

APS Strategic Plan 2024-30



School Board Advisory Committee Working Group

School Board Update - May 29, 2025

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1. By June 1, 2025, provide the school board with a statement that describes the:

- Purpose and value of School Board Advisory Committees
- Role of School Board Advisory Committees and desired outcomes for the work of the advisory committees

2. Work collaboratively with APS staff to:

- Evaluate the strengths, effectiveness and limitations of the current APS School Board advisory committee organizational structure.

3. By June 1, 2025, provide the school board with a recommendation for a proposed revision to the APS school board advisory committee structure with rationale

- The working group will provide the community a draft of its proposed revision to the advisory committee structure by Spring 2025, such that the structure aligns with the priorities in the 2024-30 Strategic Plan; diverse perspectives from APS staff, families, students and community members are included; and committee recommendations are actionable and relevant. The working group will solicit community feedback and use that feedback to develop a recommendation to the school board that defines:

- The name of each proposed school board advisory committee and a charge that aligns the work of the committee with at least one of the priorities in the 2024-30 Strategic Plan
- The role and purpose of subcommittees and process for forming within each of the proposed school board advisory committees
- Reporting structure and expectations for the committee's work
- A proposed membership composition (e.g. # of community members, staff, etc.) for each advisory committee
- Roles and responsibilities of advisory committee members, including leadership on the committee (e.g. Chairs/Vice Chairs, etc.)
- Length of term and term limits of committee members

4. By June 1, 2025, provide the school board with a recommendation on a transition process to the new advisory committee structure with rationale.

- The recommendation should include:
 - A process, including a proposed timeline, for integrating or transitioning existing committee's structure to its new organization with the aim to institute changes beginning in the 2025-26 school year unless the working group identifies barriers to do so.

| October 2024 | Nov 2024 - June 2025 | Summer 2025 | Fall 2025 | Fall - Winter 2025-26 | Spring 2026 | Spring 2026 |
|--|--|---|--|---|---|---|
| Appoint Working Group | Working Group Meetings | Plan Community Engagement | Community Engagement & Finalize Proposal | Policy & PIP Revision | School Board Info & Action | Application & Formation of Councils |
| Application Window: October 11-23 Appointment: November 14 SB Meeting | Monthly meetings to develop proposed structure for School Board Advisory Committees | Develop informational materials Develop survey Setup focus groups for Fall | Gather feedback on proposal Revise initial proposal Share with SB at Nov 18 work session Finalize proposal | Revisions to Policy B-3.6.30 and related PIPs based on Working Group's Proposal | Revisions to Policy B-3.6.30 presented for Information 30-day public comment SB Action | Application process and formation of new School Board Advisory Councils Appoint Chairs & Vice-Chairs Develop Charge for each Council |

- ☑ Identified the **role, purpose, and value** of School Board Advisory Committees
- ☑ Assessed **strengths, effectiveness, and limitations** of the current APS School Board advisory committee structure.
- ☑ Conducted **research** on School Board Advisory Committee structures across school districts both regionally and nationally
- ☑ Developed **proposal components**:
 - ✓ Proposed Advisory Councils (5) including a purpose and scope of work statement for each
 - ✓ Roles, responsibilities, and expectations of committee members
 - ✓ Deliverables and reporting structure
 - ❖ Governance structure – *in progress*
 - ❖ Membership composition (e.g. # seats by stakeholder group, term limits, etc.) – *in progress*

Proposed Advisory Councils

| Advisory Group | High Level Purpose | Strategic Plan Priority |
|------------------------------|---|---|
| ASEAC | Special Education | Student Academic Growth & Success Student Well-Being |
| Academic | Review instruction, Academic Monitoring, Professional Learning, Inclusion, SOLs, Proficiency Gaps | Student Academic Growth & Success |
| Health & Wellness | Mental Health, Physical Health, Meals, Chronic Absenteeism, School Climate, Student Safety, LGBTQ+, Suspensions | Student Well-Being Operational Excellence |
| Personnel | Voice for Staff, Workplace Climate, Staff Engagement, Staff Retention, Professional Learning | Student Centered Workforce Operational Excellence |
| Operations | Facilities, Transportation, Safety, Technology | Operational Excellence |

BUDGET

- Each Advisory Council includes a set number of seats for a budget rep.
- Rep(s) will meet quarterly with the Asst. Supt of Finance.

