

FOUNDATIONS AND BASIC COMMITMENTS

CHARLOTTESVILLE CITY SCHOOLS SCHOOL DIVISION LEGAL STATUS

File: AA

The Constitution of the Commonwealth provides that the General Assembly establish a system of free public elementary and secondary schools for all children of school age throughout the State, and ensure that an educational program of high quality is continually maintained. The General Assembly has required that such an educational system be maintained and administered by the State Board of Education, the Superintendent of Public Instruction, superintendents and school boards. The supervision of schools in each school division shall be vested in a School Board selected in accordance with the applicable provisions of the Code of Virginia.

The School Board is a corporate body whose official title shall be Charlottesville City School Board.

Adopted: July 16, 1998

Revised: December 20, 2007

Legal References: Constitution of Virginia, Art. VIII, Section 1, Section 7; Code of Virginia, 1950, as amended, Sections 15.2.410, 22.1-1, 22.1-2, 22.1-28, 22.1-71.

Cross Reference: BB School Board Legal Status

FOUNDATIONS AND BASIC COMMITMENTS

NONDISCRIMINATION

File: AC

The Charlottesville City School Division is committed to a policy of nondiscrimination with regard to race, color, gender, sexual orientation, age, religion, national origin, marital or veteran's status, physical or mental disability, status as a parent or any classification protected by applicable law. This attitude will prevail in all its policies concerning staff, students, educational programs and services and individuals and entities with whom the Board does business.

Accordingly, the Board will designate an individual(s) to act as the Division's compliance officer under the provisions of Title IX and Section 504 of the Rehabilitation Act. All students and employees will be notified of name(s), office address and telephone number of the designee(s).

Adopted: July 16, 1998
Revised: October 16, 2003
Revised: December 20, 2007

Legal References: 20 U.S.C. sections 1400 et seq., 1681 et seq.
29 U.S.C. sections 621 et seq., 794.
42 U.S.C. sections 2000 et seq., 12101 et seq.
45 CFR Parts 81, 86.
Executive Order 11246, as amended by Executive Orders 11375, 11478, and 12086.

Cross References.: GB/JB Equal Employment Opportunity/Nondiscrimination
GBA/JFHA Sexual Harassment/Harassment Based on Race,
National Origin, Disability and Religion

FOUNDATIONS AND BASIC COMMITMENTS

EDUCATIONAL PHILOSOPHY

File: AD

It shall be the philosophy of the Charlottesville City School Division to provide equal opportunity for every student to achieve maximum intellectual, social, emotional and physical growth, to ensure that each individual be equipped to communicate effectively with other people, to be competent both in the work place and in higher education, and to feel confident of the ability to make creative and constructive decisions in his/her life.

It shall be the policy of the School Board to:

1. Provide the necessary trained and dedicated leadership, qualified personnel, equipment and materials to assure an appropriate education for every student,
2. Treat all personnel equally with the highest degree of respect;
3. Appropriate funds fairly, equitably and efficiently,
4. Attend to the property and equipment of all schools to work toward achieving parity among the schools in the division.

Adopted: July 16, 1998

Revised: December 20, 2007

Legal References: Constitution of Virginia, Art. VIII, Sec. 7
Code of Virginia, 1950, as amended, Sections 22.1-78, 22.1-79, 22.1-293, 22.1-295.

8 VAC 20-131-20

Cross References.: AC Nondiscrimination
GB/JB Equal Employment Opportunity/Nondiscrimination
GBA/JFHA Sexual Harassment/Harassment Based on Race, National Origin, Disability and Religion
IGBC Parental Involvement

FOUNDATIONS AND BASIC COMMITMENTS

SCHOOL DIVISION GOALS AND OBJECTIVES

File: AE

A. Generally

Standards of Quality require school boards to adopt a division-wide comprehensive, unified, long-range plan (in place of the six-year plan) based on data collection, an analysis of the data, and how the data will be utilized to improve classroom instruction and student achievement. The plan is required to include or be consistent with all other division-wide plans required by state and federal laws and regulations. Each local school board is required to review the plan biennially and adopt any necessary revisions. The Charlottesville School Board has developed and adopted a five year Strategic Plan to fulfill this Standard of Quality requirement.

B. Mission Statement Personal and academic success for all

C. Goals

Five goals form the foundation of the Strategic Plan for the Charlottesville City Schools, which provides a comprehensive, unified, long-range action plan to guide the direction of the school division over the next five years. The plan is intended to provide focus for major initiatives already underway within the school division and avenues to address division challenges.

Adopted: July 16, 1998
Revised: June 15, 2006
Revised: December 20, 2007

Legal References: Code of Virginia, 1950, as amended, section 22.1-253.13:1.

FOUNDATIONS AND BASIC COMMITMENTS

FILE: AF

COMPREHENSIVE PLAN

The Charlottesville City School Board will adopt a divisionwide comprehensive, unified, long-range plan based on data collection, an analysis of the data, and how the data will be utilized to improve classroom instruction and student achievement. The plan will be developed with staff and community involvement and will include, or be consistent with, all other divisionwide plans required by state and federal laws and regulations. The School Board shall review the plan biennially and adopt any necessary revisions. Prior to the adoption of the plan or revisions thereto, the School Board will post the plan or revisions on the division's Internet website if practicable and make a hard copy of the plan or revisions available for public inspection and copying and will conduct at least one public hearing to solicit public comment on the plan or revisions.

