



Arlington
Public
Schools



APS Strategic Plan 2024-30



School Board Advisory Committee Working Group

**Meeting#4- February 18, 2025
6:30-8:30**

Jonathan Turrisi, Director of Accountability,
Evaluation & Strategic Planning

- Welcome / Opening
- Recap of meeting#3
- Activity 1: Value Proposition of the SB Advisory groups
- Activity 2: Dare to be Different Brainstorming
- Activity 3: Value Voting via Consensogram
- Next Steps

Meeting #3 – Objectives

1. Identify the value add of School Board Advisory Groups
2. Brainstorm additional options for the school board advisory group structure
3. Identify proposed option for the school board advisory group structure

Step 1 (Whole Group) – What is one of the top vacation spots on your bucket list?

- 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

Recap of Meeting#3 - Proposed Option

Advisory Group	High Level Purpose	Strategic Plan Priority
Academic	Review instruction; academic monitoring, professional learning, inclusion, SOL's, proficiency gaps	Student Academic Growth & Success
Health & Wellness OR Student Well-Being	Mental Health, Physical Health, Meals, DEI, 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
Operational	Budget, Facilities, Transportation, Safety, Technology	Operational Excellence
Resource Partnerships OR Community	Community support for student learning, County/Non-profit/business parent partnerships	Student, Family, Community Partnerships
Title I	Planning, Monitoring, Evaluating Title I	Student Academic Growth & Success; Student Well-Being; Operational Excellence
ASEAC	Special Education	Student Academic Growth & Success; Student Well-Being

Step 1– Individual - (5 min)

- On an index card, provide a response to the following prompt: **“The most valuable thing an advisory group can provide to the board is.....”**

Step 2 – Small Groups - 5 groups total (5 min)

- The facilitator will sort the index cards by theme on chart board paper while working group members discuss what they each wrote on their index card

Step 3 – Whole Group Discussion (15 min)

- Facilitator will review themes with whole group
- Opportunity for members to comment on ideas / themes posted
- School Board liaison responds to any questions and provides clarification to group regarding outcomes

Dare to be Different Brainstorming - Activity 2

Rationale

- Since our last meeting, the chairs and facilitator have received feedback from some working group members that there are some additional ideas they would like to put forward for the group's consideration
- Exploring a range of options will also help when sharing the proposal with the School Board and community. (e.g. Here is what we considered and here is where we landed and why)
- During the next brainstorming activity, "Dare to be Different", working members will have an opportunity to ideate and develop additional proposed options
- Participants can put forth proposals that are:
 - Substantively different than the proposed option (7 advisory groups) from the last meeting, OR
 - Variation of the proposed option from the last meeting



Strengths, Challenges/Limitations, Opportunities

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

Step 1– Individual & Small Group - 3 groups (15 min)

- To achieve the outcomes described in the prior activity, how can the groups be organized?
- List proposed ideas for possible advisory group structure and add to chart board paper (1 idea per chartboard paper). Include a high level purpose and/or brief description.
- Each group may list multiple ideas using multiple sheets of chart board paper

Step 2 – Clarifying Questions of Proposed Ideas (20 min)

- Members will rotate around the room and add notes to each proposed idea:
 - **Questions:** What questions do you have? What else do you need to know about the proposed option to make an informed decision on the recommended option?
 - **Barriers:** What do you think are some barriers to implementing this option?
 - **Conditions:** What conditions would need to be place for this option to be successful?

Step 3 – Whole Group Discussion (20 min)

- Reps from each of the 3 groups will respond to the clarifying questions posed

Options for overarching structure

1. Six to seven advisory groups (the list created at the Jan meeting)
2. Organize advisory groups by school level: K-5, 6-8, 9-12
3. A small number of buckets that will never change: Students, Staff, Buildings
4. One/two groups that meet monthly and go deep on issues (requires lots of member education), and one/two groups that meet 2-4 times per year as reaction panels / listening sessions. At least one group of the second category should be all Spanish-speakers and conducted entirely in Spanish. (This second sentence may be an “supplemental consideration”)

Potential supplemental considerations

1. Integrate budget into each advisory group (do NOT have a stand-alone budget advisory group)
2. Integrate partnerships into each advisory group (do NOT have a stand-alone partnerships advisory group)
3. Include an advisory group made up entirely of subject-matter experts (may include but is not limited to APS parents).

