

APS Strategic Plan 2024-30



School Board Advisory Committee Working Group

**Meeting#1- November 19, 2024
6:30-8:30**

Jonathan Turrisi, Director of Accountability,
Evaluation & Strategic Planning

Meeting #1 – Objectives

1. Establish rapport and positive group dynamic
2. Deepen understanding of the Working Group's charge
3. Ensure understanding of the purpose of the five current School Board Advisory Committees
4. Begin developing a list of the strengths, limitations and challenges with the current School Board Advisory Committee structure

- ❖ Welcome & Introductions
- ❖ Grounding Activity
- ❖ Working Agreements
- ❖ Current APS School Board Advisory Committees
- ❖ Overview of process
- ❖ 2024-30 APS Strategic Plan
- ❖ School Board Charge to Working Group
- ❖ APS Advisory Committees - Strengths, Challenges/Limitations, Opportunities for Improvement
- ❖ Next Steps
- ❖ Appendix
 - ❖ Examples of School Board Advisory Committee Structures in NOVA/DMV and National

Please share the following:

- Name
- APS Schools your children attend or attended
- Current and/or previous volunteer involvement with APS or county (e.g. School Board Advisory Committees, PTA, etc.)
- One fun fact about yourself

Working Group Voting Members

Community Members

Todd Truitt

Jenny Roahen Rizzo (Chair)

John Giambalvo

Cloe Chin

Erik Sullivan

Mary Sanders

Lida Anestidou (Vice-Chair)

Jamie McHenry

Tola Atewologun

Sasha McNickle

Farah Eck

Tannia Talento

Staff

Kerri Hirsch

Jeff Chambers

Andy Hawkins

Dr. Kelly Krug

Dr. Robin Wallin

Katie Willet

Melissa Hyatt

Students

Naya Chopra

Maron Gebremeskel

Maya Strickland

Step 1 (Small Group) – With your table partners, share ONE hope & ONE fear you have for the process

Step 2 (Whole Group) – One person from each table shares ONE common hope & fear from their table

- Presume Positive Intentions
- Respect Each Other
- One Person Speaks at a Time
- Everyone Participates
- Enable Equity of Voice
- Paraphrase
- Pose Questions
- Stay on Task in alignment with Charge
- Use full names instead of acronyms
- Start and Stop on Time
- Schedule Appropriate Breaks
- Evaluate at End of Meeting
- Cell Phones on Silent or Vibrate

- Through the recommendations of this working group, the APS School Board hopes to reimagine the valuable work of community-based advisory committees and provide structures, principles, and practices which will maximize the effectiveness of the committees.
- Opportunity to bring diverse stakeholders to the School Board Advisory Committee's and elevate the work of each committee
- New strategic plan offers an opportunity to better align the work of the Advisory Councils with the priorities and performance objectives in the 2024-30 Strategic Plan
- Support continuous improvement efforts in alignment with the Strategic Plan

School Board Standing Committees

Advisory Council on Teaching & Learning (ACTL)

Advisory Council on School Facilities and Capital Programs (FAC)

Arlington Special Education Advisory Committee (ASEAC)

Budget Advisory Council (BAC)

School Health Advisory Board (SHAB)

ASEAC - is required under Virginia Administrative Code

SHAB- The Code of Virginia states school divisions "May establish a school health advisory board"

Joint County Board and School Board Advisory Committees

Joint Facilities Advisory Commission (JFAC)

Joint Committee on Transportation Choices (JCTC)

Arlington Partnership for Children, Youth & Families (APCYF)

The Working Group will NOT be recommending changes to the Joint County Board and School Board Advisory Committees

- ACTL is made up of **40-50 individuals** with **representatives from each school** and certain community organizations
- They review system-wide **curriculum** and **instructional programs** and develop recommendations for improvement.
- **14 content and/or program area subcommittees** that report to the Advisory Council at least annually



Develop
recommendation on
revision to School Board
Advisory Committee
structure
(November 2024 –
May 2025)

Amend School Board
Policy 3.6.30 (School
Board Advisory
Committees) & PIP's
(February – May 2025)

Implement revised
School Board Advisory
Committee structure
(SY 2025-26)

| October | Nov-Feb | March | March - May | June | Summer 2025 |
|---|--|--|--|--|--|
| Appoint Working Group | Working Group Meetings | Community Engagement | Working Group Meetings & Policy Review Team | School Board Info & Action | Application & formation of committees |
| <p>Application Window:</p> <p>October 11-23</p> <p>Appointment:</p> <p>November 14 SB Meeting</p> | <p>Monthly Meetings to develop proposed structure for School Board Advisory Committees</p> | <p>Mar 19 – Apr 13</p> <p>30 day public comment on policy revision & gather feedback on proposed SB Advisory Committee structure</p> | <p>Finalize recommendation on SB Advisory Committee structure and revisions to Policy B-3.6.30</p> | <p>Working Group's Recommendation shared with School Board & Revisions to Policy B-3.6.30 presented for Information & Action</p> | <p>Application process and formation or new School Board Advisory Committees</p> |



