



EDU TOPICS

Virginia Department of Juvenile Justice

February 9, 2017

5 Goals = 1 Result: Quality In The Classroom



Director's
Message
Dr. Lisa Floyd

The Division of Education staff is committed to preparing students for their future. We have created and implemented a number of innovative and impressive programs to support our students. This work is the result of strategic and purposeful planning. Our Strategic Plan aligns with the mission of the agency and provides opportunities for students

to succeed as they pursue both educational and life goals. The five areas of the Plan are detailed in the graphic below.

A few years ago, the education leadership team produced a newsletter titled *EduTopics* intended to provide information to education staff. As we re-introduce *EduTopics*, we begin by highlighting each of the goals of the Strategic Plan with the goal of detailing some of the work we are doing in each of these areas. As you read each newsletter you will recognize many of the programs, as they are the result of your efforts. In addition, we will inform you of

topics and initiatives that may not be as familiar.

Our environment is not without challenges but we have a lot to celebrate! This newsletter should also convey the admiration and appreciation the education administrative team has for you.

Your administrative team will continue to provide behind-the-scenes support in an effort to highlight your work as you create positive and productive experiences for students in a nontraditional school environment.

Thank you for your commitment to our students, colleagues, instruction team, and education program.

Strategic Plan Goals

- 1 Commit to Recruitment, Retention, and Evaluation of Quality Staff
- 2 Provide Quality Instructional Practices
- 3 Develop/Maintain Effective Communication Among Stakeholders
- 4 Establish and Implement Data Analysis Systems
- 5 Ensure Compliance in Educational Programs

Goal 1: How We're Getting Top-Quality Educators To DJJ

Strategy 1: Create a robust recruitment process to attract and retain quality staff. We have begun working with Human Resources staff and our Public Information Officer to develop ways that we can compete more effectively with other Virginia school divisions in our recruitment efforts. We began two years ago by revising all Employee Work Plans (EWPs), working with the Virginia Department of Education to bring them up to DOE standards. The new EWPs were implemented in the fall of 2015. Since then we've hired

approximately 30 new staff. As we continue to seek quality instructional staff, we are increasing our presence at regional job fairs from 11 in 2016 to 14 this coming spring in Virginia, Maryland, Pennsylvania and North Carolina, where our division will have its own dedicated recruitment table. We continue to provide professional learning opportunities to meet licensure requirements. The licensure process has been adjusted, so that staff members now submit their packets to building principals for review, then forward to Dr. Floyd for a second review before it goes to the HR Department.

Strategy 2: Develop an evaluation process for school administrators and teachers. The evaluation schedule has been changed to align with the school year. Evaluations for staff on probation now occur every three months during the first year to ensure they receive ample feedback.

We also have developed a checklist that ensures our instructors



Dr. Lisa Floyd conducts a workshop for administrators as part of the Education Division's strategic planning.

meet Virginia's Technology Standards for Instructional Personnel. Technology staff are meeting with teachers as part of our professional development in the 2017-2018 school year.

Guidance counselors have specific job responsibilities: One works with current high school

students, one with post-secondary youth, and one focuses on closing the gap of records, both incoming and outgoing, in an effort to firm up partnerships in communities.

Two classroom observation forms were created to provide guidance to teachers as to what administrators will "look for" when observing their classrooms. One is a walkthrough form that focuses on rigor of instruction using Webb's Depth of Knowledge and differentiation of learning styles and strategies. The formal evaluation observation form mirrors the teacher's summative evaluation standards.

Strategy 3: Develop a professional learning plan to meet the diverse needs of educational staff. A full slate of professional learning opportunities is being offered during the current school year. Among the many topics being covered are Building Blocks of Rigor, Responsibility-Centered Discipline, Rigor to Engagement, training on how to administer a variety of tests and testing software, and special education.

UNLOCK MINDS AND THE DOORS TO A BETTER LIFE.

BE A DJJ TEACHER

The extraordinary teachers who join the Department of Juvenile Justice's Education Unit team do much more than just enlighten young minds, which is a noble enough calling in itself. They also hold the key that can open the door to a future of hope and success, something the kids in our care haven't experienced much.

We at DJJ are looking for that rare combination of teaching experience, coupled with a deep passion for wanting to be an inspiration in the broken lives of those boys and girls incarcerated in one of our juvenile correctional centers.

If you hold a bachelor's degree with one or more endorsements in your subject of expertise, in addition to some teaching experience (high school level preferred), and are conversant in best practices of instructional methods and classroom management, then we invite you to complete an application. You also must possess, or be eligible for, a Virginia teaching certificate.

You will receive an excellent starting salary along with a generous benefits package - along with the knowledge that you are making a difference in the lives of young people who have made some serious mistakes, but still have the hope of a bright future in front of them.

Log on to www.djj.virginia.gov and click on "Jobs."

Karen Wade
English Instructor
Bon Air Juvenile Correctional Center

Catching The Eye Of Top Talent

The Division of Education has a full schedule of recruitment fairs to attend this spring, with representatives from level and teachers in attendance. We are working with the Human Resources Department and the Public Information Officer to produce eye-catching marketing materials such as this flyer that will focus on the rewards of teaching in a correctional setting.