Step 1– Gallery Walk (10 min)

- Committee members will circulate around the room in small groups to review the proposed ideas and options under consideration

Step 2 - Value Voting via Consensogram (5 min)

- Place DOTS to indicate level of support for each proposed option
 - Participants should place a dot in the appropriate column (3-Fully Support, 2-Support, 1-Do not support) for each proposed option AND will have 3 dots that are numbered (#1-Preferred Option, #2 - 2nd choice, #3 - 3rd choice) to help identify which proposed option resonates most with the group

Step 3 – Whole Group (15 min)

- Review results of Consensogram and discuss top TWO proposed options
- Group members can share statements of advocacy
- Discuss and list reasons why option selected was top option.

CONSENSOGRAM



LEVELS OF AGREEMENT

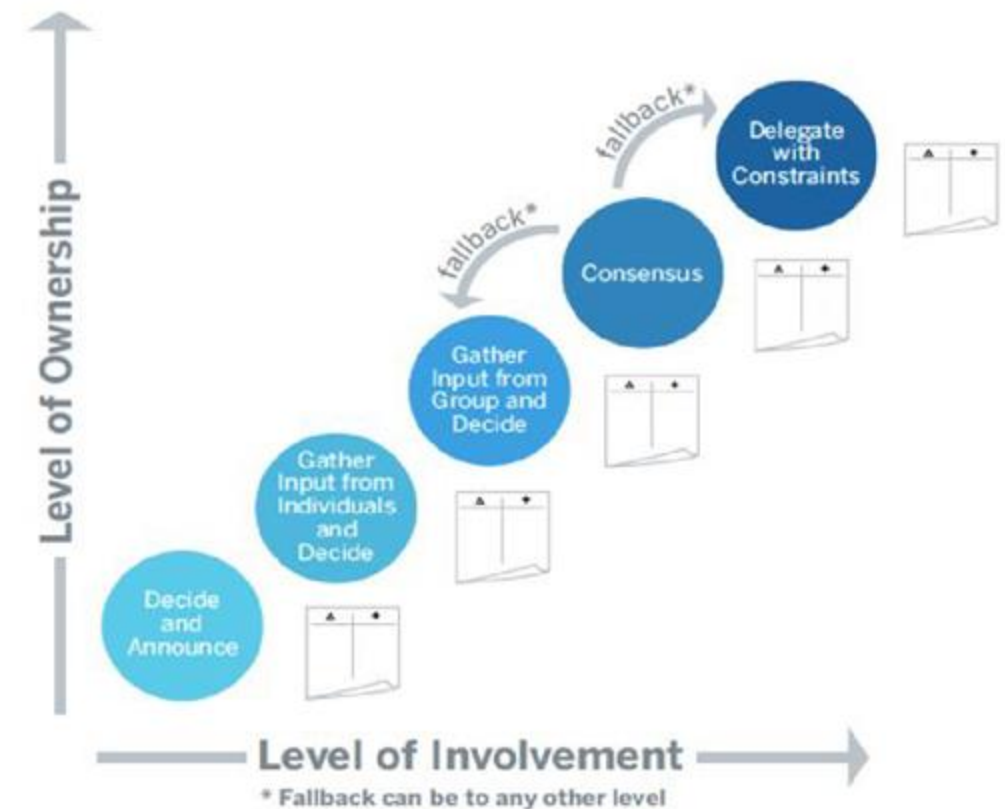
1. I do not support this proposed committee
2. I can live with and support this proposed committee
3. I fully support the proposed committee



