

## APS Strategic Plan 2024-30



## School Board Advisory Committee Working Group

**Meeting#5- March 18, 2025  
6:30-8:30**

Jonathan Turrisi, Director of Accountability,  
Evaluation & Strategic Planning

- Welcome / Opening
- Recap of meeting#4
- Activity 1: Discussion of proposed options
- Activity 2: Develop purpose and scope of work statements
- Activity 3: Deliverables
- Next Steps

1. Identify proposed option for the school board advisory group structure
2. Discuss and reach consensus on proposal for Budget, Title I, Partnerships
3. Develop a purpose and scope of work statement for each proposed advisory group
4. Identify deliverables for proposed advisory group

**Step 1 (Whole Group) – What do you enjoy most about Spring?**

- 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#4 - Proposed Option A

Advisory Group	High Level Purpose	Strategic Plan Priority
<b>Academic</b>	Review instruction; academic monitoring, professional learning, inclusion, SOL's, proficiency gaps	Student Academic Growth & Success
<b>Health &amp; Wellness</b>	Mental Health, Physical Health, Meals, DEI, Chronic Absenteeism, School Climate, Student Safety, LGBTQ+, Suspensions	Student Well-Being Operational Excellence
<b>Personnel</b>	Voice for Staff, Workplace Climate, Staff engagement, Staff retention, Professional Learning	Student Centered Workforce Operational Excellence
<b>Operations</b>	Budget, Facilities, Transportation, Safety, Technology	Operational Excellence
<b>Partnerships</b>	Community support for student learning, County/Non-profit/business parent partnerships	Student, Family, Community Partnerships
<b>Title I</b>	Planning, Monitoring, Evaluating Title I	Student Academic Growth & Success Student Well-Being; Operational Excellence
<b>ASEAC</b>	Special Education	Student Academic Growth & Success Student Well-Being

# Recap of Meeting#4 - Proposed Option B

Advisory Group	High Level Purpose	Strategic Plan Priority
<b>Students</b>	<p>Review instruction; academic monitoring, professional learning, inclusion, SOL's, proficiency gaps</p> <p>Mental Health, Physical Health, Meals, DEI, Chronic Absenteeism, School Climate, Student Safety, LGBTQ+, Suspensions</p>	<p>Student Academic Growth &amp; Success</p> <p>Student Well-Being</p>
<b>ASEAC</b>	Special Education	<p>Student Academic Growth &amp; Success;</p> <p>Student Well-Being</p>
<b>Personnel</b>	Voice for Staff, Workplace Climate, Staff engagement, Staff retention, Professional Learning	Student Centered Workforce; Operational Excellence
<b>Operational</b>	Budget, Facilities, Transportation, Safety, Technology	Operational Excellence

- Advance **Strategic Plan** priorities
- **Curated, intentional, collective, synthesized** input to the Board
- **Timely** input
- **Variety of perspectives**
- Voices that are often **under-heard**
- Bring additional **expertise**
- Contribute to **transparency**
- **Communicate** APS initiatives to the community



- Below are list of options that require additional discussion before the group votes and decides on proposed option:

## Topic for Discussion

## Options

### Budget

- (A) Budget Reps in all advisory groups with quarterly convening
- (B) Budget as a separate advisory group
- (C) Budget rep in all groups w/qtr meeting and an advisory group that convenes every 2 or 3 yrs

### Title I

- (A) Title I reps in all advisory group with quarterly convening
- (B) Title I as a separate advisory group AND reps on all advisory groups

### Partnerships

- (A) Partnership reps in all advisory groups with quarterly convening
- (B) Partnerships as a separate advisory group

**8 minutes**  
Whole Group

**DISCUSS - Participants add Pro's & Con's for each proposed option**

**2 minutes**  
Value Voting

**Value Voting**

**5 minutes**  
Whole Group

**DISCUSS - If sufficient consensus not established after initial voting, participants may offer statements of advocacy for desired option**

**2 minutes**  
Value Voting

**Value Voting**

## Option A

**BUDGET rep in all advisory groups who meet quarterly with other budget reps and Asst. Supt FMS**

Keep all groups in touch with the finances and more realistic.

Able to more effectively advocate or lobby within the advisory group in order to make the budget recommendations more palatable (i.e. not in a vacuum)

Every committee will or could have budgetary impacts so it would be helpful to have a budget voice on each committee to better understand the budgetary implication of recommendations.