TITLE I

- Each Advisory Council includes a set number of seats for parent and staff rep(s) from a Title I school.

PARTNERSHIPS

- No seats earmarked.
- Policy and PIPs will include language to ensure each advisory group considers how existing and/or new partnerships can help APS advance toward its goals.

- During the development process, the Working Group considered whether to have separate Advisory Councils for each area above OR instead embed across all advisory groups.

Highlights of initial draft proposal

| | Current | Draft proposal |
|---------------|---|---|
| Councils | 5: ASEAC, Academics, Student Health, Budget, Facilities | 5: ASEAC, Academics, Student Health & Well-Being, Personnel, Operations |
| Subcommittees | 12 standing ACTL subcommittees | TBD |
| Scope of Work | Similar to current but more explicitly defined | |
| Charges | n/a | Determined annually, or as needed |

Current

Term limits for
chair & vice
chair

1-year term

Attendance
Expectations

Attend all meetings (Missing
50% of meetings is grounds for
dismissal)

Deliverables

Generally, at the end of the
SY

Membership
composition

ASEAC: per code, ACTL: per
school

BAC, FAC, SHAB: varies

Draft Proposal

Up to three 1-year terms

Attend all meetings (Missing 3
consecutive meetings or 40% of
meetings is grounds for dismissal)