DECISION MAKING

- 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

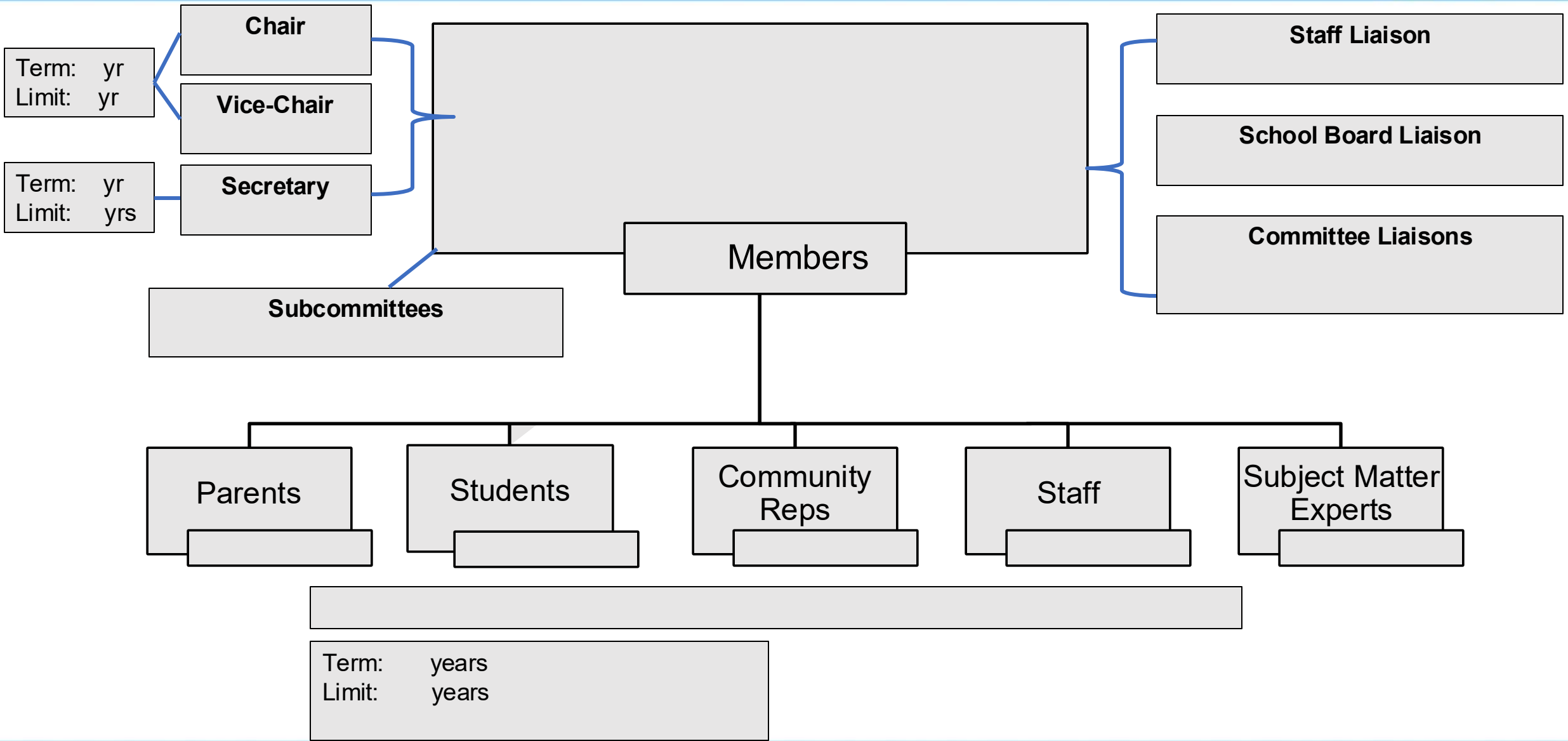
Homework

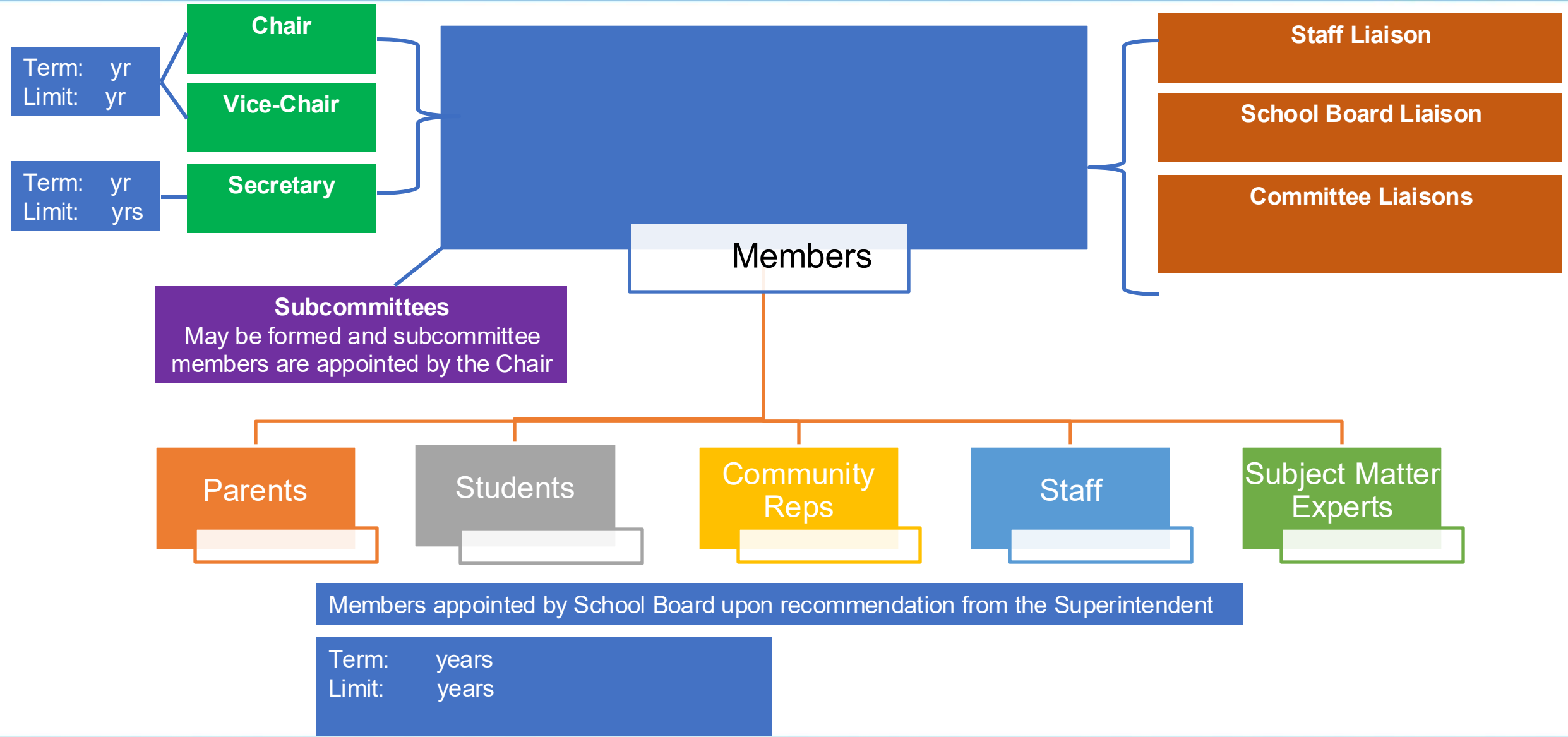
- Review and reflect the proposed groups identified in today's meeting
- Record any questions or comments
- Brainstorm ideas for membership composition for each proposed committee using TEMPLATE (Printed out)
 - Review Meeting#2 & 3 Slide Deck to see current structure

Meeting#5– March 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)





Meeting Evaluation

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

Appendix

Meeting Dates & Milestones (Original)

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) - Nov & Dec
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) - Nov & Dec 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

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) - DONE
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) - DONE
January 21, 2025	<ul style="list-style-type: none"> 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)- In Progress
February 18, 2025	<ul style="list-style-type: none"> 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) - In Progress
March 18, 2025	<ul style="list-style-type: none"> 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) Reporting structure and expectations for the committee's work (#3c)
April 22, 2025	<ul style="list-style-type: none"> Roles and responsibilities of advisory committee members, including leadership on the committee (#3e) A proposed membership composition for each advisory committee (#3d) Length of term and term limits of committee members (#3f) The role and purpose of subcommittees and process for forming within each of the proposed school board advisory committees (#3b)
May 20, 2025	<p>Develop a process, including a proposed timeline, for integrating or transitioning existing committee's structure to its new organization (#4)</p> <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)

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>

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.