

## APS Strategic Plan 2024-30



## School Board Advisory Committee Working Group

**Meeting#7- May 20, 2025  
6:30-8:30**

Jonathan Turrisi, Director of Accountability,  
Evaluation & Strategic Planning

# Meeting #8 – Objectives

1. Develop a proposed membership composition for each advisory group
2. Develop a proposed structure for subcommittees
3. Understand next steps in the process

- Welcome / Opening
  - Grounding Activity
  - Working Agreements
- Recap of Meeting#7
- Membership composition
- Subcommittees
- Next Steps

**Step 1 (Small Group)** – Summer activity you are looking forward to?

- 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

# Proposed Advisory Groups

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>ASEAC</b>	Special Education	Student Academic Growth & Success Student Well-Being

# ACTIVITY 1 - Membership Composition

## **Step 1– Whole Group Discussion (5 min PER Advisory Council - 25 minutes)**

- Working group members will spend 5 minutes per Advisory Council reviewing based on questions/comments received adding suggested edits and questions on the chartboard paper

## **Step 2 - Value Voting via Consensogram (3 min)**

- Place DOTS to indicate level of support for the proposed membership composition for each Advisory Council

## **Step 3– Whole Group Discussion (5 min per Advisory Council - 25 min)**

- If sufficient consensus is not achieved with the initial vote, working group members will discuss suggested edits and questions posed on the chartboard paper and make edits to the membership composition of each advisory council as needed.

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

- Place DOTS to indicate level of support for the proposed membership composition for each Advisory Council

## General comments / Questions

- Need to discuss subcommittees before I can vote on Councils
- Why more parents than teachers on Academics?
- Staff who are not Arlington residents should not be voting members
- Need assurance of geographic diversity
- Who can be chairs/co-chairs?
- Can staff be paid?
- Will time served in those committees carry over towards the term limits or will everyone joining start with a clean slate?
- What is the role and responsibilities of council liaisons?
- When a member fills more than one role, which membership bucket do they fall into?

JUNE 3 - TOPIC, Others as a follow-up feedback item

## Suggested Edits

### Academics

- Fewer members while ensuring diversity
- Retain some subcommittees
- Should staff be voting members?
- Who can be chairs/chairs?

### Operations

- Include Transportation

### Personnel

- Fewer parents - one from each level
- No students ++

### Well-Being

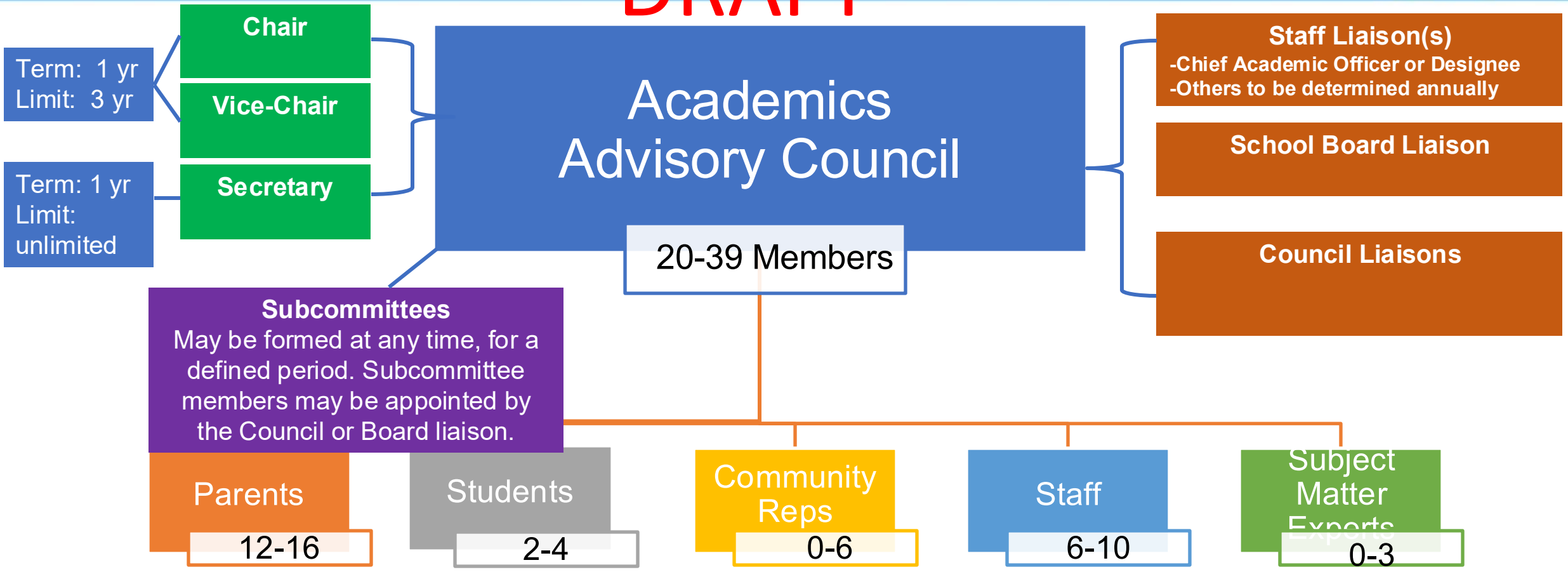
- 25-30 max
- more students than currently proposed

