

Chesterfield County School Board **2024 Legislative Program**



Chesterfield
County
Public Schools

All means all

All means all in Chesterfield County Public Schools, a student-centered and award-winning school system where all students have meaningful opportunities to succeed. The largest school district in central Virginia, Chesterfield County Public Schools is growing because families want their children educated in supportive, innovative schools. From its commitment to academic innovation to the strong community partnerships that make its vision succeed, Chesterfield County Public Schools is a pivotal force within the region.



The district continues to face challenges, many tied to impacts of the pandemic. This includes getting students back on course where learning loss has slowed progress. A national shortage of teachers and school bus drivers continues, and recruiting and retaining employees in many positions is more difficult than in previous years.



Here is the good news:

Chesterfield schools are preparing students for successful futures.

- 100% of schools are accredited.
- The on-time graduation rate was 91% for the class of 2023.
- Chesterfield students earned 24,000+ college credits while in high school (2022-23).
- Chesterfield students earned 8,000+ certifications in career and technical education (2022-23).

Through our strategic plan, Imagine Tomorrow, Team Chesterfield is creating classrooms of the future that allow our students to reach even greater heights. Every day, our focus remains the same: We work to provide amazing learning experiences in remarkable learning environments while encouraging students and staff to exemplify personal responsibility and supportive relationships. We are proud that Chesterfield County Public Schools continues to be a leader in public education, and we are committed to providing all students with a safe, supportive and nurturing learning environment. But Chesterfield County Public Schools — and Virginia's other public school systems — cannot do this alone. Many of the challenges we face can be aided through a statewide legislative approach.

Legislative principles

- Ensure equitable, fair and unbiased access to all resources and opportunities
- Support allowing maximum discretion in developing strategies for policy and budget decisions that will reflect the diverse needs of school divisions
- Support flexibility or relaxation of certain mandates
- Oppose any new statutory or regulatory requirements that are not fully funded



Equity

As defined in our strategic plan, equity is a CCPS core value that ensures fair and unbiased access to all resources and opportunities. As part of our core values, we commit to:

- Create a culture open to different backgrounds and accepting of all voices and viewpoints
- Recognize biases and identify acceptance and inclusion barriers to be removed
- Demonstrate an appreciation of diversity and develop compassionate relationships
- Be good stewards of resources that support opportunities for all
- Hold high expectations while understanding challenges and identifying strengths

We have made tremendous efforts to provide expanded access and opportunities to our students and school communities. These include:

- Establishing Chester Early Childhood Learning Academy (CECLA) has increased enrollment of prekindergarten students
- Offering the PSAT for all students in grades 8-11 and the SAT for all 11th grade students
- Serving more English learners at their home schools
- Implementing a revised gifted-identification process
- Serving more gifted students at or near their home schools
- Sharing curriculum options to all parents in the 2023-24 Program of Studies
- Providing parent support materials in multiple languages through interpretation and translation options
- Implementing Mirror Me, the division's teacher diversity initiative
- Developing a cultural competency module for staff



Legislative positions

Enhance funding of K-12 education

- The Chesterfield County School Board supports full funding of state education programs including basic aid, prevailing instructional support staffing levels and categorical funding, career and technical education, as well as capital, school construction/replacement and maintenance support. Such funding is critical to provide an education where students meet and exceed the Standards of Learning.
- The Chesterfield County School Board supports increasing public education's share of the state budget to support innovation, teacher salaries and retirement costs, reduced class size and early childhood programs. Enhanced funding should also be provided for added supports that will reduce student discipline problems, while also providing funding for local and regional alternative education programs so these programs are available as needed for students.

Establish expectations for future funding

The Chesterfield County School Board supports funding priorities aligned with the Joint Legislative Audit and Review Commission's study (SJR 294) on the true cost of education in Virginia.

The Virginia General Assembly (SJR 294) directed JLARC to study the cost of education in Virginia and make an accurate assessment of the costs of the Standards of Quality.

