for student achievement. She also said that we need more social services in schools since many of our students go to a home without food, heat and adult supervision. Ms. Campbell then answered the questions of the committee.

Lastly, Senator Tucker recognized Jackie Long, President of the WVSSPA. Ms. Long said that the school aid formula works against county boards having enough employees to get the job done properly. One of several examples she cited was the cooking from scratch initiative and other meal programs being labor intensive. Ms. Long also said that employees should be evaluated properly, and that bad employees often receive tenure because they receive good evaluations during their probationary period. Other points she brought up include requiring substitutes to job shadow for three days and that the law should be followed relating to staff development councils, autism mentor transfer restrictions and aides who become teachers being able to retain a prorated portion of their years of service.

October 21, 2013 Subcommittee Meeting

Senator Tucker recognized David Efaw, Secretary-Treasurer of the WV State Building and Construction Trades Council, AFL-CIO to discuss issues related to House Concurrent Resolution No. 155 - A study on better connecting the education system to workforce and career futures, improving career and technical education and making West Virginia a leader in remote technology and distance learning. Mr. Efaw also did a short demonstration of the West Virginia Joint Apprenticeships Website. Then, Mr. Efaw responded to questions from the Subcommittee.

Next, Senator Tucker recognized Brett Matthews, Director of Training, Plumbers and Pipefitters, to address the resolution. Mr. Matthews said that most secondary schools are pushing students toward college and that they are having a hard time getting their message out to secondary school students. Then, Mr. Matthews responded to questions from the Subcommittee.

Senator Tucker then recognized Ted Brady, owner of Progressive Electric which is an electrical contracting company in Charleston, to address the resolution. Mr. Brady said

that they have developed a labor-management partnership to determine curriculum and the numbers of apprentices our economy can support. He said that about 1% of their budget goes into a fund to train apprentices. Then, Mr. Brady responded to questions from the Subcommittee.

Lastly, Senator Tucker recognized Carry DeAtley, Associate VP for Academic Affairs at New River Community and Technical College, to address the resolution. Ms. DeAtley gave a PowerPoint presentation. She discussed the challenges that Higher Education students face including time, money, culture and life. She also discussed some of the programs offered by New River including welding, auto and diesel technician, mechatronics, CDL training, line service mechanic and cosmetology. She said that they continue to review workforce projections to guide programming and that they partner with industry to meet their needs. Then, Ms. DeAtley responded to questions from the Subcommittee.

October 22, 2013 Subcommittee Meeting

Senator Tucker recognized Dr. Jim Phares, State Superintendent of Schools, to address House Concurrent Resolution No. 155 - A study on better connecting the education system to workforce and career futures, improving career and technical education and making West Virginia a leader in remote technology and distance learning. Dr. Phares presented a map of the state showing Career Technical Education Special Project Sites which included High Schools That Work, Tech Centers That Work, Advanced Career Sites, and Simulated Workplace Sites. He also showed a map with more detail about the Simulated Workplace Sites. He talked about the emphasis the programs are placing on the need to be drug-free in order to be ready for the workplace. Then, Dr. Phares responded to questions from the Subcommittee.

Next, Senator Tucker recognized Dr. Kathy D'Antoni, Associate Superintendent of the Division of Technical and Adult education, to address the resolution. Dr. D'Antoni talked about the great enthusiasm that the students at the sites have. Then, Dr. D'Antoni responded to questions from the Subcommittee.

November 19, 2013 Subcommittee Meeting

Delegate Perry recognized Cindy Daniel, Assistant Superintendent for Curriculum and Instruction, Putnam County Schools. Ms. Daniel discussed a comprehensive approach to preparing college and career ready graduates with an emphasis on career technical education areas. She emphasized the importance of soft skills throughout her presentation, and said that although many people say those skills should be taught at home she said in many cases they are not. Then, Ms. Daniel responded to questions from the Subcommittee.

Next, Delegate Perry recognized Karen Price, President of the WV Manufacturers Association. Ms. Price discussed skill needs and employment opportunities. She agreed

that soft skills are a major issue and also said that the problem is the lack of a skilled workforce. She also discussed what the West Virginia Manufacturers Association is doing to be helpful. Ms. Price discussed a company leaving a certain area of the state because of the inability to fill 150 positions. She also said that counselors need to know what programs are available to students. Then, Ms. Price responded to questions from the Subcommittee.

Lastly, Delegate Perry recognized Jeff Green, Director of Research, Information and Analysis, Workforce West Virginia, to discuss labor market projections, programs and interface with training providers. He discussed the services offered by Workforce West Virginia. He also discussed their locations throughout the state. Then, he discussed employment projections including their sources for information and the process used in making projections. Then, Mr. Green responded to questions from the Subcommittee.

Senator Unger requested that the Subcommittee have someone back in December to discuss specifically what happened relating to the loss of a company because they couldn't find people with the skills needed to fill 150 positions.