### Title I

- Should have more Title 1 representation on each council than just 1-2



## DRAFT



Members appointed by School Board

Term: 1 year (with option to renew for 2nd year without needing to reapply)  
Limit: 8 years (can be extended by School Board based on the needs of the council and expertise of the council member)



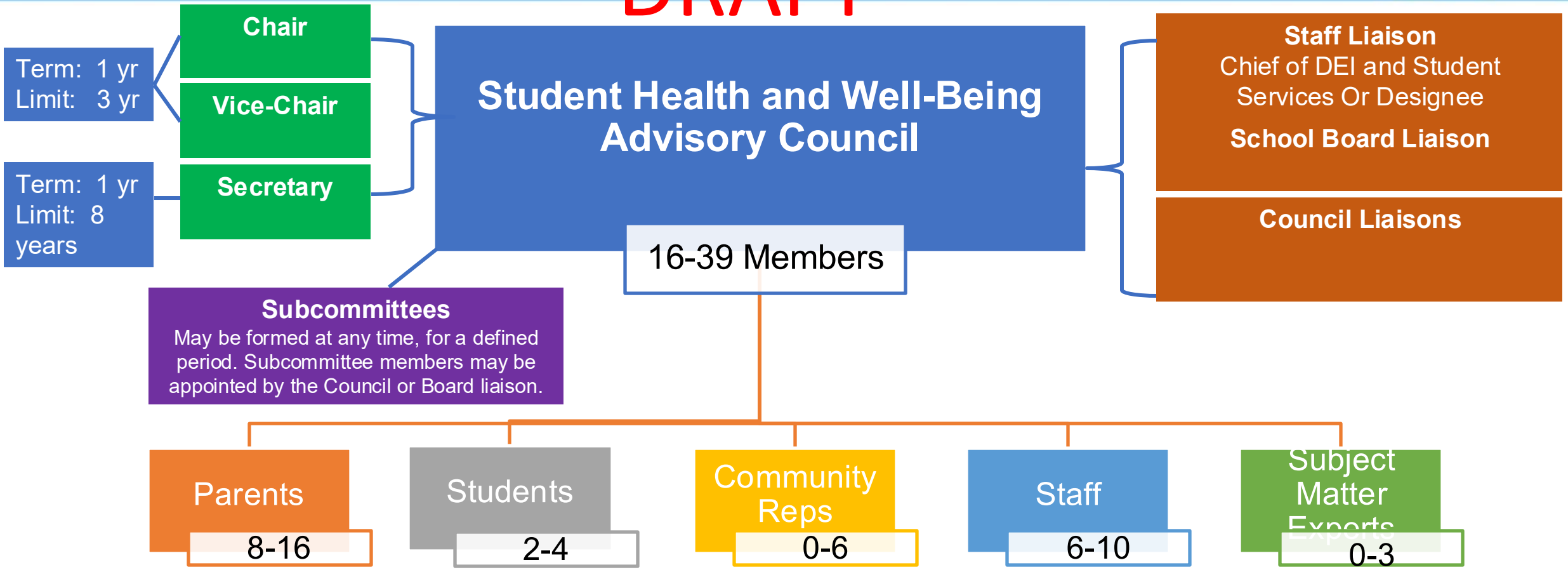
## DRAFT

Parents	Students	Community Members	Staff	Subject Matter Experts
<p>Min 12 Max 16</p> <p>Include mix of:</p> <ul style="list-style-type: none"> <li>-school levels</li> <li>-neighborhood &amp; option schools</li> <li>-geographic diversity</li> </ul>	<p>Min 2 Max 4</p> <p>Include mix of:</p> <ul style="list-style-type: none"> <li>-school levels</li> <li>-neighborhood &amp; option schools</li> <li>-geographic diversity</li> </ul>	<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"> <li>• Recent APS alums</li> <li>• Civil rights orgs, nonprofits, military, local business</li> <li>• Current instructors, staff, administrators at regional schools of higher ed (NOVA, Geo Mason, etc)</li> </ul>	<p><b>School-Based</b> Min 4, Max 7</p> <p><b>Central Office (specialists or non-supervisory)</b> Min 2, Max 3</p> <p>Include mix of:</p> <ul style="list-style-type: none"> <li>-classroom teachers, counselors, admin, specialists, coaches, interventionists</li> <li>-school levels</li> <li>-content areas</li> <li>-Special populations (EL, SWD, Gifted)</li> </ul>	<p>Min 0 Max 3</p> <p>Individuals with professional expertise, i.e.</p> <ul style="list-style-type: none"> <li>• Early childhood</li> <li>• Former teachers, staff, admin</li> <li>• Curriculum development</li> <li>• Education research</li> </ul>

