

APS Strategic Plan 2024-30



School Board Advisory Committee Working Group

**Meeting#3- January 21, 2025
6:30-8:30**

Jonathan Turrisi, Director of Accountability,
Evaluation & Strategic Planning

- Welcome / Opening
 - Grounding Activity
 - Working Agreements
- Recap of meeting#2
- Review prioritized list of advisory committee documents from other School Divisions and assess alignment to APS Strategic Plan priorities
- Develop proposed # of Committees for APS Advisory Comm. structure, high level purpose and alignment to Strategic Priorities
- Next Steps

1. Review prioritized list of advisory committees from other school divisions and identify alignment with APS Strategic Plan Priorities
2. Identify number of proposed school board advisory committees, high level purpose, and which priorities in the 2024-30 Strategic Plan this committee aligns with
3. Begin developing a charge that aligns the work of the committee with at least one of the priorities in the 2024-30 Strategic Plan

Step 1 (Small Group) – What is one of your favorite Winter activities?

Step 2 (Whole Group) – One person from each table shares

- 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

ACTL

The collective purpose of the council is not in alignment with the ACTL subcommittees

ACTL Subcommittees

The purpose is focused on teachers but the subcommittees listed are all focused on students.

FAC

Narrow focus on buildings & CIP

Only aligns with two of the five performance objectives of operational excellence.

SHAB

-Student centered - Concerns about overlap with ASEAC -Only aligned to three ($\frac{3}{5}$) priorities in strategic plan -Appears to lack a connection to instruction

ASEAC

This committee needs to be realigned to better correspond with the Strategic Plan.

BAC

-Likely touches all things strategic plan but the PIP isn't explicit.
-need to know what the committee recommendations are.
-Perhaps add reference to strategic plan in the PIP

Strengths

- Broad range of coverage on student-focused priorities
- Different groups of people serve on committee which helps raise issues important to stakeholders
- Community oversight
- Many dedicated individuals willing to serve

Challenges/Limitations

- Consistency in nomenclature related to terms describing structure/format
- Mission creep
- Rotating chairs
- 1 year terms
- Not fully aligned with new Str. Plan / some performance objectives not represented in PIPs
- Membership turnover
- Adaptability to address current issues

Opportunities for Improvement

- Align purpose, streamline charge of each committee to new Str. Plan and help prevent scope creep
- Ensure all performance objectives are included
- More diverse representation
- Incorporate more teacher voice
- Breaking down silos

Committees with highest interest - Comparable to an existing APS committee

APS School Board Advisory (Existing)	Comparable Committees	School Division
Advisory Council on Teaching & Learning (ACTL)	Curriculum & Instruction	Loudoun
	Academic Achievement	Prince George
	Teaching & Learning	Middleton-Cross Plains (Wisconsin)
	Innovation for Teaching & Learning	Farmington (MI)
ACTL Subcommittee		
Arlington Special Education Advisory Committee (ASEAC)	Special Education	Alexandria
	Educational Services	Stevens Point (Wisconsin)
Budget Advisory Council (BAC)	Budget Advisory Committee	Alexandria
	Business Services	Farmington (MI)
	Finance	South Orange & Maplewood (NJ)
Advisory Council on School Facilities and Capital Programs (FAC)	Facilities Planning Advisory Committee	Fairfax
	Facilities Committee	East Lansing (MI)
School Health Advisory Board (SHAB)	School Health	Alexandria
	Health & Wellness through Social and Emotional Learning	Farmington (MI)

Committees with highest interest - Not an existing APS committee

Theme	Committee Name	School Division
Human Resources	Professional Employees Advisory Committee (PEAC)	Falls Church
	Personnel Committee	East Lansing (MI)
	Human Resources Advisory Committee	Fairfax
Title I	Title I Parent Advisory Committee	Falls Church
	Title I Parent Advisory Committee	Fairfax
Planning	Comprehensive Planning Development Committee	Fairfax
	Long-term Planning	Princeton (NJ)
Community Engagement	Public Engagement Committee	Fairfax
Minority Achievement	Minority Achievement	Loudoun
	Minority Student Achievement Oversight Committee (MSAOC)	Fairfax
Equity	Equity Committee	Loudoun
	Culture of Equity and Innovation	Farmington (MI)
Student Success	Student Success Committee	Chapel Hill-Carrboro (NC)
Student Behavior/Discipline	Student Behavior & Accountability-	Loudoun
	Disciplinary	Prince William
Safety	Safe Schools	Prince William
Policy & Governance	Policy & Governance	Prince George
	Intergovernmental Committee	East Lansing (MI)
	Legislative, Audit, Policy	Loudoun
	Legislative and Community Engagement	Middleton-Cross Plains (Wisconsin)
Operations	Finance, Facilities & Operations Committee	Chapel Hill-Carrboro (NC)
	Operations, Budget, Fiscal Affairs	Prince George