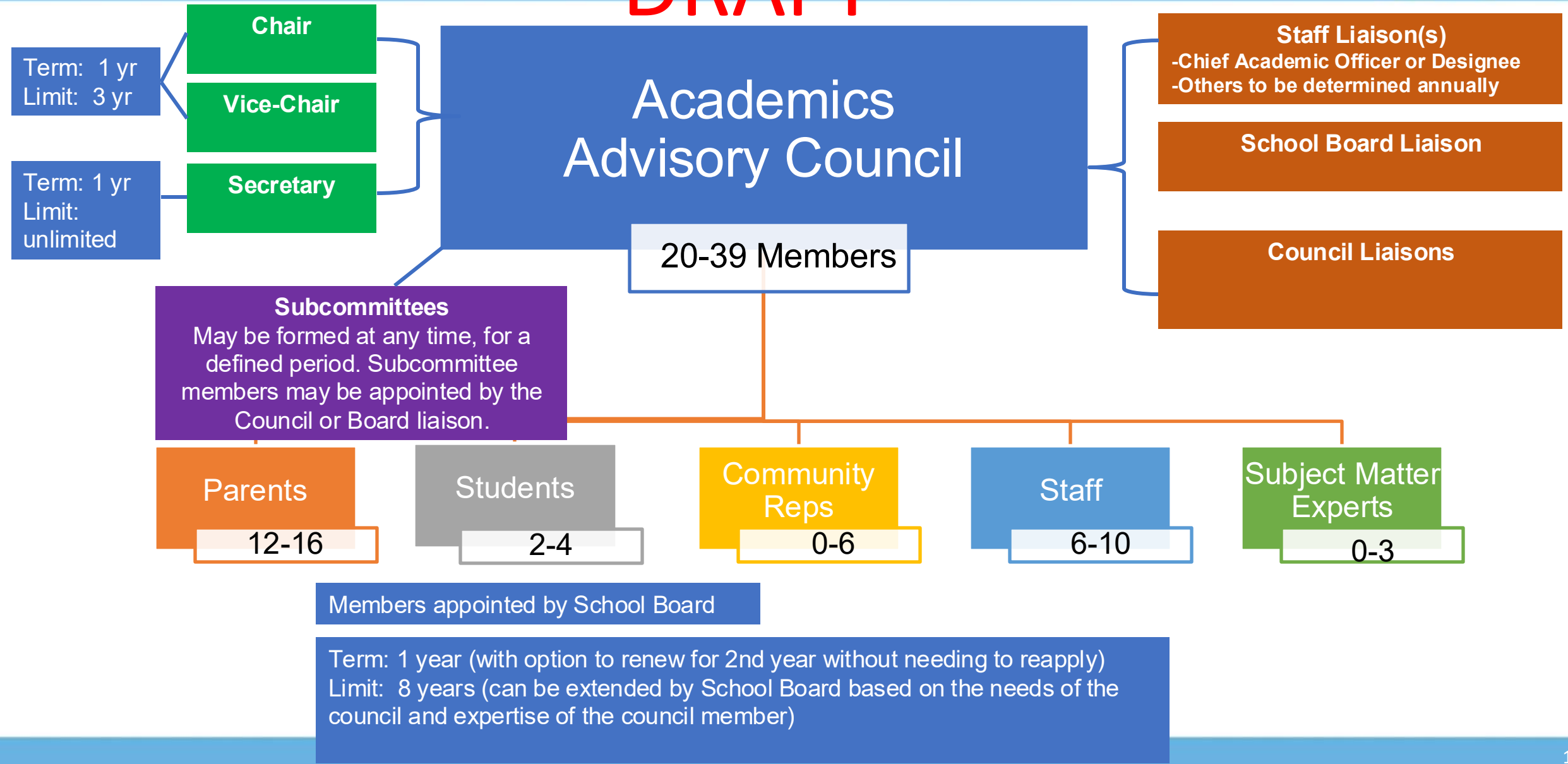
As designated by the specific
charge

Specific # of seats for parents, staff,
students, community members, subject
matter experts. Seats for Budget and
Title 1 reps.

| Date | Event | Purpose |
|-----------------------------|-----------------------------------|--|
| June 3, 2025 | Working Group Meeting#8 | Finalize Working Group's initial draft proposal |
| Summer 2025 | Planning | Plan for SY 25-26 agenda items |
| September 2025 | Working Group Meeting#9 | Finalize plans for community engagement |
| September - October 2025 | Community Engagement | Gather feedback on working groups initial proposal |
| October 2025 | Working Group Meeting#10 | Refine proposal based on community input |
| November 18, 2025 | Work Session | School Board input |
| December 2025 | Working Group Meeting#11 | Finalize proposal |
| Winter-Spring 2026 | Policy & PIP Revision | Revise School Board Advisory Policy & PIPs |
| Spring 2025 | Application for Advisory councils | Begin formation of new Advisory Councils |

Appendix

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Parents

Min 12
Max 16

Include mix of:

- school levels
- neighborhood & option schools
- geographic diversity

Students

Min 2
Max 4

Include mix of:

- school levels
- neighborhood & option schools
- geographic diversity

Community Members

Min 0
Max 6

Must be Arlington residents.

In particular, aim to recruit:

- Recent APS alums
- Civil rights orgs, nonprofits, military, local business
- Current instructors, staff, administrators at regional schools of higher ed (NOVA, Geo Mason, etc)

Staff

School-Based
Min 4, Max 7

**Central Office
(specialists or non-supervisory)**
Min 2, Max 3

Include mix of:

- classroom teachers, counselors, admin, specialists, coaches, interventionists
- school levels
- content areas
- Special populations (EL, SWD, Gifted)