**Budget Rep (1)** - Budget rep is included in counts above and can be a parent, community member or subject matter expert

**Title I reps (2)** - At least one parent seat and one staff seat listed above is designated for reps from a Title I school

## DRAFT



Members appointed by School Board

Term: 1 year (with option to renew for 2nd year without needing to reapply)  
Limit: 8 years (can be extended by School Board based on the needs of the council and expertise of the council member)

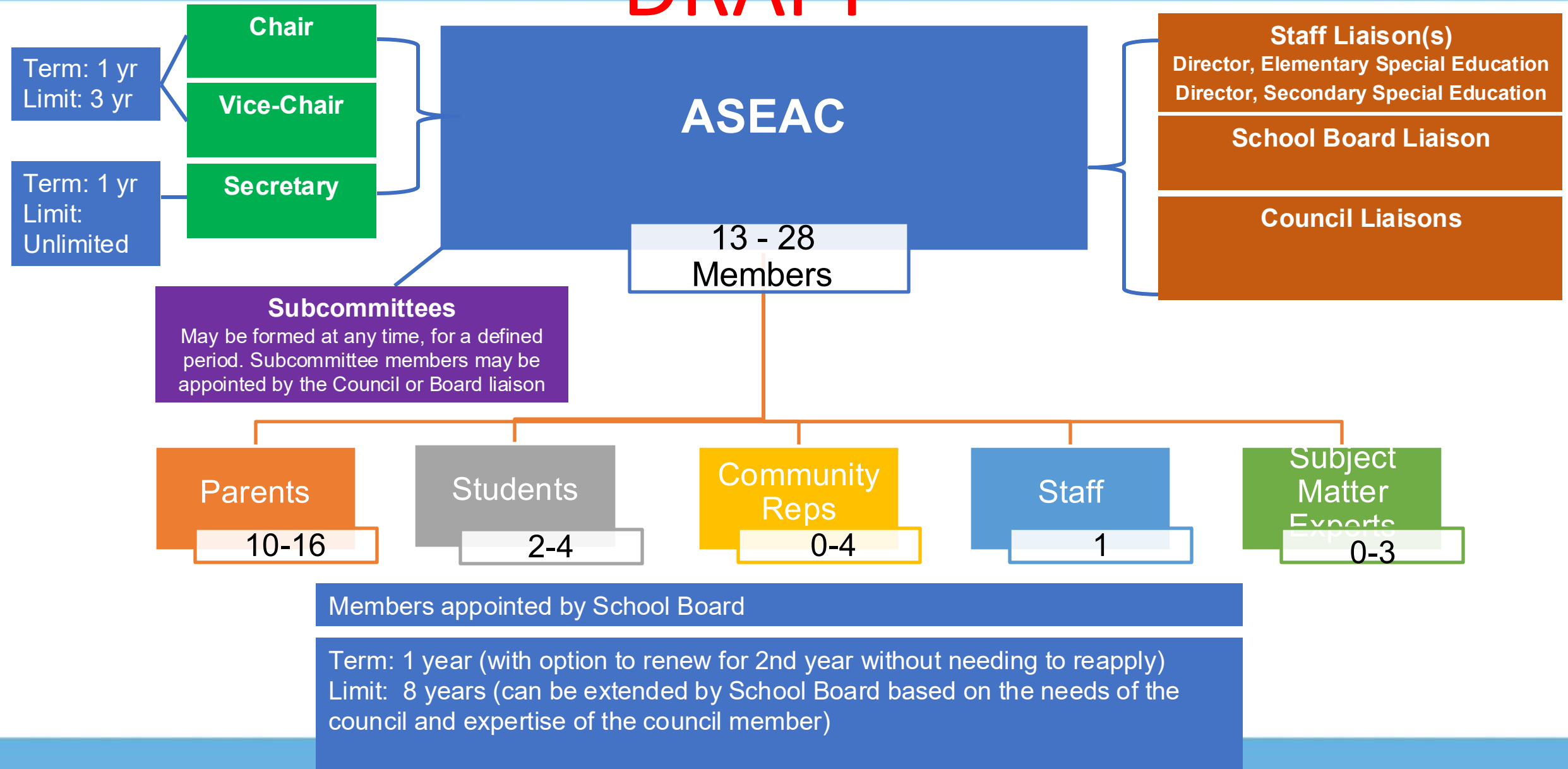
**DRAFT**

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"> <li>-school levels</li> <li>-neighborhood &amp; option schools</li> <li>-geographic diversity</li> </ul>	<p>Min 2 Max 4</p> <p>Include mix of:</p> <ul style="list-style-type: none"> <li>-neighborhood &amp; option schools</li> <li>-geographic diversity</li> </ul>	<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"> <li>• Recent APS alums</li> <li>• Civil rights orgs, nonprofits, health groups</li> </ul>	<p><b>School-Based</b> Min 4, Max 7</p> <p><b>Central Office (non-supervisory or specialists)</b> Min 2, Max 3</p> <p>Mix of counselors, classroom teachers, assistants, student activities staff (coaches, arts directors), social