Arlington
Public
Schools

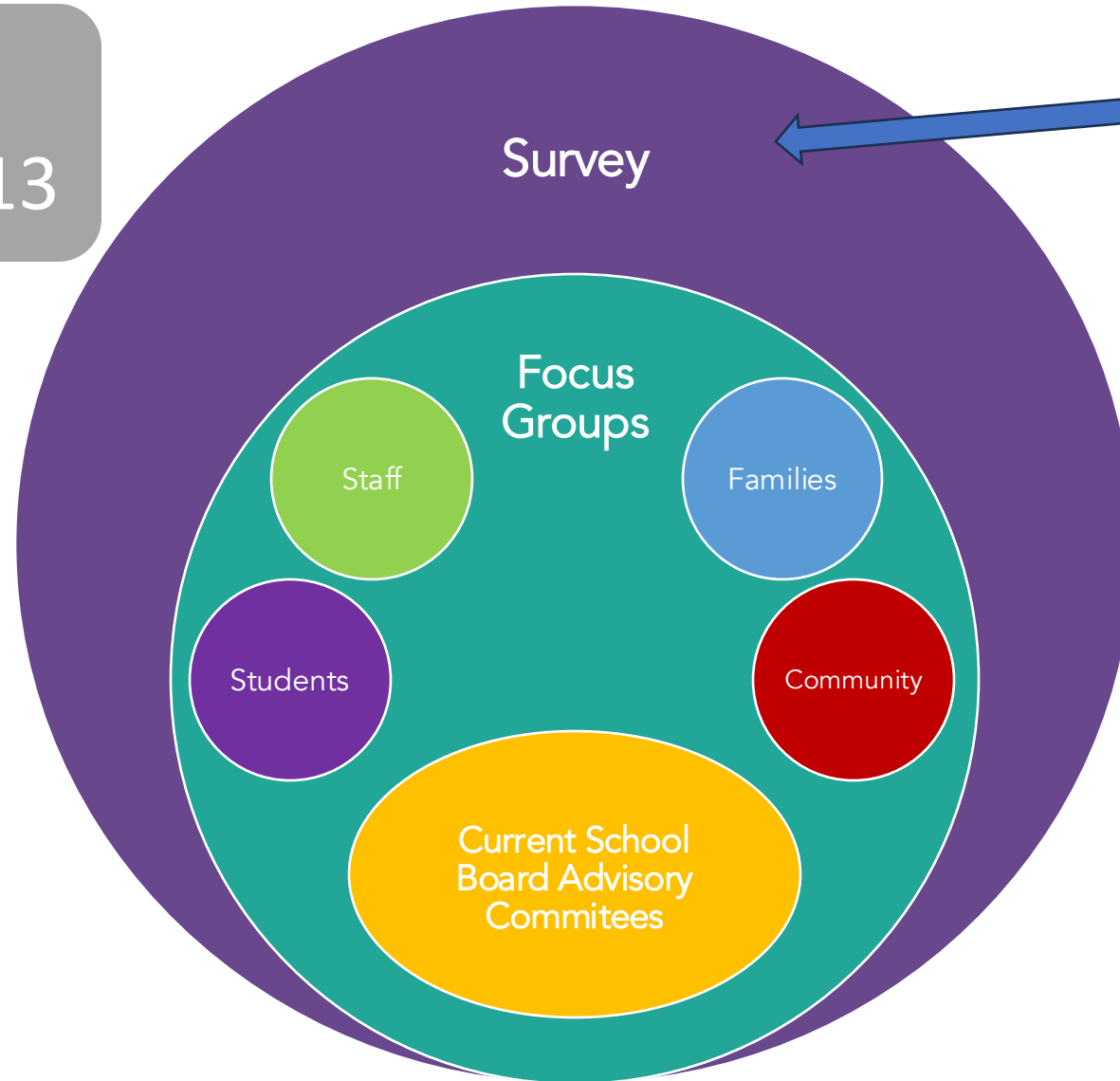
COMMUNITY ENGAGEMENT

Magnitude of Reach



Dates:

March 19 – April 13



As part of the
required 30 day
public comment
period for policy
revisions





VISION

A statement that articulates our desired future state for our students, staff, and organization.