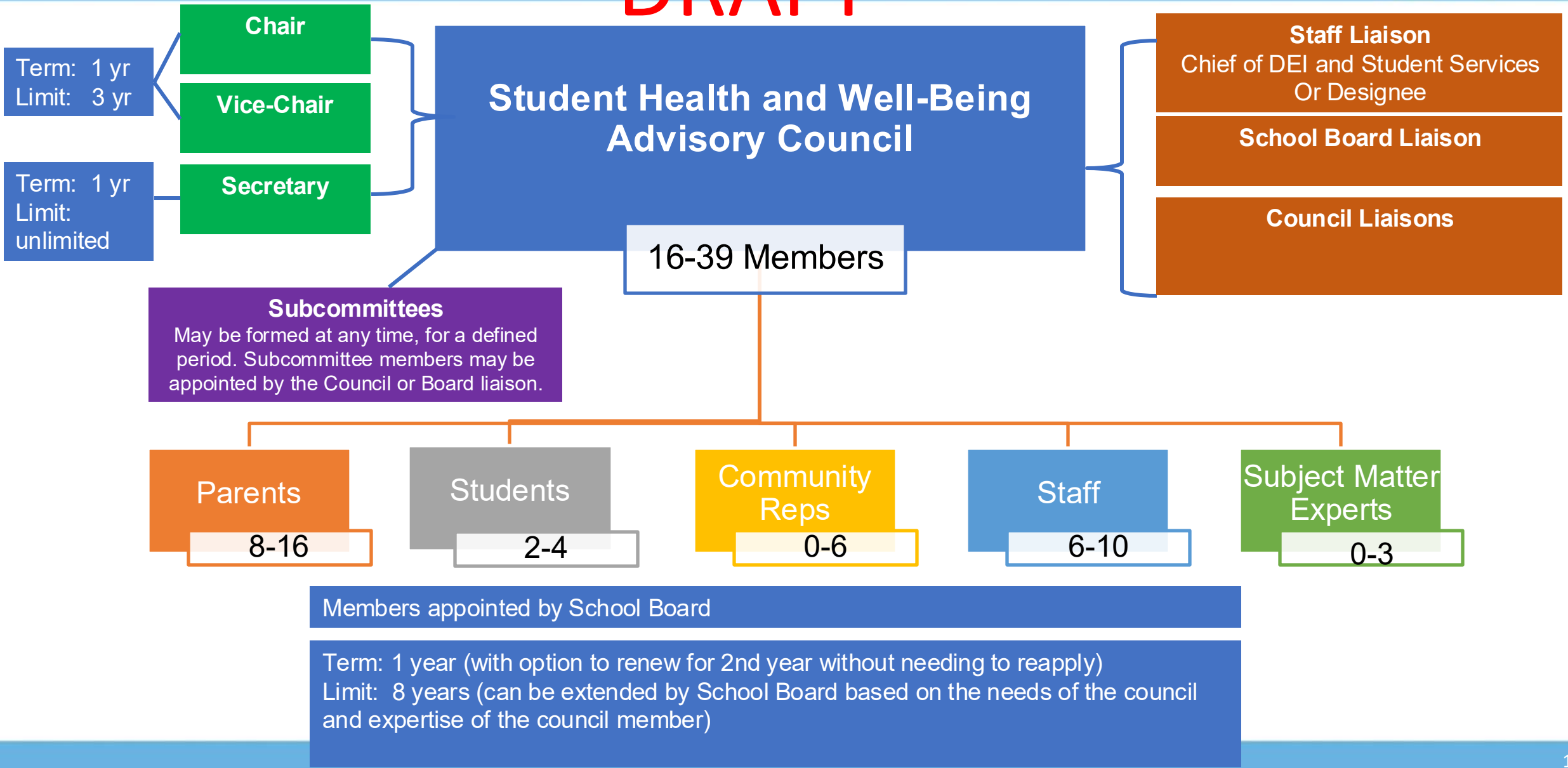
Subject Matter Experts

Min 0
Max 3

Individuals with professional expertise, i.e.

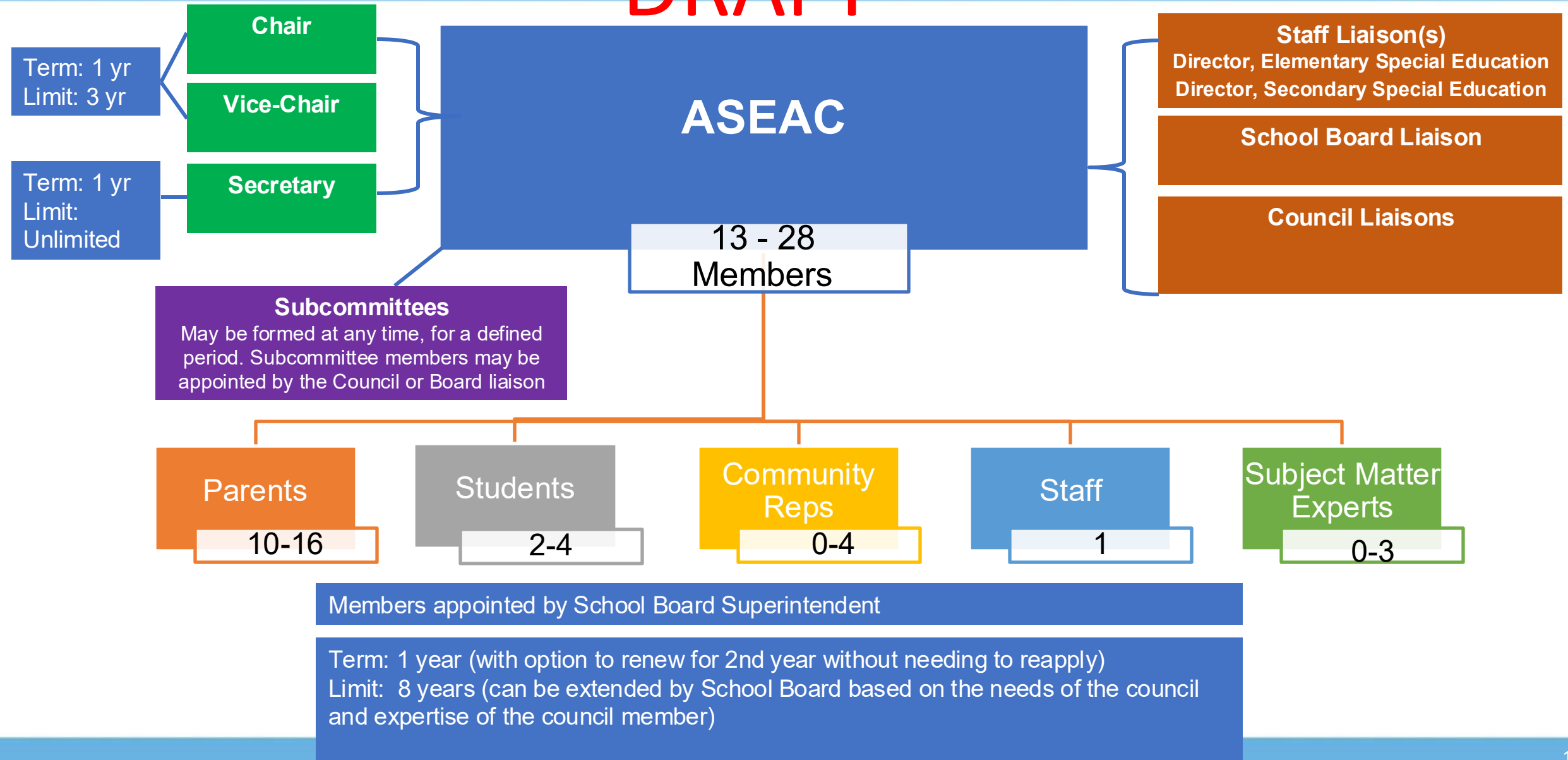
- Early childhood
- Former teaches, staff, admin
- Curriculum development
- Education research