workers &amp; 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"> <li>• Former teaches, staff, admin</li> <li>• Mental health &amp; medical professionals</li> <li>• Professionals from mental health nonprofits</li> </ul>

**Budget Rep (1)** - Budget rep is included in counts above and can be a parent, community member or subject matter expert

**Title I reps (2)** - At least one parent seat and one staff seat listed above is designated for reps from a Title I school

# DRAFT





# DRAFT



## 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

## 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

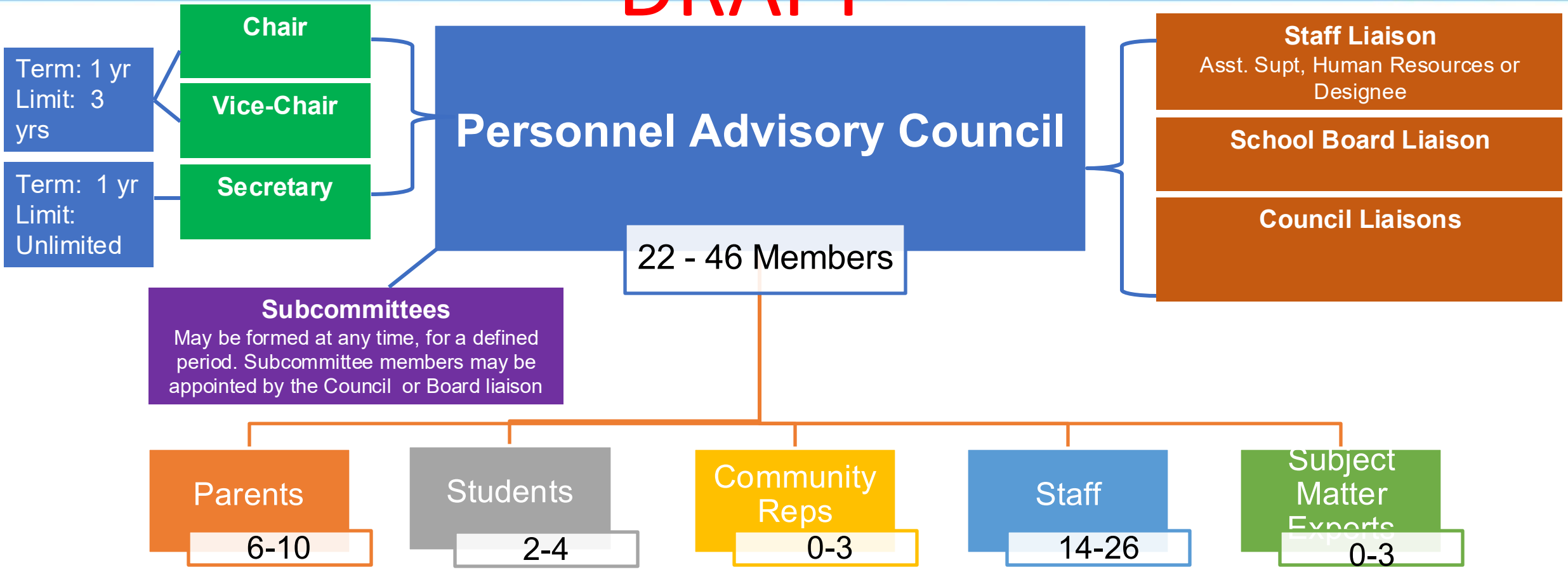
Max 3

Individuals with professional expertise

**Budget Rep (1)** - Budget rep is included in counts above and can be a parent, community member or subject matter expert

**Title I reps (2)** - At least one parent seat and one staff seat listed above is designated for reps from a Title I school

# DRAFT



Members appointed by School Board upon recommendation from the Superintendent

Term: 1 year (with option to renew for 2nd year without needing to reapply)

Limit: 8 years (can be extended by School Board based on the needs of the council and expertise of the council member)