Key findings included:

- Virginia school divisions receive less K-12 funding per student than divisions in other states and several key funding benchmarks
- Many of the Standards of Quality formula inputs and assumptions lack a clear rationale and do not reflect prevailing practice in school divisions
- SOQ formula does not adequately account for higher needs students, regional labor costs and division size
- Local composite index used to apportion funding obligations between the state and each locality is a reasonably accurate measure of ability to pay
- Most states use a student-based K-12 funding formula, which is simpler than Virginia's complex staffing-based formula

If all recommendations are implemented, JLARC estimates \$200M-\$300M incremental funding to Chesterfield County Public Schools. Important funding priorities for Chesterfield County Public Schools in the 2024 General Assembly session include:

- The General Assembly may wish to consider including language in the Appropriation Act that directs the following changes to the Standards of Quality formula: (i) eliminate the support cap, (ii) re-instate the non-personal cost categories removed in FY09 FY10, and (iii) re-instate the federal fund deduction methodology used prior to FY09. *(JLARC Recommendation 4)*
- The General Assembly may wish to consider including language in the Appropriation Act directing the Virginia Department of Education to update the cost assumptions for school division employee salaries used in the biennial Standards of Quality re-benchmarking process to better reflect current salaries paid by school divisions. *(JLARC Recommendation 5)*
- The General Assembly may wish to consider including language in the Appropriation Act directing the Virginia Department of Education to calculate salary and other Standards of Quality formula cost assumptions using the division average, rather than the linear weighted average. *(JLARC Recommendation 6)*
- The General Assembly may wish to consider amending the Code of Virginia and including language in the Appropriation Act to direct use of the federally approved Identified student percentage measure to calculate funding for all at-risk programs that currently rely on the outdated free lunch estimates. *(JLARC Recommendation 9)*
- The General Assembly may wish to consider amending the Code of Virginia and including language in the Appropriation Act to replace the current cost of competing adjustment with a more accurate adjustment based on a Virginia cost of labor index that better accounts for differing labor costs across school divisions in calculating compensation funding through the Standards of Quality formula. *(JLARC Recommendation 12)*

Invest in the workforce

- The Chesterfield County School Board supports efforts to attract, develop, pay and retain quality teachers, especially in light of the current shortage of qualified teachers. Compensation and benefits should attract beginning teachers and encourage teachers to stay in the profession over time.
- The Chesterfield County School Board supports efforts to attract, develop, pay and retain quality leaders (specifically principals), especially in light of the commonwealth's current shortage of qualified leaders. Establishing opportunities for leaders to grow in their profession and experience leadership roles should also be provided.
- The Chesterfield County School Board supports incentives for employment of highly qualified staff for positions such as school bus drivers, maintenance and custodial workers and food service staff.

Collaborate with Chesterfield County government

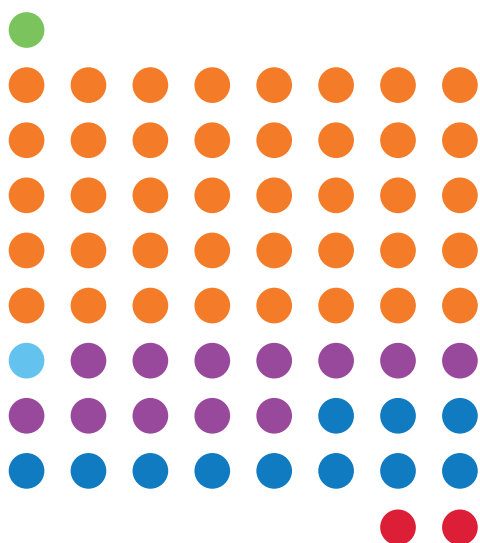
The Chesterfield County School Board has a strong partnership with the Chesterfield County Board of Supervisors in support of the respective legislative agendas. The collaboration between the school division and county government has led to unprecedented opportunities to provide increased services for Chesterfield County taxpayers. Moreover, the Chesterfield County School Board continues to strongly oppose the additional shifting of state education costs to localities.