Step 1– Small Group - 5 tables (15-20 min)

- At your table, review the committee **documents** in the **Google folder** for each topic your group is assigned
 - Group 1 -
 - Group 2 -
 - Group 3 -
 - Group 4 -
 - Group 5 -
- On the Alignment Activity Doc, place a "X" in the cell if the group agrees the committee's purpose/charter aligns with one or more of the 2024-30 APS Strategic Plan Priorities

Tbl	Theme	Committee Name	School Division	Alignment to Strategic Plan Priorities				
				Student Academic Growth & Success	Student Well-Being	Student Centered workforce	Operational Excellence	Partnerships
1	Human Resources	Professional Employees Advisory Committee (PEAC)	Falls Church					
		Personnel Committee	East Lansing (MI)					

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)- MOVE TO JANUARY
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

Step 1– Small Group - 5 tables (15-20 min)

- At your table, discuss the number of committees that the group believes APS needs in the new structure, a high level purpose and the Strategic Priority each proposed committee connects to. Example: Committee#1 - Academics - Student Academic Growth & Success
- Add ideas to chartboard paper in 3 columns
- No need to give each proposed committee a name at this point but are welcome to

Step 2 – Gallery Walk (10 min)

- Review the other groups brainstorm and place a DOT next to the ideas that resonated most

Step 3 – Small Groups - 2 groups total (15-20 min)

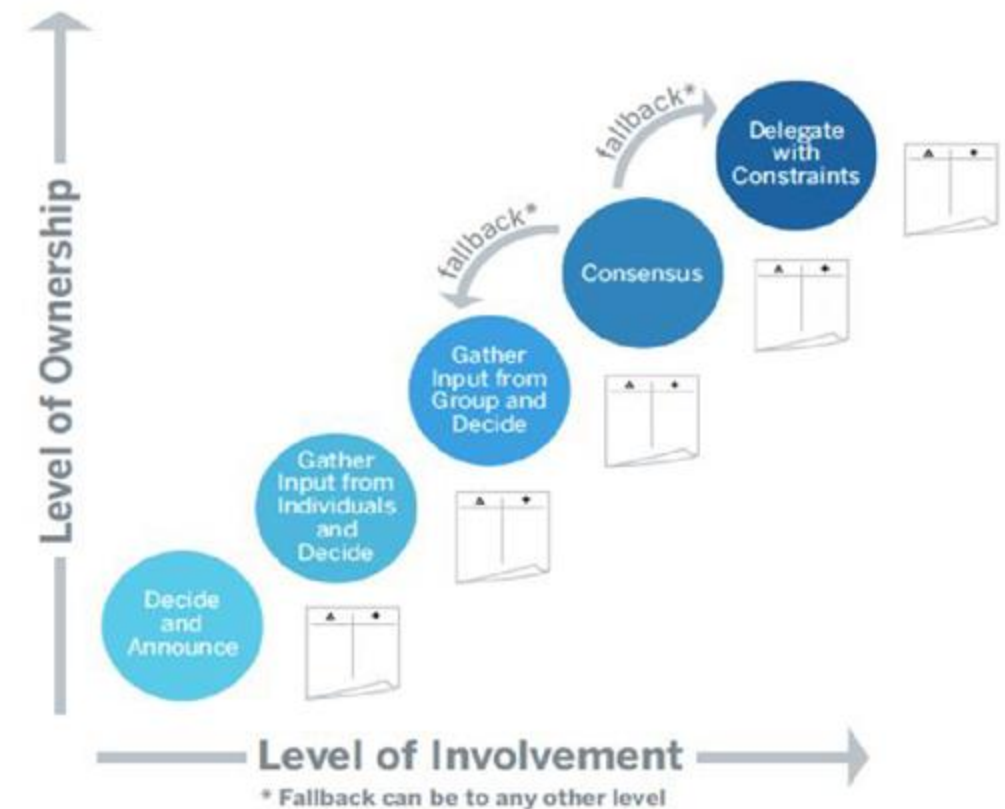
- Refinement of ideas. Discuss proposals and develop a proposal. Add to chart paper