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| Parents | Students | Community Reps | Staff | Subject Matter Experts |
|--|---|---|---|--|
| <p>Min 8 Max 16</p> <p>Include mix of:</p> <ul style="list-style-type: none"> -school levels -neighborhood & option schools -geographic diversity | <p>Min 2 Max 4</p> <p>Include mix of:</p> <ul style="list-style-type: none"> -neighborhood & option schools -geographic diversity | <p>Min 0 Max 6</p> <p>Must be Arlington residents.</p> <p>In particular, aim to recruit:</p> <ul style="list-style-type: none"> • Recent APS alums • Civil rights orgs, nonprofits, health groups | <p>School-Based Min 4, Max 7</p> <p>Central Office (non-supervisory or specialists) Min 2, Max 3</p> <p>Mix of counselors, classroom teachers, assistants, student activities staff (coaches, arts directors), social workers & school psychologists</p> <p>Mostly staff who are either school-based or who are central-based in positions that spend 75%+ of their time in schools</p> | <p>Min 0 Max 3</p> <p>Individuals with professional expertise, especially</p> <ul style="list-style-type: none"> • Former teaches, staff, admin • Mental health & medical professionals • Professionals from mental health nonprofits |

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Parents

Min 10
Max 16

Per code:

“A majority [of members] shall be parents of children with disabilities or individuals with disabilities”

Include mix of:

- school levels
- neighborhood & option schools
- geographic diversity

Students

Min 2
Max 4

Include mix of:

- neighborhood & option schools
- geographic diversity

Community Reps

Min 0
Max 4

Must be Arlington residents.

In particular, aim to recruit:

- Recent APS alums
- Civil rights orgs, nonprofits, local business
- Current instructors, staff, administrators at regional schools of higher ed (NOVA, Geo Mason, etc)

Staff

1 teacher

Per code:

“The committee shall include one teacher.