Chesterfield
County
Public Schools

by the numbers

More than
64,000
students attend
67 schools:



1 prekindergarten

40 elementary schools
(grades K-5)

1 virtual school (grades K-8)

12 middle schools
(grades 6-8)

11 high schools
(grades 9-12), which include
13 specialty centers

2 career and
technical centers

\$13,575

estimated
average
cost per
student



we serve

8.2 million
meals
each
year



56% of students qualify for reduced-price
meals through application or
the community eligibility provision

Our
student
population

43% White, **26%** Black,
21% Hispanic, **6%** two or more races,
3% Asian, **<1%** Indian/Alaskan native
and **<1%** Hawaiian/Pacific Islander

About **40%** of students are **economically disadvantaged**;
12.7% have **disabilities**; and **12.2%** are **English learners**,
representing about **100** different languages.

If Chesterfield County Public Schools were a business, it would have one of the largest catering operations, transportation systems, human resources departments, etc. in the Richmond area.

annual budget of
\$965.2
million



2.7% for technology
3.4% for administration, attendance and health
3.8% for food service
5.6% for transportation
7.1% for debt
8.6% for operations and maintenance
68.8% for instruction

over **9,200** full and part-time
employees

about
65,000
devices
used for
1:1 instruction



5,000
teachers

more than **4,100** with a **masters degree or doctorate**

93 teachers are **National Board Certified**

 **8.7** million square feet
of space cleaned and
maintained daily

Our buses
travel
8.8
million
miles
every year



Virginia's first recovery high school

One step, one day, one success at a time: Chesterfield Recovery Academy is a year-round program serving high school students from central Virginia who are recovering from substance abuse disorders. The program is funded through legislation approved in June 2022 by the Virginia General Assembly and Virginia's governor.

Virginia's first recovery high school, the program opened in August 2022. Chesterfield Recovery Academy students receive the academic, emotional and social support necessary to complete their high school education. The program provides flexibility to allow students to participate in internships or hold a job while enrolled. This structured system of support and preparation for the future sets students on a path toward continued success.



In addition to Chesterfield County Public Schools, the program receives assistance from health agencies, local and state government programs and police and legal agencies to help students navigate through recovery.

Focused on student support services

To help students continue to find their path forward, substance abuse and mental health counselors are on staff in addition to teachers and administrators.

Chesterfield Recovery Academy students have access to group and individual counseling. A close-knit community of support helps students navigate through recovery while working to achieve their high school diploma.

Academics tailored to each student

Students attend school each day in person. Because students enter Chesterfield Recovery Academy at different academic levels, classes are conducted online to allow each student an individualized, self-paced curriculum that meets their needs. Students have access to all credits needed for graduation.

Enrollment

Chesterfield Recovery Academy is open to students from Region 1 school divisions in central Virginia:

**Charles City County • Chesterfield County • Colonial Heights • Dinwiddie County • Goochland County
Hanover County • Henrico County • Hopewell
New Kent County • Petersburg • Powhatan County
Prince George County • Richmond • Surry County
Sussex County**

To be considered for enrollment, students must be substance free for 20-30 days. Once enrolled, students may remain in Chesterfield Recovery Academy through graduation or may return to their home school when they are ready to do so.

Successes

Chesterfield Recovery Academy opened in 2022-23 with five students and grew to 12 by the end of the year. Four students achieved diplomas; others continued with the academy or returned to home districts. Chesterfield Recovery Academy began 2023-24 with 14 students (space for 50 students max).

School leaders and students presented during the **White House summit for youth in recovery.**

Chesterfield Recovery Academy won the **Best Large County Achievement Award** in 2023 from the Virginia Association of Counties.

Chesterfield Recovery Academy won a **2022 Achievement Award** from the National Association of Counties.

Chesterfield Recovery Academy was featured in **Showcases for Success** by the Virginia School Boards Association.

Chesterfield Recovery Academy has attracted **news coverage**: 60 Scripps TV stations including WTVR-Channel 6, Richmond Family Magazine and RVA Parenting on Channel 12.