APS VISION

APS provides an outstanding education where every student develops the skills and knowledge to be responsible global citizens and graduates college or career ready.



MISSION

A statement that outlines the fundamental purpose and reason for existence of our organization

APS MISSION

APS will ensure all students learn, thrive, and excel in high-quality, safe, and supportive schools.



THE APS CORE
VALUES GUIDE OUR
WORK AND INFORM
HOW WE HAVE
APPROACHED
SETTING TARGETS



Excellence | We believe all students will receive a high-quality education through rigorous, evidence-based, and innovative instruction.



Equity & Inclusion | We believe in raising achievement for all students, eliminating gaps, providing equitable access to opportunities, and fostering intentional inclusion for our diverse community.



Integrity | We build trust by acting honestly, openly, ethically, and respectfully.



Relationships | We believe mutual respect and transparent communication between students, families, school and division staff, and our community builds trusting relationships.



Stewardship | We believe the fiscally responsible and transparent management of APS resources honors the community's investment in our schools and provides safe, effective, and environmentally sustainable learning environments.



Whole Student | We believe that addressing the social, emotional, and physical needs of all students fosters academic excellence and an inclusive community.



Valuing Staff | We believe the engagement, satisfaction, development, and well-being of our staff enables the success of our students and is critical to our community.



STUDENT ACADEMIC GROWTH AND SUCCESS

APS will ensure each student achieves academic excellence through high-quality instruction and systems of support to eliminate opportunity and achievement gaps



STUDENT WELL-BEING

In partnership with families, staff, and students, APS will create inclusive, safe, and supportive learning environments that foster all students' intellectual, physical, mental, social-emotional growth and well-being.



STUDENT-CENTERED WORKFORCE

APS will support and invest in a culture that attracts and retains skilled, talented, and effective staff committed to student success and well-being.



OPERATIONAL EXCELLENCE

APS will plan and implement efficient, effective, sustainable system-wide operations to support student, staff, and our community's success.



STUDENT, FAMILY, AND COMMUNITY PARTNERSHIPS

APS will strengthen and develop partnerships built on trust with students, families, community members, organizations, and local government to support student learning.

Student Academic Growth & Success

Proficiency & gaps
on SOL

Growth in math &
reading

80%/80% inclusion

College, Career Civic
Readiness Indicator
- **NEW**

Student Well-Being

School climate,
mental health and
self-management

Chronic
Absenteeism
- **NEW**

Suspensions

LGBTQ+
- **NEW**

Student Safety
- **NEW**

Student Centered Workforce

Professional
Learning

Workplace climate
& Staff Engagement

Employee retention
& diversity
- **NEW**

Staff Safety
- **NEW**

Operational Excellence

Facility condition -
NEW

Free meals &
participation
- **NEW**

On-time bus arrival
- **NEW**

Technology systems
- **NEW**

Environmental
Sustainability
- **NEW**

Student, Family, Community Partnerships

Student
partnerships
- **NEW**

Family partnerships

Community
partnerships
- **NEW**

Performance Objectives

High level **measurable goals** that define what APS wants to achieve by 2030
(Written as a SMART Goal)

Strategies

Specifies the **methods** that APS will use to achieve its objectives.

Leading

Data collection tools used during school year to monitor progress

Lagging

Data collection tool used in end-of-year reporting to assess progress toward objectives

Key Performance Indicators

Short-term measures that APS will use to **measure, monitor, and report** progress towards achievement of the performance objectives

| School Board Approves | Superintendent Approves | | | |
|--|---|--|--|--|
| Performance Objective | Strategies | Leading Indicators (Used to monitor progress) | Lagging Indicators (Used for end of year reporting) | Key Performance Indicators |
| <ul style="list-style-type: none"> By 2030, at least 90% of APS students will report feeling safe at school <p>Baseline (2022-23)</p> <ul style="list-style-type: none"> School Climate - <i>Your Voice Matters</i> survey <ul style="list-style-type: none"> Gr. 4-5 - 68% Gr. 6-12 - 75% | <ul style="list-style-type: none"> Communicate and improve tiered behavioral interventions to identify and eliminate root causes of serious behavioral infractions. Assess and continually improve school-based processes for proactive behavioral instruction and interventions and substance use instruction and interventions (i.e., include reviewing core, intervention, and intensive supports for students and schools). Continue to enhance the threat assessment process to facilitate evidence-based, proactive identification, intervention, and mitigation of school safety threats, including safety plans. Implement school and division-wide anonymous reporting processes to enable students to alert adults in the school and community when there are threats to student and school safety. | <ul style="list-style-type: none"> Bullying incidents | <ul style="list-style-type: none"> Bullying incidents YVM: Student Well-Being: School Safety Reports of safety concerns on anonymous reporting tool | <ul style="list-style-type: none"> # of bullying incidents, by student reporting group % of students responding favorably to YVM category Student Well-Being: School Safety by student reporting group, 4-5th & 6-12th # of reports of safety concerns via the APS anonymous reporting tool |

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.