**Big time committment**  
Will there be a clear role for the rep(s) on the committee.  
Lose knowledge of construction of the overall budget.  
May be difficult to find people with budget and knowledge of the committee's task

## Option B

**Budget as a separate advisory group**

Purpose of the committee more clear in terms of the budget as a whole. Centralize expertise on budget

Better time commitment for volunteers

Not aware of what the different advisory committees are proposing.+1

Seemingly redundant/irrelevant work if Board chooses other budget goals+1

- Works independently and in a silo.
- Lack of APS School Board buy-in and acting on BAC recommendations.
- Lack of institutional requirement
- Lack of knowledge on how a school division operates

## Option C (A+B)

**Budget rep in all groups w/qtr meeting and an advisory group that convenes every 2 or 3 yrs**

- seems like the board might want to be able to convene a dedicated group. Perhaps it could be on an as needed basis instead of set periods of time.+1
  - flexible and ability to change focus based on needs of APS.
  - Allows budget to be a consideration within the advisory group.
  - Increased focus on top priorities and goals
- Able to more effectively advocate or lobby within the advisory group in order to make the budget recommendations more palatable (i.e. not in a vacuum)

Keep all groups in touch with the finances and more realistic.

- Could create a subcommittee under operations if the SB needs/wants additional feedback about budget

Hybrid option - have one member of each committee who

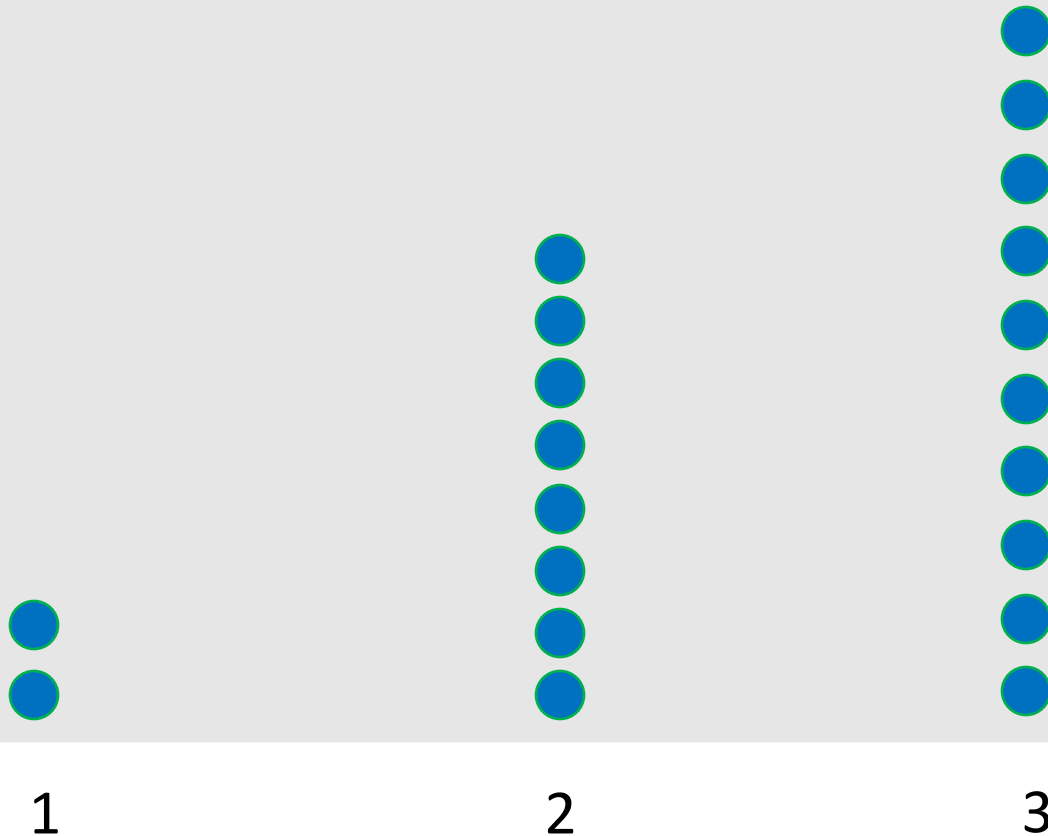
- difficult to track with such long periods in between (would require a lot of refreshing and reminding)
- You may lose people if you are only convening every 2-3 years.