# DRAFT



## 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

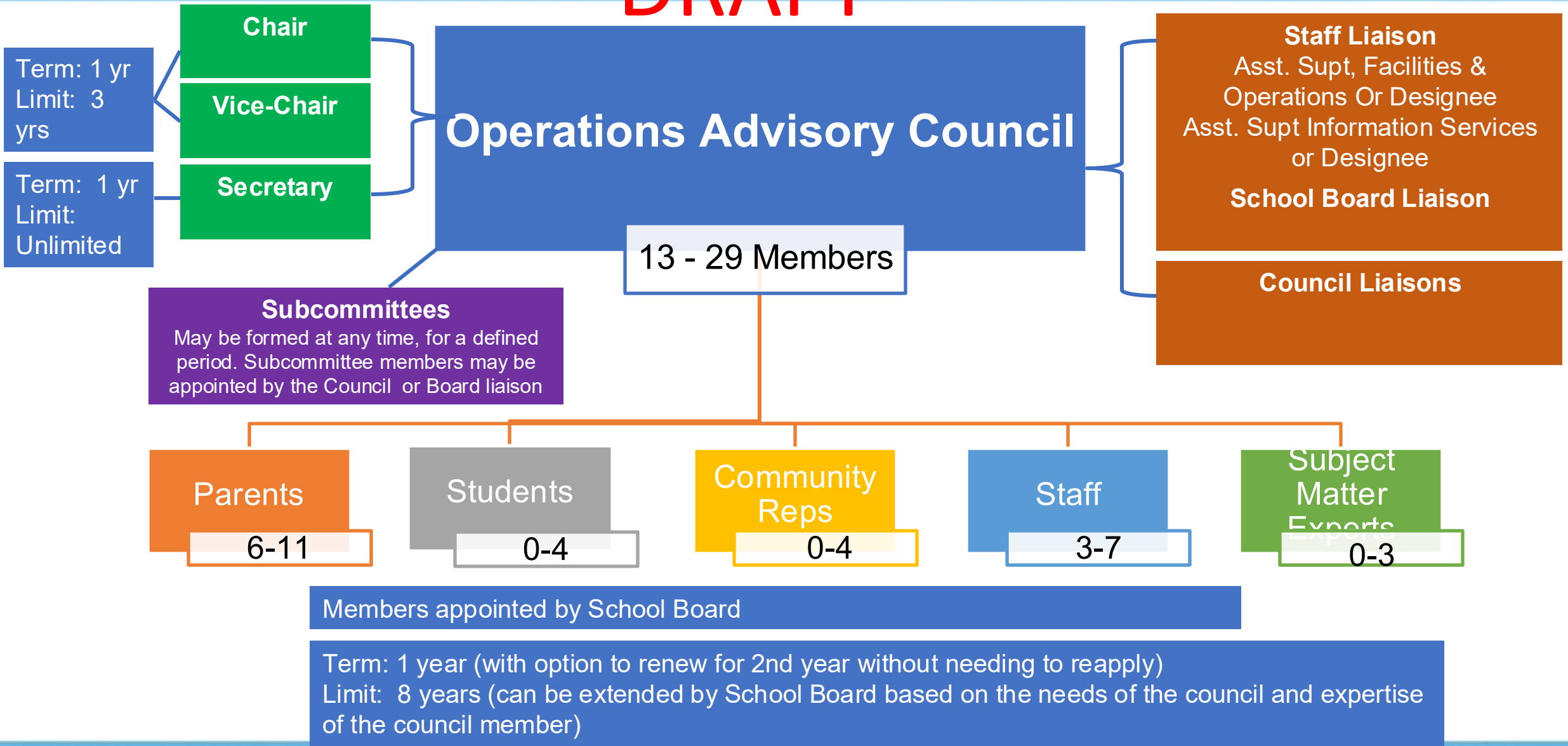
- Former teaches, staff, admin
- HR professionals

**Budget Rep (1)** - Budget rep is included in counts above and can be a parent, community member or subject matter expert

**Title I reps (2)** - At least one parent seat and one staff seat listed above is designated for reps from a Title I school



# DRAFT





## DRAFT



### 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

**Budget Rep (1)** - Budget rep is included in counts above and can be a parent, community member or subject matter expert

**Title I reps (2)** - At least one parent seat and one staff seat listed above is designated for reps from a Title I school

**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

## **Step 1– Individual & Whole Group (20 min)**

- Working group members will add feedback comments in this Google DOC
  - Roles and purpose of subcommittees
  - Composition of subcommittees
  - Process to form subcommittees
  - Benefits and Drawbacks of NOT having standing subcommittees

## **Step 2 - Value Voting via Consensogram (5 min)**

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

## Step 1– Whole Group - 5 groups (5 min)

- Working group members will review Draft 2 and make suggested edits to the draft in the **Feedback column** of this Google DOC