**Scan to see the
November 2023
report to the
General Assembly**

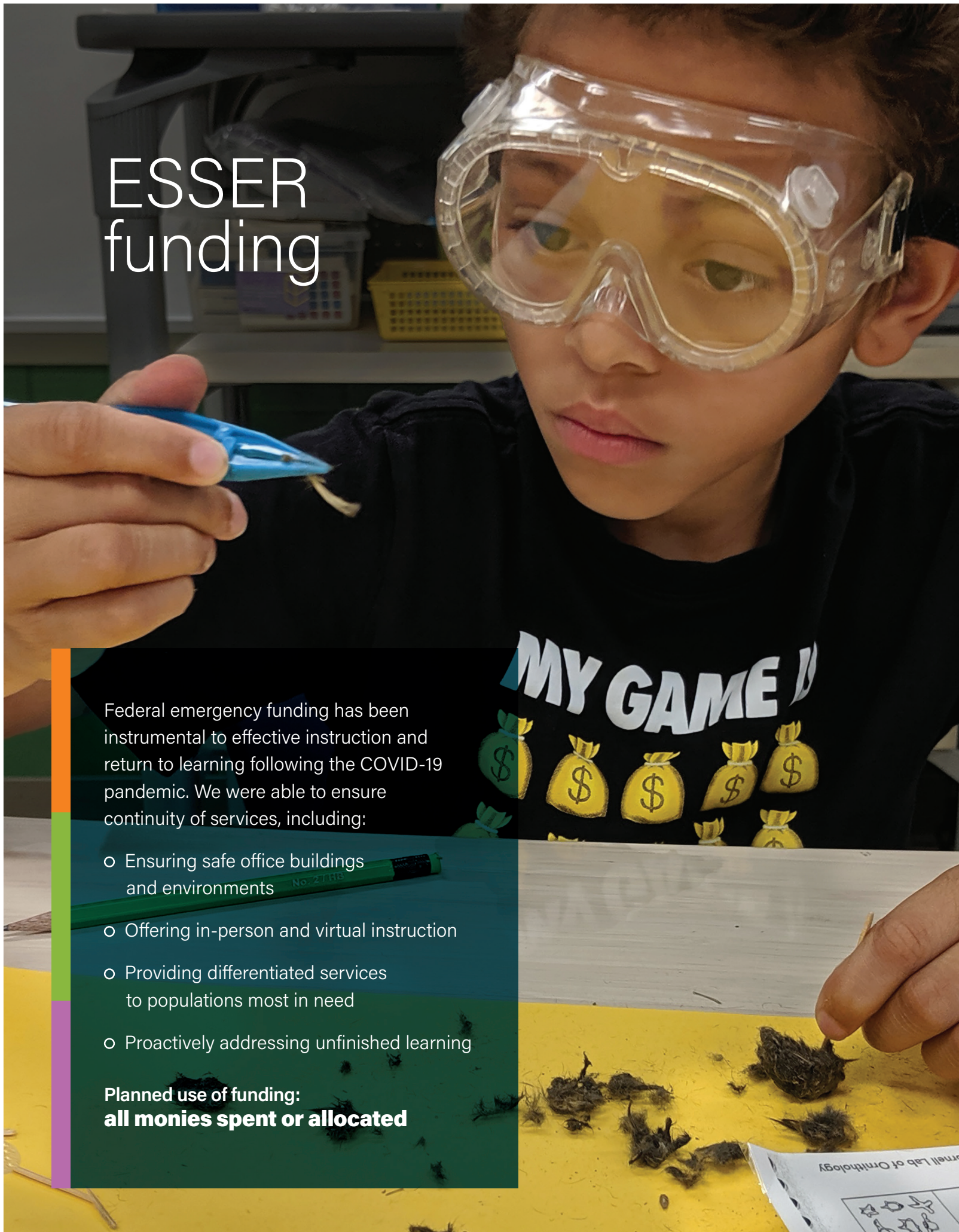


ESSER funding

Federal emergency funding has been instrumental to effective instruction and return to learning following the COVID-19 pandemic. We were able to ensure continuity of services, including:

- Ensuring safe office buildings and environments
- Offering in-person and virtual instruction
- Providing differentiated services to populations most in need
- Proactively addressing unfinished learning