December 9, 2013 Subcommittee Meeting

Delegate Perry recognized Mike Kelly, Principal of Herbert Hoover High School, who addressed House Concurrent Resolution No. 157 which calls for a study on restoring the authority, flexibility, and capacity of schools and school systems to improve student learning to meet or exceed the expectations established by the State Board and Legislature. Mr. Kelly discussed methods of getting better quality principals in the schools. He discussed the CPD training required for new hires. He discussed mentoring for principals. He also talked about the importance of identifying quality principal candidates. He said that internship programs are the best method of preparing new principals, but that substitutes must be provided unless the internship program occurs during summer school. The internship programs also allow for the evaluation of a candidate's effectiveness. Mr. Kelly also responded to numerous questions relating to paperwork requirements, mental health of students, common core delivery, the number of required exams for students, the reaction of faculty to the new hiring process, and requiring administrators to substitute teach for three days.

Next, Delegate Perry recognized Chuck Nichols, Interim Executive Director of RESA 4, who discussed a pilot of an alternative process for the hiring of an Executive Director of RESA 4. Mr. Nichols said that RESA 4 requested a waiver in order to pilot the new hiring process. He said that under the new process, the regional council makes the selection although the State Board would still have the final say. Then, Mr. Nichols responded to questions from the Subcommittee.

December 11, 2013 Subcommittee Meeting

Senator Tucker recognized Valerie Comer, Deputy Executive Director, Workforce

West Virginia, to address follow-up on questions relating to workforce training programs for Armstrong World Industries, Inc., in Randolph County. Ms. Comer said that Armstrong has been posting job orders with Workforce West Virginia for many years. She said that since 2009, 28 job orders have been placed, 4,000 job seekers have been referred, and 600 were hired. Then, Ms. Comer responded to questions from the Subcommittee members.

Next, Senator Tucker recognized Kathy D'Antoni, Associate Superintendent, Division of Technical and Adult Education, WVDE, to discuss college and career awareness counseling for students in the middle grades. Ms. D'Antoni discussed the simulated work sites across the state and the optional drug testing at the sites. She also said that the new Policy 2510 revisions require career exploration activities. Then, Ms. D'Antoni responded to questions from the Subcommittee. In response to one question, she said that she gives the interaction between career and technical education and the community and technical colleges a three on a scale of one to ten, and said that teeth needs to be put in SB436 to make it happen.

Recommendations

The Subcommittee recommends that the Joint Standing Committee on Education continue its study on the Education Efficiency Audit of West Virginia's Primary and Secondary Education System during the 2014 interims.

Among the education delivery improvements addressed by the Education Efficiency Audit are recommendations for better connecting the education system to workforce and career futures, including the areas of strengthening state-level coordination and planning, expanding high school options and strengthening PK-12/higher education articulation. The Subcommittee heard from labor organizations, community colleges, a school system, an employer association and employer, the Department of Education and Workforce WV on this issue.

The Subcommittee heard about many promising programs and practices such as a comprehensive approach to preparing college and career ready graduates that emphasizes the importance of "soft skills" beginning in the elementary grades; High Schools That Work, Tech Centers That Work, Advanced Career Sites, and Simulated Workplace Sites in the secondary schools; efforts at the community and technical college level to review workforce projections to guide programming and partner with industry to meet their needs, and labor-management partnership to determine curriculum and the demand in apprenticeship fields. However, the Subcommittee continued to hear about shortages of appropriately skilled workers, a lack of good information to middle school and secondary students on job opportunities and the skills needed to secure them, and programs that appeared duplicative or misaligned.

Therefore, as a part of its continued study of the audit issues, the Subcommittee recommends that the Joint Standing Committee on Education primarily should focus on

strengthening state-level coordination and planning and strengthening PK-12/higher education articulation to better connect education and the workforce with a focus on connecting the community and technical college system to real jobs.

Also, among the major issues raised by the Audit conducted by Public Works, LLC, is a description of West Virginia's system of schools as heavily regulated. The general conclusions of the Audit found a need to drive more educational decision-making down to the level closest to the students, to the classroom and building level - allowing principals to lead and teachers to deliver the most effective curriculum for their students - and then holding them accountable for student success. The Subcommittee heard from county board members, superintendents, principals, representatives of teachers and service personnel, the State Board, and a RESA director during the course of its study on this issue.

While the Subcommittee recognizes that a lot of progress was made in this area during the 2013 regular session and additional legislation may be adopted in 2014, the Subcommittee recommends that the issue continue to be monitored. Further, a study commission of the State Board on the efficiency and effectiveness of the 55 county boards of education is continuing its study. Therefore, as a part of its continued study of the audit issues, the Subcommittee recommends that the Joint Standing Committee on Education should continue to review the effects of its statutes on the authority, flexibility, and capacity of schools and school systems to improve student learning, as well as the school system policies and practices that impede efficiency. As part of its study, the Committee should monitor the State Board study of the efficiency and effectiveness of the 55 county boards regularly, keep the State Board informed with feedback on issues related to the study, and be prepared to recommend any necessary legislation for the 2015 regular session. Also, in addition to reviewing the authority, flexibility, and capacity of schools and school systems, the Committee also should determine and make recommendations related to ensuring schools and school systems are held adequately accountable.

Addendum

The following is a link to the West Virginia Board of Education Status Report and a link to supporting documentation. The report provides information relating to the progress made toward meeting the goals for Senate Bill 359 and the challenges presented to the Board by Governor Earl Ray Tomblin during his 2013 State of the State Address.

http://static.k12.wv.us/tt/2013/wvboe_updates_12-30-13.pdf
http://static.k12.wv.us/tt/2013/wvboe_updates_supportingdocs.pdf