## Step 2 - Value Voting via Consensogram (5 min)

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

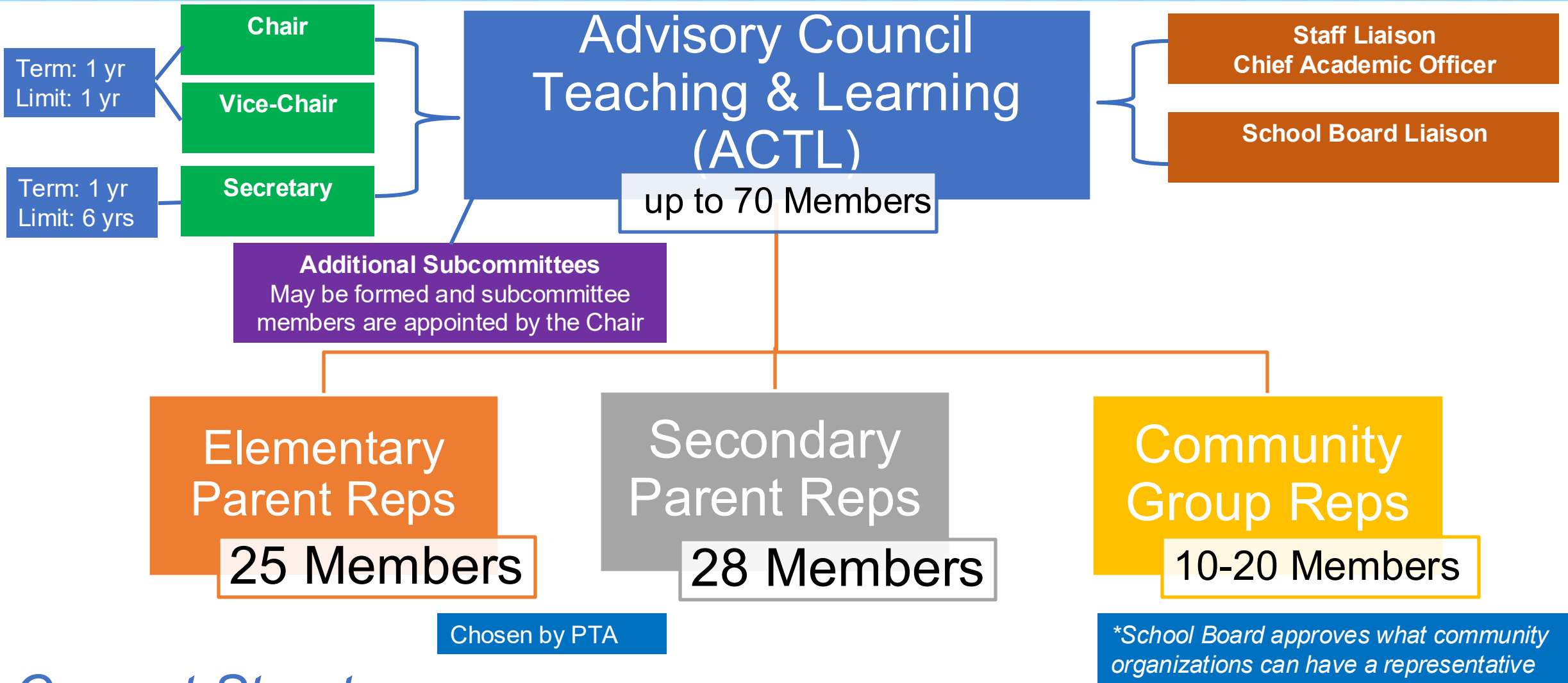
## **Homework - Please review and add feedback on the following**

- **Meetings**
- **Committee Research**
- **External Communications**
- **Freedom of Information Act**
- **Transition Plan**