The divisionwide comprehensive plan will include

- (i) the objectives of the school division, including strategies for first improving student achievement and, particularly the achievement of educationally at risk students, then maintaining high levels of student achievement;
- (ii) an assessment of the extent to which these objectives are being achieved;
- (iii) a forecast of enrollment changes;
- (iv) a plan for managing enrollment changes including consideration of the consolidation of schools to provide for a more comprehensive and effective delivery of instructional services to students and economies in school operations;
- (v) an evaluation of the appropriateness of providing certain regional services in cooperation with neighboring school divisions;
- (vi) a plan for implementing such regional services when appropriate;
- (vii) a technology plan designed to integrate educational technology into the instructional programs of the school division, including the division's career and technical education programs, consistent with or as part of the comprehensive technology plan for Virginia adopted by the Board of Education;
- (viii) an assessment of the needs of the school division and evidence of community participation, including parental participation, in the development of the plan;
- (ix) any corrective action plan required pursuant to Va. Code § 22.1-253.13:3; and
- (x) a plan for parent and family involvement to include building successful school and parent partnerships that will be developed with staff and community involvement, including participation by parents.

FOUNDATIONS AND BASIC COMMITMENTS

File: AF

Page 2

The School Board will present a report to the public by November 1 of each odd-numbered year on the extent to which the objectives of the divisionwide comprehensive plan have been met during the previous two school years.

Each school will prepare a comprehensive, unified, long-range plan, which shall be given consideration by the School Board in the development of the divisionwide comprehensive plan.

Adopted: August 16, 2007
Reviewed: December 20, 2007

Legal References: Code of Virginia, 1950, as amended, § 22.1-253.13:6.

FOUNDATIONS AND BASIC COMMITMENTS

EVALUATION OF THE SCHOOL BOARD

File: AFA

The School Board will conduct a formal self-evaluation annually in June to ensure the proper discharge of its responsibilities to the community. The evaluation has two major components:

First, and most important, is the assessment of the School Board and Superintendent in meeting the Biennial Board/Superintendent Priorities. Second is the assessment of the effectiveness of the School Board in the discharge of its role, both individually and as a collective body.

The Board's Annual Self-Evaluation shall include and be based on the following items, provided yearly:

1. a completed copy of the Board Self-Evaluation Instrument; and
2. a completed copy of the Evaluation of the Biennial Board/Superintendent Priorities.

The Chair or Designee shall collate the results. The results shall be provided to School Board members and the Superintendent in advance of the annual June Board meeting designated to discuss evaluations and priorities.

The Biennial Board/Superintendent Priorities support the achievement of the School Division's mission and goals. The Strategic Plan provides the evidence by which the School Board can measure achievement on the five division goals.

The following conditions shall apply to the School Board self-evaluation process:

1. School Board members shall be involved in the development of an instrument by which they will evaluate themselves.
2. The School Board evaluation will be completed by individual board members on a confidential basis, and submitted to the School Board Chair, or Designee, for compilation of the individual results.
3. The School Board shall meet, with a quorum of members present, to review and discuss the composite opinions and total results.
4. Each judgment shall be supported with as much rational and objective evidence as possible.

Upon final discussion of this self-evaluation, the School Board will develop and/or adjust the Biennial Board/Superintendent Priorities based on the Strategic Plan as required by the Virginia Standards of Quality, the goals adopted by the School Board, and the results of the Board's self-evaluation. The Strategic Plan coupled with the Division Goals serve as the cornerstone for long-range improvement for the school division. These priorities will ensure continued proficiency in its area of excellence and will strengthen the performance of the School Division.

FOUNDATIONS AND BASIC COMMITMENTS

File: AFA

Page 2

When the annual Progress Report is provided to the School Board, the data will be used to measure the system's progress toward meeting the Biennial Board/Superintendent Priorities.

Mid-Year Review: Each year, the School Board will review progress toward accomplishing the Biennial Board/Superintendent Priorities. This review will allow any needed mid-year course corrections.

Upon completion of the process annually, the School Board will consider revisions to the School Board self-evaluation process.

Guidelines for the Board/Superintendent Evaluation Process

June Meeting/Retreat	Evaluation of priorities includes preliminary development of Board/Superintendent Biennial Priorities for next year.
By August 31 st	Revise and finalize Board/Superintendent Priorities.
November/December	Superintendent provides update on Board/Superintendent Biennial Priorities. Have initial discussions of the midyear review. In open session discuss progress on priorities. In closed session, give feedback to the Superintendent on his/her job performance. In closed session the Superintendent provides an overview of performance of key administrators.
May/June	Superintendent provides update on priority progress allowing sufficient time for School Board to fill out evaluation forms for the June Meeting/Retreat. School Board collates evaluations.
June Meeting/Retreat	In open session evaluate school division progress on Board/Superintendent Biennial Priorities. In open session board self-evaluation. In Closed Session evaluate Superintendent.
By June 30 th	Board provides Superintendent with a detailed oral evaluation in Closed Meeting. Board Chair, at the direction of the board, provides a summary written evaluation to include any compensation adjustments for the next school year.

FOUNDATIONS AND BASIC COMMITMENTS

File: AFA

Page 3

Adopted: July 16, 1998
Revised: May 4, 2006
Reviewed: December 20, 2007

Legal Reference: Code of Virginia, 1950, as amended, section 22.1-78