Big time commitment

**Pros**

**Cons**

## CONSENSOGRAM



## LEVELS OF AGREEMENT

1. I fully support Option A / B / C
2. I can live with and support Option A / B / C
3. I do not support Option A / B / C

## Option A

**Title I rep in all advisory groups who meet quarterly with other Title I reps & staff from Academics.**

### Pros

Voices from these schools are on each committee  
Allows for that voice to be amplified  
Ensures conversations are taking into account the needs of these students.

Keeps the voices in the place where broader conversations are happening. Without these voices across the committees they might be left out of that conversation.

Everyone would be aware of the issues with this demographic and how each advisory group could support.

### Cons

Could possibly find “representatives” who are not exact demographic but who are within those schools and familiar with circumstances

More availability for people to participate

Would be hard to find members that have the time +1  
Naming convention suggests only focus on Title one and not the schools with similar makeup but not that designation.

## Option B

**Title I as a separate advisory group & with reps on each advisory group**

-Just having this advisory group is an affirmation that APS cares about this demographic.  
-This Title 1 group may be more aware of needs of economically disadvantaged and hence more able to discuss and address the needs  
-A Title 1 dedicated group may be more likely to meet at different times and provide the supports needed for community members from this population to be regularly engaged

Schools already have required committee meetings and this would add more meeting burden on groups that already have lower levels of participation from diverse populations.

Naming convention suggests only focus on Title one and not the schools with similar makeup but not that designation.

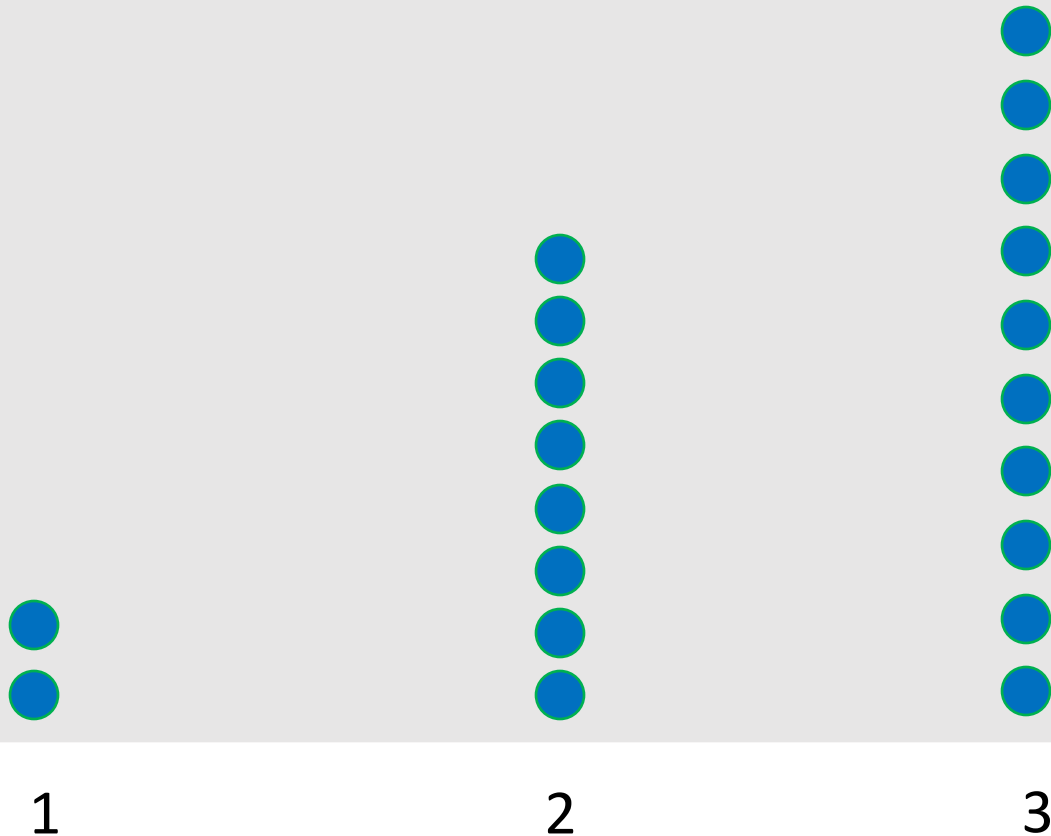
These voices should be part of all of the larger conversations not just delegated to a separate committee.