Meeting Dates & Milestones

| Meeting Date | Milestones (from Charge) |
|-------------------|--|
| November 19, 2024 | <ul style="list-style-type: none"> Evaluate the strengths, effectiveness and limitations of the current APS School Board advisory committee organizational structure (#2) |
| December 17, 2024 | <ul style="list-style-type: none"> Evaluate the strengths, effectiveness and limitations of the current APS School Board advisory committee organizational structure (#2) Identify 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 (#3a) |
| January 21, 2025 | <ul style="list-style-type: none"> A proposed membership composition for each advisory committee (#3d) Roles and responsibilities of advisory committee members, including leadership on the committee (#3e) Length of term and term limits of committee members (#3f) |
| February 18, 2025 | <ul style="list-style-type: none"> The role and purpose of subcommittees and process for forming within each of the proposed school board advisory committees (#3b) Reporting structure and expectations for the committee's work (#3c) A statement that describes the purpose and value of School Board Advisory Committees AND Role of School Board Advisory Committees and desired outcomes for the work of the advisory committees (#1) |
| March 18, 2025 | <ul style="list-style-type: none"> Develop a process, including a proposed timeline, for integrating or transitioning existing committee's structure to its new organization (#4) |
| April 22, 2025 | <ul style="list-style-type: none"> Review feedback collected (3/19-4/13) and make any needed revisions to deliverables from the charge (#1-4) |
| May 20, 2025 | <ul style="list-style-type: none"> Review recommendation and make any final adjustments |

KNOW

- What do you feel comfortable that you know about the charge and process

NEED to KNOW

- Are there any components of the charge that are unclear?
- What do you feel like you still need to know to contribute meaningful to this process?

Step 1 – Brainstorm (5 min)

Silently - generate ideas about what you KNOW and NEED TO KNOW

- **ONE (1) idea** per post-it note
- **Write** as many post-it notes as you can think

Step 2 – Categorize ideas (5 min)

Collaborating with the members of your table, **categorize** like responses, and **name** each of those categories

Step 1– Individual (5 min)

- List the current strengths, challenges and limitations of the current APS School Board Committee Advisory Committee structure on this [Google DOC](#)

Step 2 – Small Group (15 min)

- Continue listing current strengths, challenges and limitations of the current APS School Board Committee Advisory Committee structure within small groups on this [Google DOC](#)

School Board Advisory Committee Policy & Policy Implementation Procedure

- School Board Policy (Approved by School Board)
- Policy Implementation Procedure (Approved by Superintendent)

COMPLETE by Friday, December 13

- Review APS Strategic Plan
- Review School Board Advisory Committee Policy
- Review the **Purpose Statement (1st paragraph)** on each of the following PIP's
 - PIP 1 – ACTL Council
 - PIP 2 – ACTL subcommittees
 - PIP 3- Facilities Advisory Committee
 - PIP 4 – School Health Advisory Board
 - PIP 5 – Arlington Special Education Advisory Committee
 - PIP 6 – Budget Advisory Council
- Provide initial feedback on this Google Form on how the current School Board Advisory Committee structure aligns with the Priorities and Performance Objectives in the 2024-30 APS Strategic Plan.
- Additional time for discussion will occur during Meeting #2

Meeting#2 – December 17

1. Assess the current School Board Advisory Committee Structure and the committees' alignment with the priorities and performance objectives in the strategic plan.
2. Finish identifying strengths, challenges, limitations of the current School Board Advisory Committee Structure
3. Identify 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

| PLUS (+) – What worked tonight | DELTA (Δ) - What could be better |
|--|---|
| <ul style="list-style-type: none">-organized-discussion at tables-assigned seating-snacks-post-its, time for discussion-review of task/charge-keep on task | <ul style="list-style-type: none">-share the agenda in advance notice- |