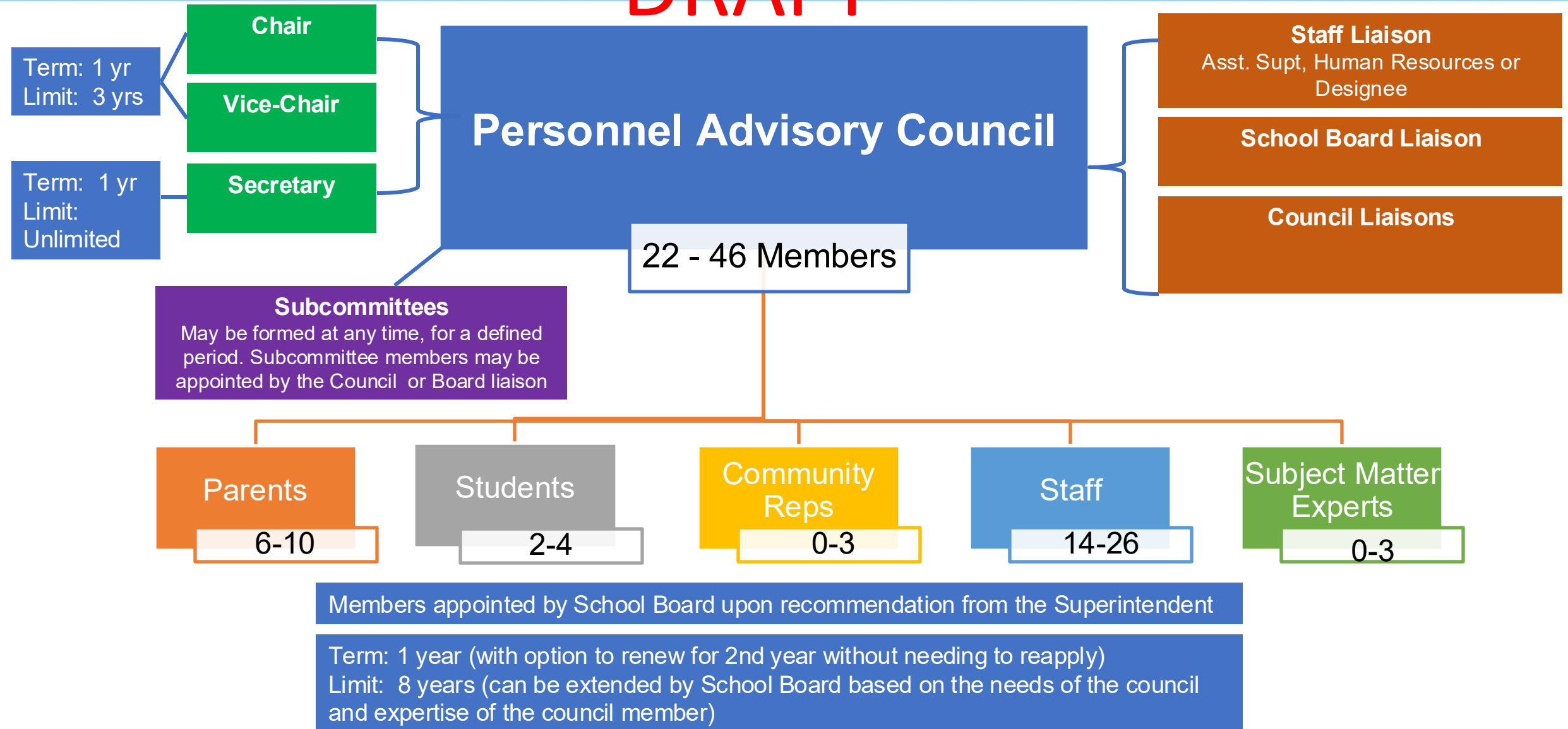
Additional local school division personnel shall serve only as consultants to the committee.”

Subject Matter Experts

Min 0
Max 3

Individuals with professional expertise

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Parents

Min 6
Max 10

Include mix of:

- school levels
- neighborhood & option schools
- geographic diversity

Students

Min 2
Max 4

Include mix of:

- neighborhood & option schools
- geographic diversity

Community Reps

Min 0
Max 3

Must be Arlington residents.