Would be hard to find members that have the time

In the current political environment, would this be considered under DEI?  
- There are been participation challenges already for the meetings as people feel there could be targeting by enforcement agencies.



## CONSENSOGRAM



## LEVELS OF AGREEMENT

1. I fully support the Option A / B
2. I can live with and support Option A / B
3. I do not support Option A / B

## Option A

Partnership reps across all groups who meet quarterly with other partnership reps and Asst. Supt SCR

Voices embedded in the committees  
  
+1 Option A.2 - Don't need a dedicated partnership seat on each group but each group has a stated responsibility to consider partnerships

The quarterly meetings might be unnecessary

## Option B

Partnerships as a separate advisory group

What partnerships are they working on in isolation?  
  
Lack of context for the partnerships

## Option C

Partnership reps across all groups

Can bring that lens to all groups.  
  
Partnerships should be an assumed and integral part of each group instead of having a dedicated person/seat

Pros

Cons



## CONSENSOGRAM



1



2



3

## LEVELS OF AGREEMENT

1. I fully support the Option A / B
2. I can live with and support Option A / B
3. I do not support Option A / B

## Step 1– Small Group - 7 groups (15 min)

- Working group members will make suggested edits to the draft purpose and scope of work statements in the **DRAFT 2 Comments/Feedback row** in this Google DOC
  - Table 1 - Academics / Table 2 - Health & Wellness / Table 3 - ASEAC
  - Table 4 - Personnel / Table 5 - Operations

## Step 2 – Sharing and Clarifying Questions of Proposed Revision (20 min)

- A rep from each table will share their proposed revisions with the whole group (3-4 min per group)
- Members will add questions and feedback in **Comments/Feedback row** the Google DOC

## Step 3 – Small Group (15 min)

- Each table group will make revisions and enter in the **FINAL row** of the Google DOC

## Step 4 - Value Voting via Consensogram (5 min)

- Place DOTS to indicate level of support for each proposed revision (FINAL version)

## **Purpose**

The purpose of the Academics Advisory Council is to (1) monitor and review division policies and implementation of strategies and initiatives specified in the Student Academic Growth and Success priority of the APS Strategic Plan and/or School Board's charge to the Council; and (2) provide input and recommendations to the School Board to support implementation of the Strategic Plan and progress toward the outcomes defined in the Student Academic Growth and Success priority.

## **Scope of Work**

The Academics Advisory Council's work is informed and directed by the School Board's annual charge. General areas of work to include:

1. Report findings and develop recommendations to address findings and improve policies and policy implementation procedures related to student academic growth and success.
2. Provide input on the review of existing programs and practices and development of new initiatives to support student academic growth and success.
3. Make recommendations for both existing and new programs and practices, ensuring the Academics Advisory Council clearly considers relevant budget impacts.
4. Assist the School Board in informing the community about programs and practices related to student academic growth and success, as outlined in the Strategic Plan and/or School Board's charge.
5. Review additional topics as identified by the School Board.
6. Collaborate with other School Board Advisory Councils as needed.

## Step 1– Small Group (5 min)

- Working group members will make suggested edits and comments to the draft in this Google DOC

## Step 2 – Whole Group (5 min)

- Each group shares their suggested edits while draft is displayed on SMARTBOARD

## DRAFT

1. The (advisory group) shall provide the School Board with its planned activities for the upcoming year at the start of the school year.
2. The (advisory group) shall provide the School Board with a summary of its activities and recommendations at a designated time each school year in accordance with the charge