Appendix

| Arlington | Alexandria | Falls Church | Fairfax |
|--|---|---|--|
| <ul style="list-style-type: none"> Advisory Council on Teaching & Learning Instruction (ACTL) Advisory Council on School Facilities and Capital Programs (FAC) Special Education Advisory Committee (ASEAC) Budget Advisory Committee (BAC) School Health Advisory Board (SHAB) Joint Facilities Advisory Commission (JFAC) Advisory Committee on Transportation Choices (ACTC) Arlington Partnership for Children, Youth & Families (APCYF) | <ul style="list-style-type: none"> Advanced Academic Services Athletic Hall of Fame Budget Advisory Committee Career & Technical Education School Health Special Education Joint City Council-School Board | <ul style="list-style-type: none"> Administrative Employee (AEAC) Business in Education Partnership English for Speakers of Other Languages (ESOL) Advisory Committee Extended Day Care Advisory Board Health and Wellness Advisory Committee Gifted Education Advisory Committee Professional Employees Advisory Committee (PEAC) Special Education Advisory Committee Support Employees Advisory Committee (SEAC) Title I Parent Advisory Committee | <p>Standing Committees (5)</p> <ul style="list-style-type: none"> Audit Committee Budget Committee Comprehensive Planning Development Committee Governance Committee Public Engagement Committee <p>Community Advisory Committees (10)</p> <ul style="list-style-type: none"> Adult and Community Education Advanced Academic Programs Advisory Committee for Students with Disabilities Career and Technical Education Facilities Planning Advisory Committee Family Life Education Advisory Committee Human Resources Advisory Committee Minority Student Achievement Oversight Committee (MSAOC) School Health Advisory Committee, Title I Parent Advisory Committee |

| Arlington | Loudoun | Prince William | Prince George |
|--|---|--|--|
| <ul style="list-style-type: none"> Advisory Council on Teaching & Learning Instruction (ACTL) Advisory Council on School Facilities and Capital Programs (FAC) Special Education Advisory Committee (ASEAC) Budget Advisory Committee (BAC) School Health Advisory Board (SHAB) Joint Facilities Advisory Commission (JFAC) Advisory Committee on Transportation Choices (ACTC) Arlington Partnership for Children, Youth & Families (APCYF) | <p>Standing Committees (8)</p> <ul style="list-style-type: none"> Curriculum & Instruction Finance & Operations Human Resources & Talent Development Joint Committee with Board of Supervisors Legislative, Audit, Policy Student Services Specialized Programs Student Behavior & Accountability <p>Select Committees (1)</p> <ul style="list-style-type: none"> Equity Committee <p>Other Committees (10)</p> <ul style="list-style-type: none"> CTE, Gifted, Minority Achievement, School Health, Special Education, etc. | <ul style="list-style-type: none"> Joint Audit Internal Audit Head Start School Health Safe Schools Disciplinary Special Education Advisory Committee | <ul style="list-style-type: none"> Academic Achievement Policy & Governance Board Audit Operations, Budget, Fiscal Affairs |

| Chapel Hill-Carrboro City Schools | East Lansing Public Schools | Middleton-Cross Plains Area School District | Princeton Public Schools | School District of South Orange & Maplewood |
|---|--|---|--|--|
| <ul style="list-style-type: none"> • Finance, Facilities & Operations Committee • Policy Committee • Student Success Committee | <ul style="list-style-type: none"> • Academic and Technology • Finance Committee • Personnel Committee • Facilities Committee • Intergovernmental Committee • Policy Committee | <ul style="list-style-type: none"> • Teaching and Learning • Policy • Legislative and Community Engagement | <ul style="list-style-type: none"> • Equity • Operations • Personnel • Policy • Long-term Planning • Student Achievement | <ul style="list-style-type: none"> • Personnel • Finance • Curriculum & Instruction • Policy |

- The national review focused on a sampling of school divisions in the Minority Student Achievement Network (MSAN), a national coalition of multiracial school districts that APS is a member of.
- MSAN districts have student populations between 3,000 and 33,000 and are most often located in first-ring suburbs or small/mid-size cities.

| Stevens Point Area Public School District | Waunakee Community School District | Farmington Public Schools |
|--|--|--|
| <ul style="list-style-type: none"> • Educational Services • Business Services • Policy and Legislation • Human Resources | <ul style="list-style-type: none"> • Goals/Objectives • Budget • Policy • Curriculum • Co-Curricular • Human Resources • Facilities | <ul style="list-style-type: none"> • Communication/Community Engagement • Finance/Facilities • Policy/Board Governance <p>Strategic Planning Committees</p> <ul style="list-style-type: none"> • Collaborative Professional Learning that Supports Equity and Innovation • Culture of Equity and Innovation • Health & Wellness through Social and Emotional Learning • Innovation for Teaching and Learning |