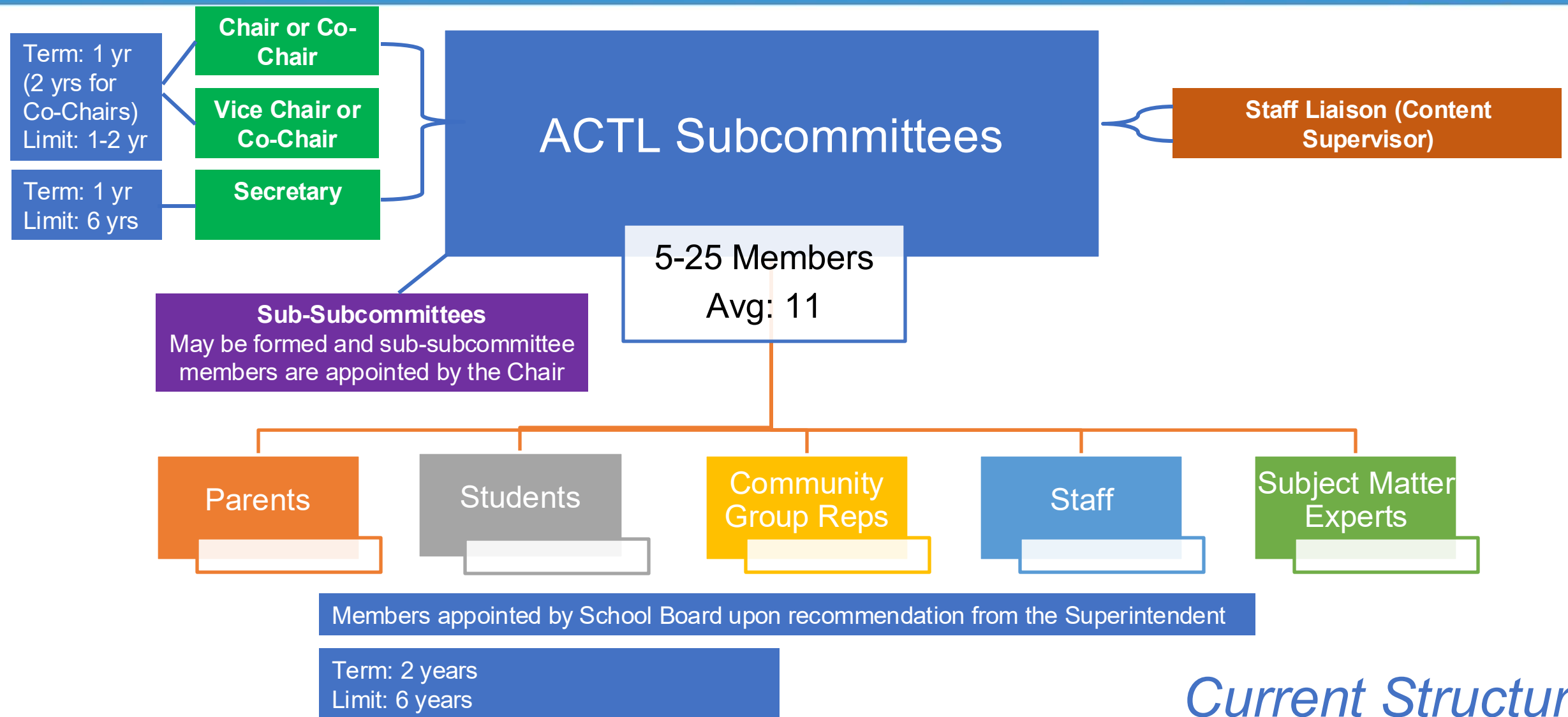
PLUS (+) – What worked tonight	DELTA ( $\Delta$ ) - What could be better