## Homework

- Adding a meeting date: May 6 or June 3

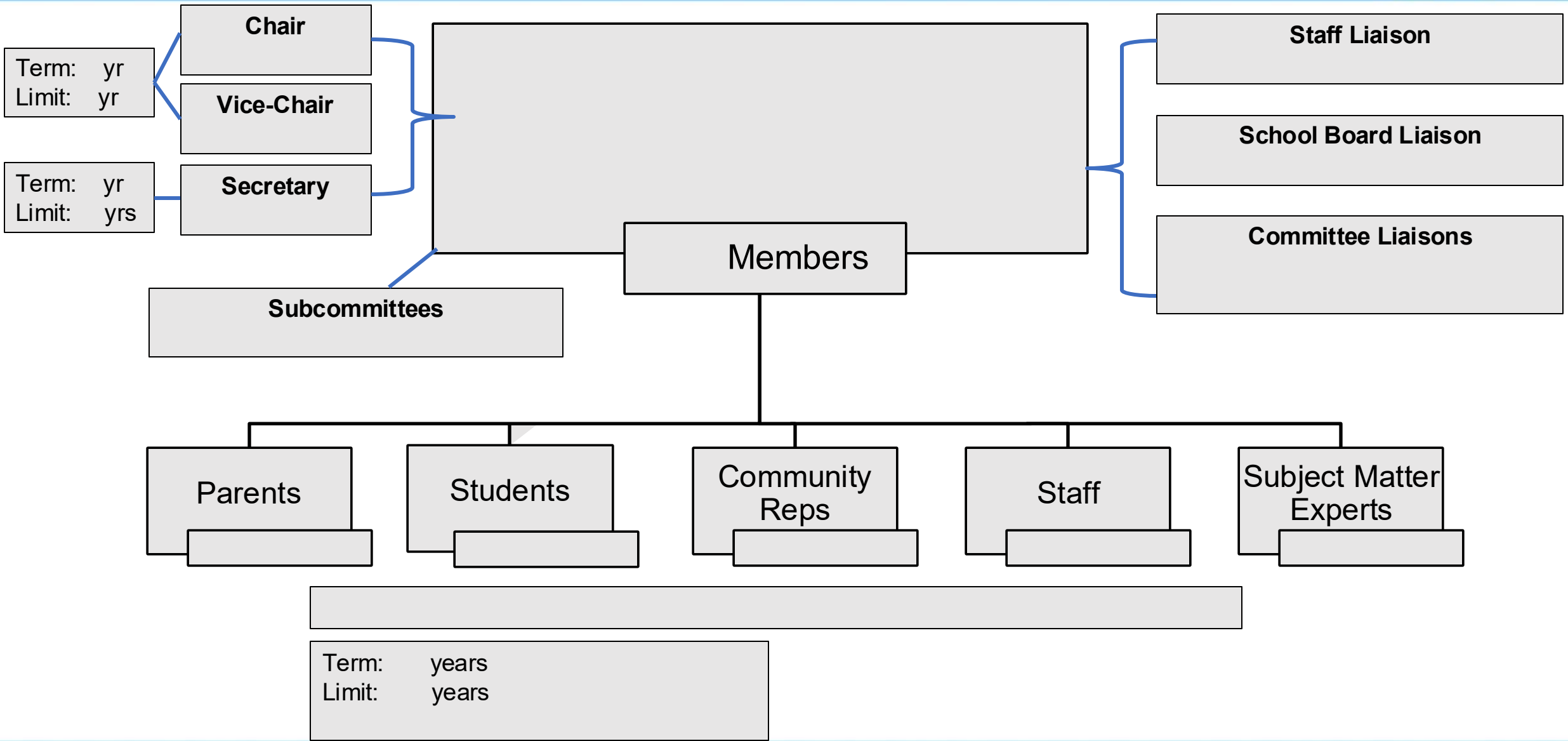
## Homework

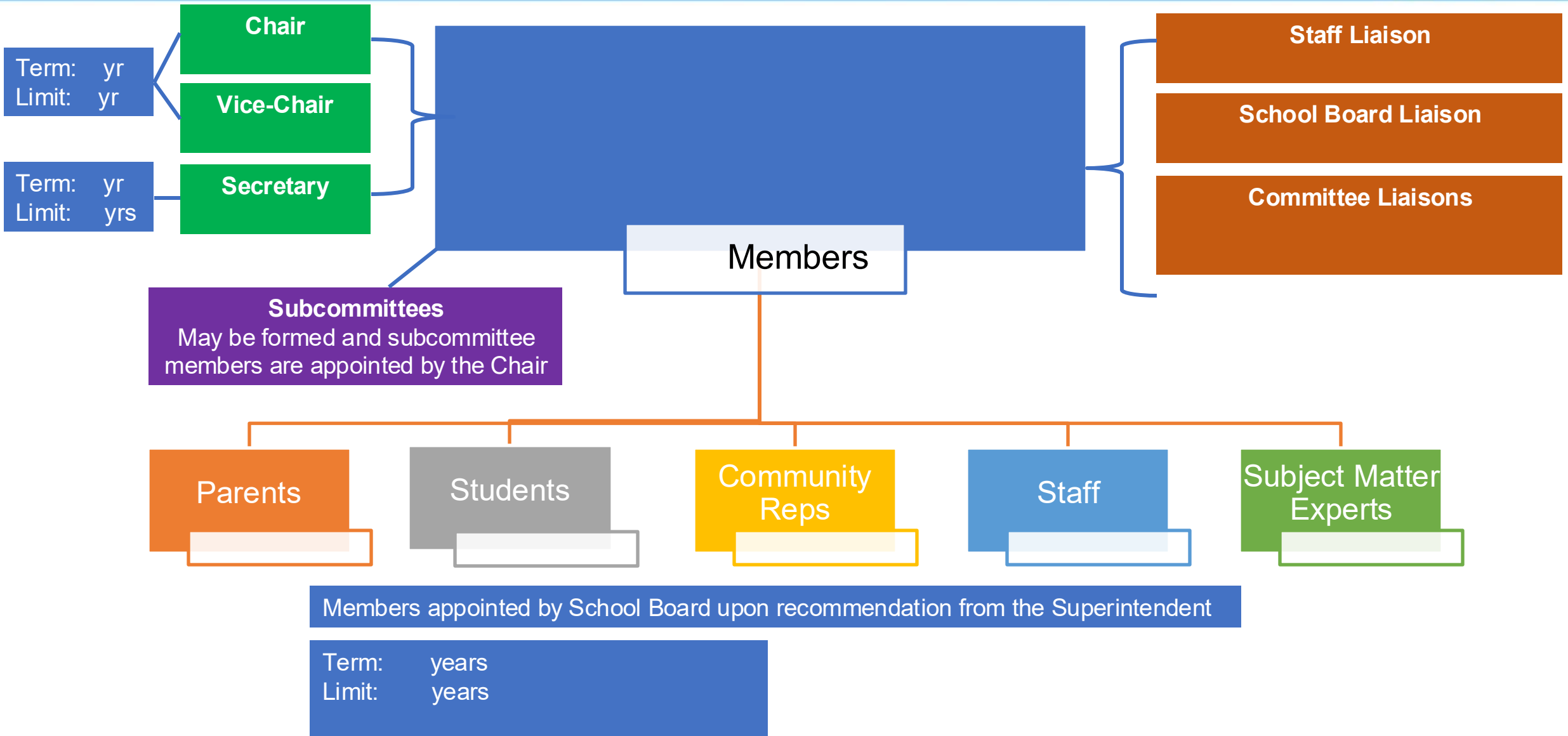
- Review and reflect the group's proposals identified in today's meeting
- Record any questions or comments
- Brainstorm ideas for membership composition for each proposed committee using TEMPLATE (Printed out)
  - Review Meeting#2 & 3 Slide Deck to see current membership structure

## Meeting#6– April 22, 2025

### Objectives/Key Agenda Items

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







PLUS (+) – What worked tonight	DELTA ( $\Delta$ ) - What could be better

# Appendix

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

# Timeline – SY 2024-25 (Original)

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 &amp; 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

# Meeting Dates & Milestones (Revised)

Meeting Date	Milestones (from Charge)
November 19, 2024	<ul style="list-style-type: none"> <li>Evaluate the strengths, effectiveness and limitations of the current APS School Board advisory committee organizational structure (#2) - <b>DONE</b></li> </ul>
December 17, 2024	<ul style="list-style-type: none"> <li>Evaluate the strengths, effectiveness and limitations of the current APS School Board advisory committee organizational structure (#2) - <b>DONE</b></li> </ul>
January 21, 2025	<ul style="list-style-type: none"> <li>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)- <b>In Progress</b></li> </ul>
February 18, 2025	<ul style="list-style-type: none"> <li>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) - <b>In Progress</b></li> </ul>
March 18, 2025	<ul style="list-style-type: none"> <li>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)</li> <li>Reporting structure and expectations for the committee's work (#3c)</li> </ul>
April 22, 2025	<ul style="list-style-type: none"> <li>Roles and responsibilities of advisory committee members, including leadership on the committee (#3e)</li> <li>A proposed membership composition for each advisory committee (#3d)</li> <li>Length of term and term limits of committee members (#3f)</li> <li>The role and purpose of subcommittees and process for forming within each of the proposed school board advisory committees (#3b)</li> </ul>
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"> <li>Review feedback collected (3/19-4/13) and make any needed revisions to deliverables from the charge (#1-4)</li> </ul>

## 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.