**Planned use of funding:
all monies spent or allocated**



ESSER I

\$5.6M:

100% spent

School counselors
ESL teachers • Summer school
Instructional support

Highlights

- \$2.35M on school counselors and ESL teachers for FY20 before state funding for positions
- \$1.1M on summer school, tutoring and instructional materials
- \$1.5M on traffic control during parent drop-off/pickup

ESSER II

\$22.8M:

100% spent

Summer school • Online learning
PPE and school safety
Technology • Literacy

Highlights

- ~\$3M on Chromebooks/classroom tech
- ~\$4M for summer school, instructional supplies, tutoring and literacy
- ~\$3M for high-need school stipends
- ~\$6M for school building upgrades (HVAC/UV lights, touchless lights and bathrooms and water bottle stations)
- ~\$3M for full-time substitutes

ESSER III

\$51M:

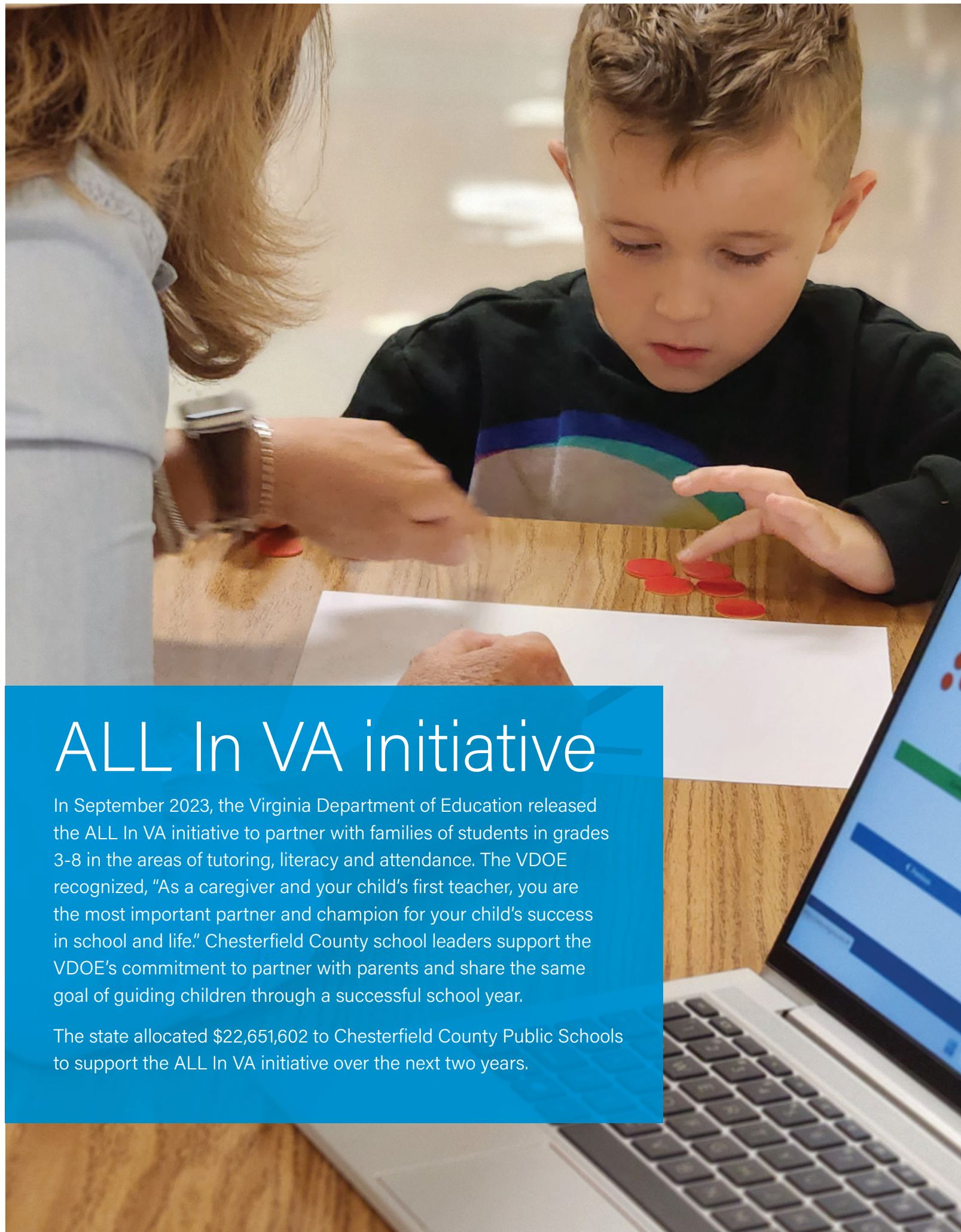
55% spent

45% committed

Support positions • Tutoring
Online learning • Incentives
PPE and school safety
Technology

Highlights

- ~\$10M on virtual learning/Virtual Learning Academy/CCPSOnline
- ~\$3M for technology
- ~\$26M on instruction (tutors, long-term substitutes, differentiated support, literacy, etc.)
- ~\$3M on student supports
- ~\$3M on HVAC/building improvements
- ~\$6M on bonuses/incentives



ALL In VA initiative

In September 2023, the Virginia Department of Education released the ALL In VA initiative to partner with families of students in grades 3-8 in the areas of tutoring, literacy and attendance. The VDOE recognized, "As a caregiver and your child's first teacher, you are the most important partner and champion for your child's success in school and life." Chesterfield County school leaders support the VDOE's commitment to partner with parents and share the same goal of guiding children through a successful school year.

The state allocated \$22,651,602 to Chesterfield County Public Schools to support the ALL In VA initiative over the next two years.

Three areas of focus



Tutoring (70% of funding):

Accelerate at-risk student performance in grades 3-8 through high dosage, high intensity tutoring supports