Step 3 – Whole Group Discussion (10-15 min)

- Small groups report out and identify committees to put forward for polling

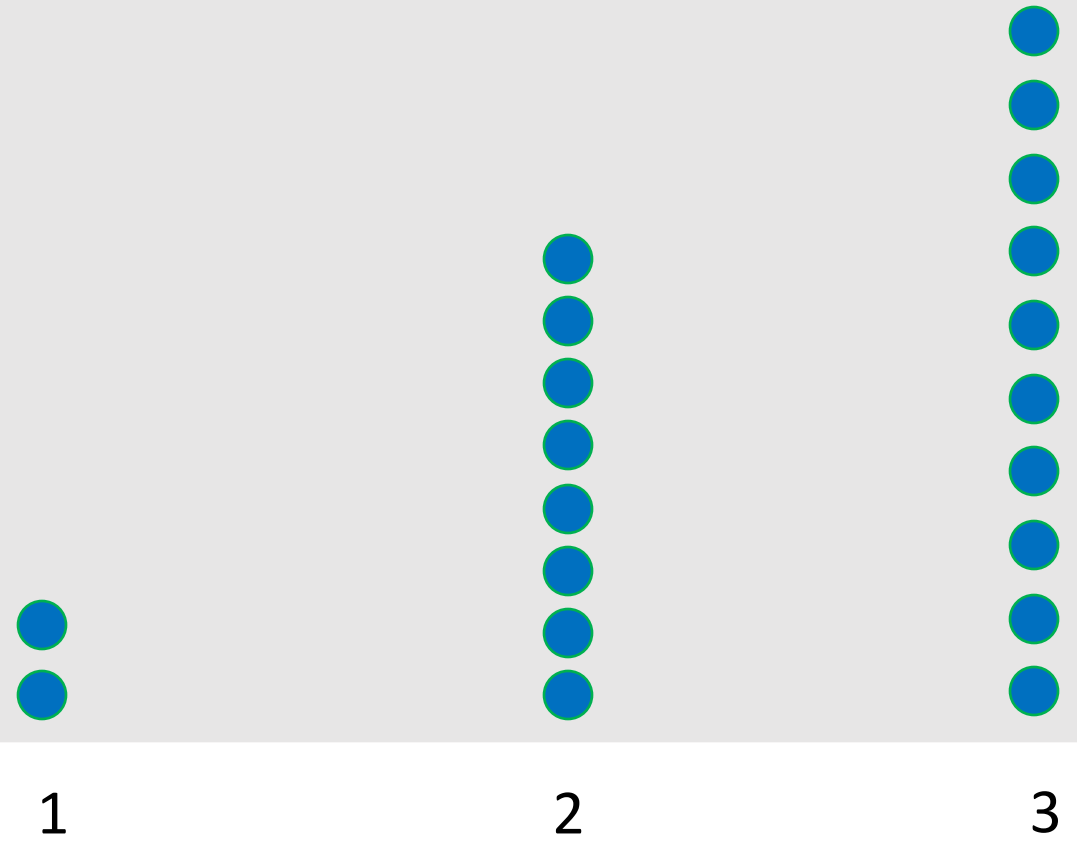
- Consensus: 80% or higher agreement
- Based on consensogram
 - Level 2 or 3 represents agreement
- If below 80%
 - Convene small groups and provide members who selected level 1 (do not support) to share proposal and/or adjustments that would move them to agreement (Level 2 or 3)
 - Present proposal to full working group
 - Record proposal
 - Re-poll

Levels of Involvement in the Decision Making Process



TIME

CONSENSOGRAM



LEVELS OF AGREEMENT

1. I do not support this proposed committee
2. I can live with and support this proposed committee
3. I fully support the proposed committee