Staff

A-scale - 1-2
C-scale - 1-2
D-scale- 1-2
E-Scale- 1-2
G-Scale- 1-2
M-Scale- 1-2
N-Scale- 1-2
O-Scale- 1-2
P-Scale - 2-3
T-Scale - 3-5
X-Scale - 1-2

T-Scale to include a mix of teachers, counselors, specialists

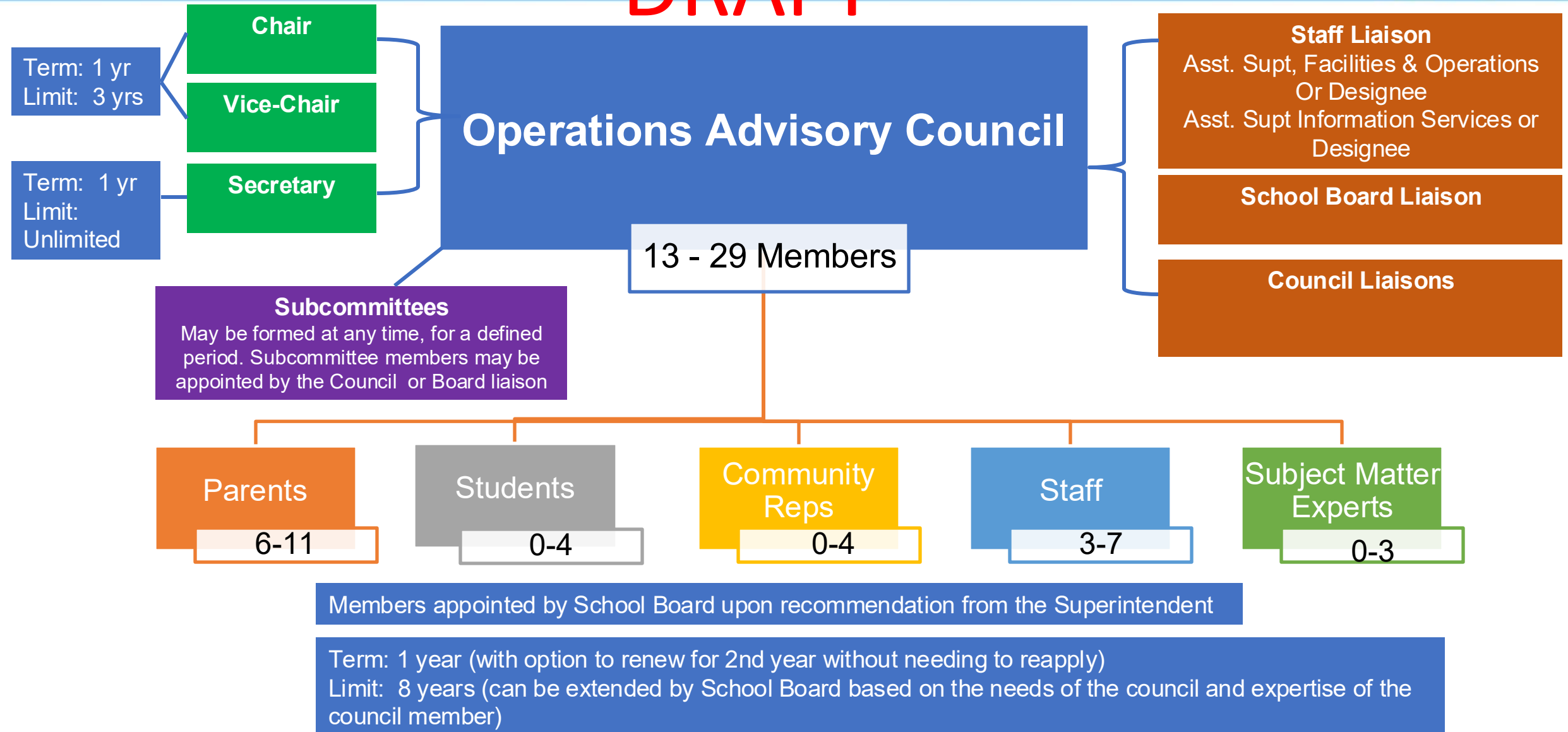
Subject Matter Experts

Min 0
Max 3

Individuals with professional expertise, especially

- Former teaches, staff, admin
- HR professionals

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Parents

Min 6
Max 11

Include mix of:

- school levels
- neighborhood & option schools
- geographic diversity

Students

Min 0
Max 4

Include mix of:

- neighborhood & option schools
- geographic diversity

Community Reps

Min 0
Max 4

Must be Arlington residents.

Staff

Facilities & Operations
Min 1, Max 2

Information Services
Min 1, Max 2

APS Staff
Min 1, Max 3

Include mix of:

- T-Scale, school administrators and staff across scales

Subject Matter Experts

Min 0
Max 3

Individuals with professional expertise, especially

- Former teachers, staff, admin
- IS professionals
- Facility Management professionals
- Construction