A variety of tutoring/learning products already in place will be used in coordination with a new structured and robust network of tutoring coaches and experts to provide individualized support to students. Tutoring coaches at each of our 53 elementary and middle schools will work closely with families to understand the importance of tutoring, set strong expectations for the use of digital learning tools and coordinate face-to-face online tutoring sessions to address unfinished learning.

Literacy (20% of funding):

Expand and accelerating efforts around the Virginia Literacy Act

Print literacy resources, coaches and professional development aligned to the Science of Reading have been implemented across all 41 elementary schools in Chesterfield County. The school division continues to recognize needs in literacy efforts and plans to build a strong pipeline of endorsed reading specialists, provide approved literacy resources in grades 6-8 and increase approved intervention resources in grades 3-8. Specific literacy tools and curriculum supports are planned to accelerate English learners and students with disabilities.



Attendance (70% of funding):

Provide enhanced support for students who exhibit chronic absenteeism

Nine staff members will focus solely on supporting measures directed at attendance and particularly chronic absenteeism. These staff members will focus on minimizing the barriers to daily attendance and supporting efforts to re-engage students in the learning environment. They will work collaboratively with schools, students, families and local agencies to determine the root causes of chronic absences, analyze attendance data and implement approaches that promote the importance of regular daily attendance.





**Chesterfield
County
Public Schools**

Superintendent

Dr. Mervin B. Daugherty
superintendent@ccpsnet.net

**Chief Communications and
Community Engagement Officer**

Shawn Smith
shawn_smith@ccpsnet.net

Learn more

Keep up with news and activities at oneccps.org.
Here are other ways to stay connected:

Weekly digital newsletter

(sign up at bit.ly/CCPSconnections)

Chesterfield EdTV on

Comcast 96 and Verizon 26

School Board meetings online at
[chesterfieldschoolsva.swagit.com/
original-programming/](https://chesterfieldschoolsva.swagit.com/original-programming/)

Email: ccpsinfo@ccpsnet.net

Call: 804-748-1405

Mail: P.O. Box 10, Chesterfield, VA 23832



facebook.com/chesterfieldschools



(formerly Twitter) twitter.com/ccpsinfo



Instagram.com/oneccps



youtube.com/ccpsva



linkedin.com/company/oneccps