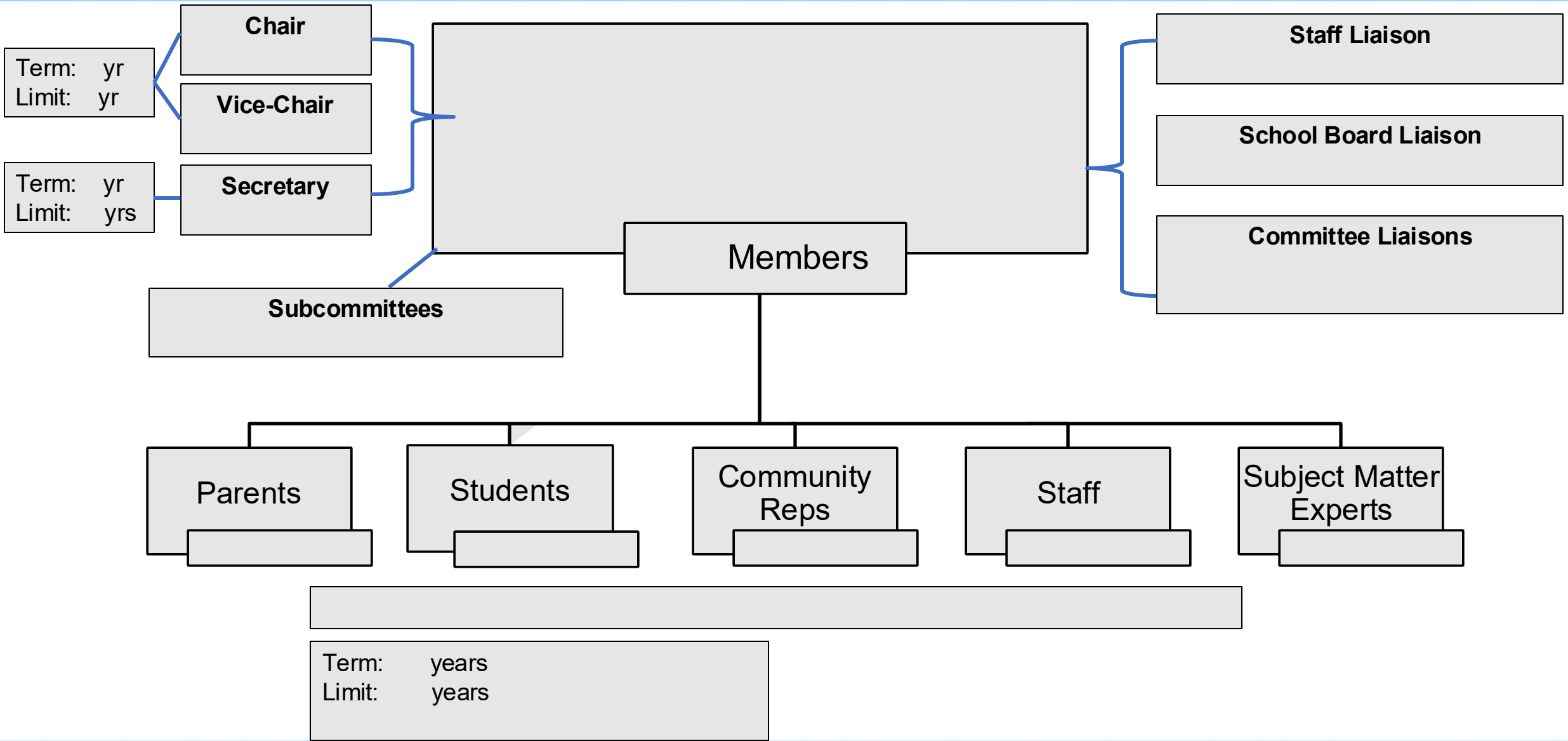
Homework

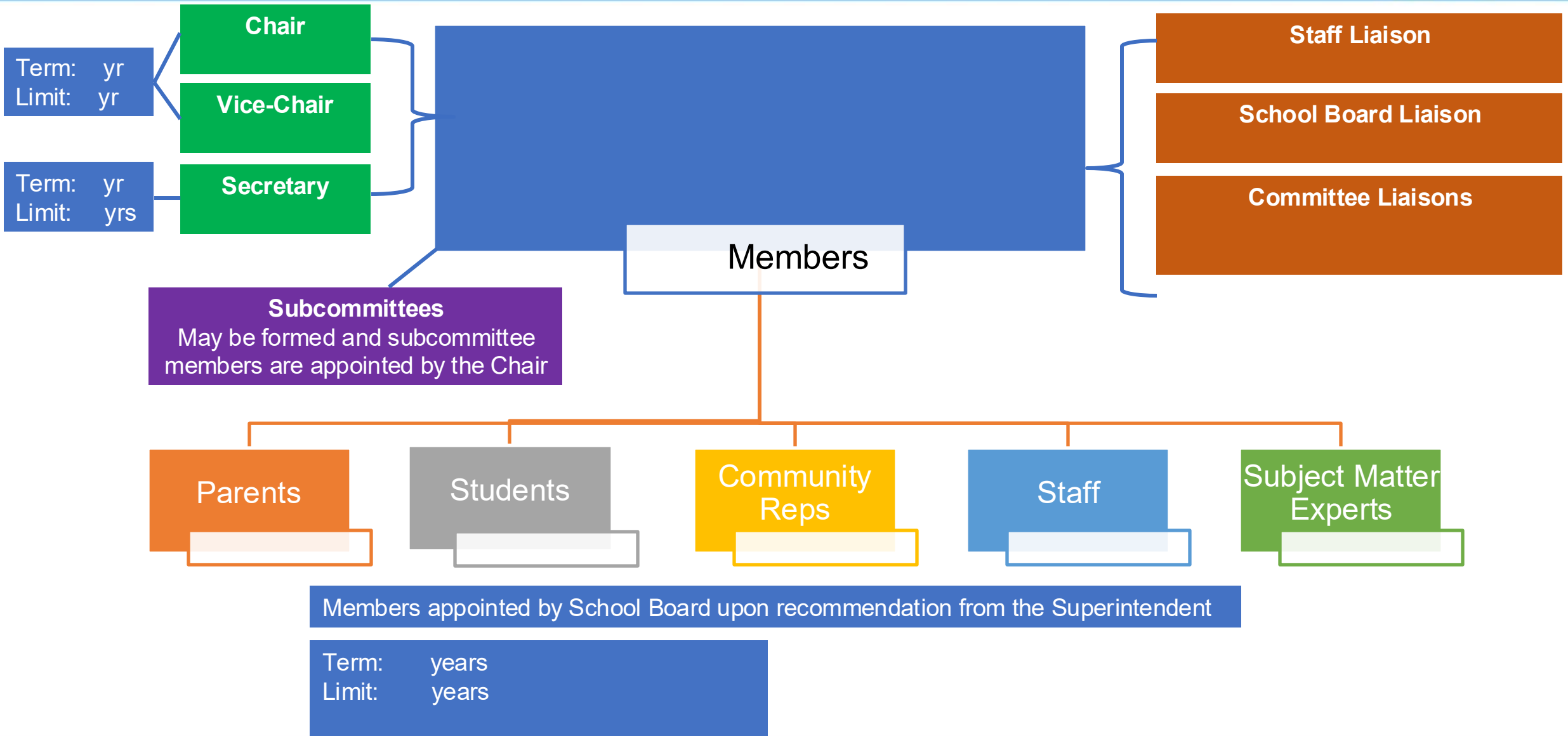
- Review and reflect the proposed committees identified in today's meeting
- Record any questions or comments
- Brainstorm ideas for membership composition for each proposed committee using TEMPLATE (Printed out)
 - Review Meeting#2 Slide Deck to see current structure

Meeting#4 – February 18, 2025

Objectives/Key Agenda Items

1. Finish charge for each committee
2. A proposed membership composition for each advisory committee (#3d)
3. Roles and responsibilities of advisory committee members, including leadership on the committee (#3e)
4. Length of term and term limits of committee members (#3f)





PLUS (+) – What worked tonight	DELTA (Δ) - What could be better

Appendix

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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: October 11-23</p> <p>Appointment: November 14 SB Meeting</p>	Monthly Meetings to develop proposed structure for School Board Advisory Committees	<p>Mar 19 – Apr 13</p> <p>30 day public comment on policy revision & gather feedback on proposed SB Advisory Committee structure</p>	Finalize recommendation on SB Advisory Committee structure and revisions to Policy B-3.6.30	Working Group's Recommendation shared with School Board & Revisions to Policy B-3.6.30 presented for Information & Action	Application process and formation or new School Board Advisory Committees

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

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.