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## Virginia

School Management	C	
Finance	B	
Staffing: Hiring & Evaluation	B	
Staffing: Removing Ineffective Teachers	A	
Data	C	
Pipeline to Postsecondary	C	
Technology	A	
State Reform Environment	?	
Gold Stars		

**School Management.** Virginia does an average job managing its schools in a way that encourages thoughtful innovation. While 89% of teachers report that routine duties and paperwork interfere with teaching, the state sanctions low-performing schools. The state’s academic standards also earn a good mark.

**Finance.** Overall, Virginia earns a solid grade in this category. Although Virginia does not have a performance pay program for teachers, the state gets a good mark for the simplicity of its state funding mechanism. Districts in the state also have full authority over teacher pay.

**Staffing: Hiring & Evaluation.** Virginia receives an above-average mark for its teacher hiring and evaluation system. Fifteen percent of teachers enter the profession through an alternative certification program, compared with the national average of 13%. Virginia also requires incoming teachers to pass basic skills and subject-knowledge tests. The state also gets a good mark for its interstate portability requirements.

**Staffing: Removing Ineffective Teachers.** Virginia receives an excellent score on the ability to remove poor-performing teachers from the classroom. Thirty-two percent of principals say that teacher unions or associations are a barrier to the removal of ineffective teachers, which is 29 percentage points below the national average of 61%. However, 67% of principals report that tenure is a barrier to removing poor-performing teachers.

**Data.** Virginia gets a mediocre mark for its state data system. Virginia does not publicly report college remediation data, but it does provide educators with access to an interactive school-level database for analysis.

**Pipeline to Postsecondary.** Virginia receives an average mark for its efforts to improve college and career readiness. Eighty-two percent of its schools report offering dual-enrollment programs, which allow students to earn high school and college credits simultaneously. That is 17 percentage points above the national average of 65%. However, the state does not require a college- and career-ready diploma.

**Technology.** Virginia receives a high grade in this category. The state has established a virtual school and offers a computer-based assessment. Still, Virginia needs to significantly improve how it evaluates its return on investments in technology.

**State Reform Environment.** There are few reliable state-by-state data on local education advocacy and research efforts—a reflection of the lack of overall commitment to this issue. As a result, we are unable to issue a meaningful grade. However, Virginia supports common academic standards.

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