# Appendix

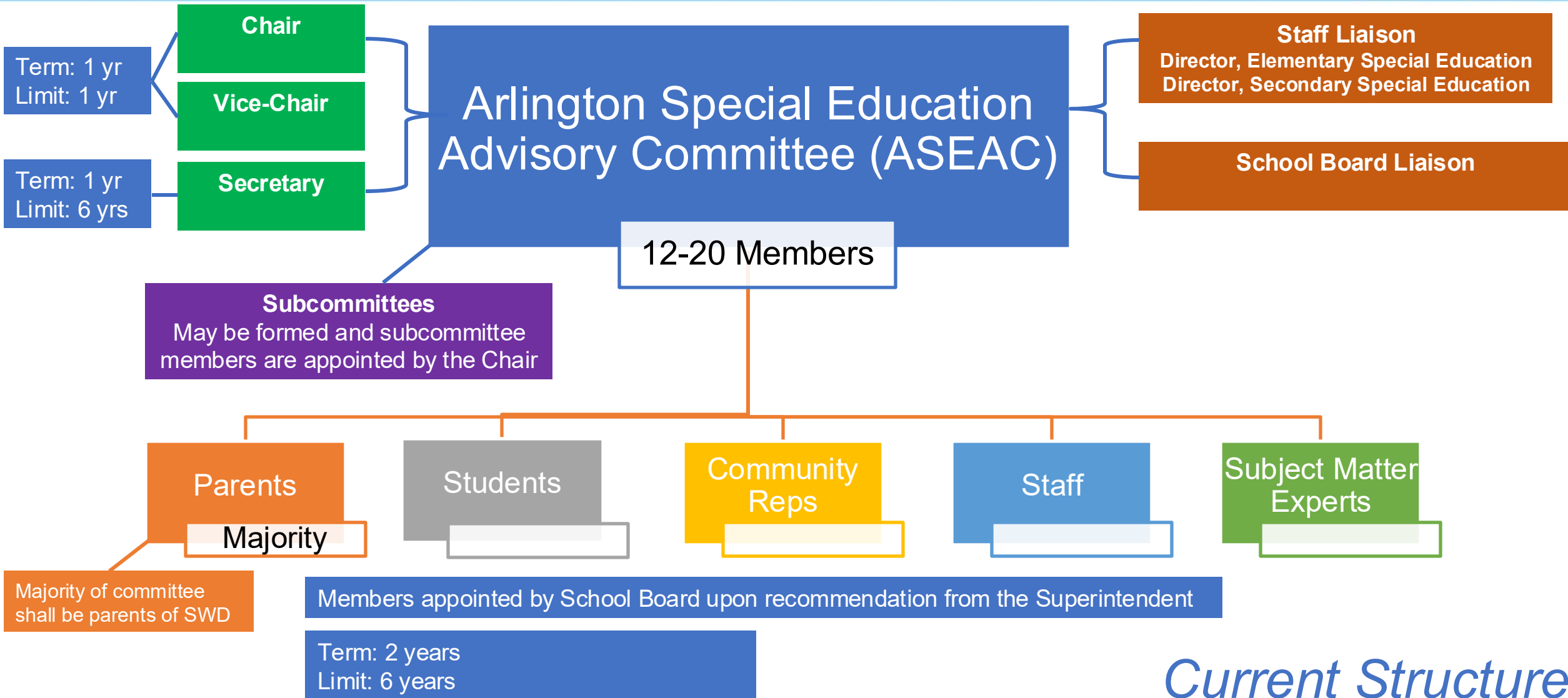




Current Structure

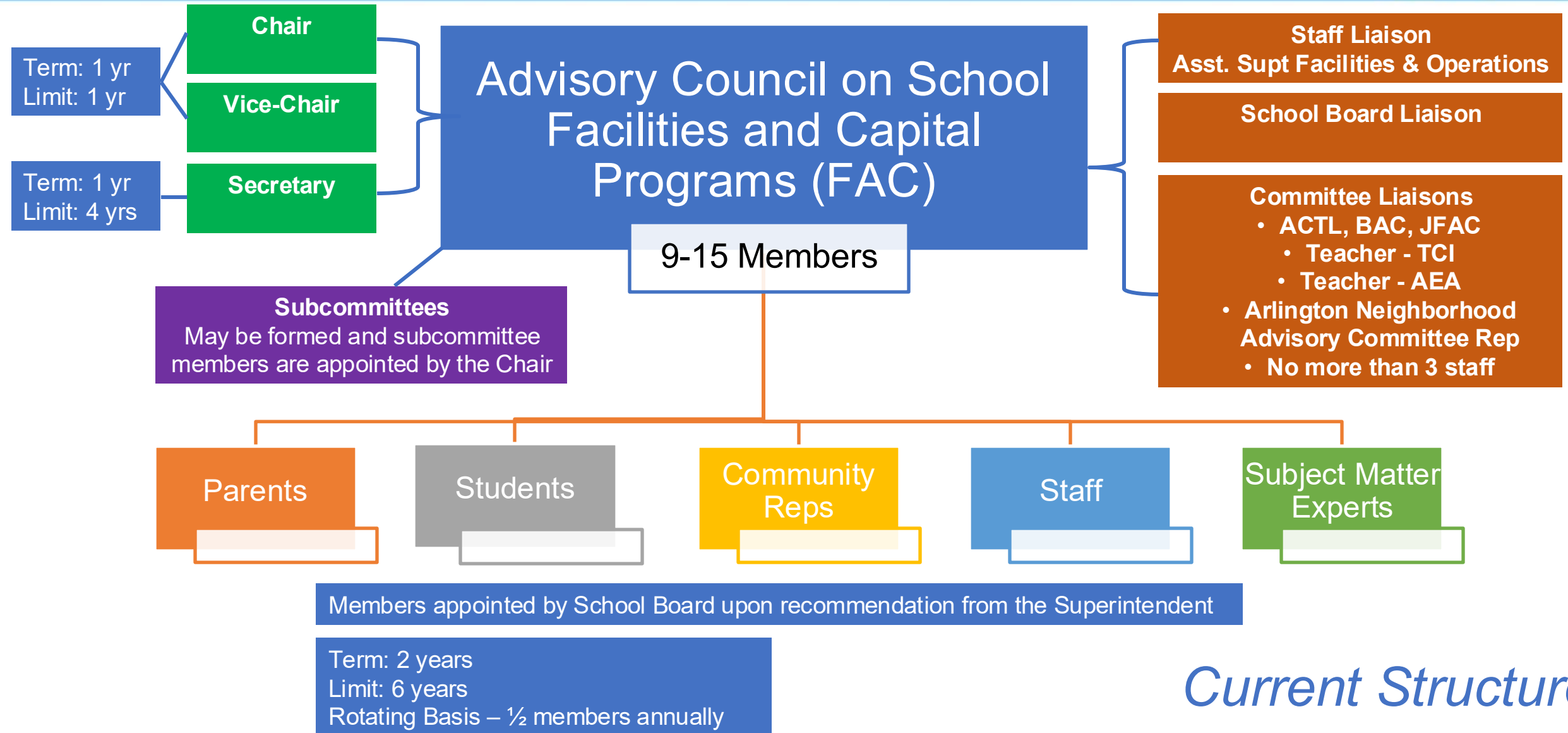


*Current Structure*

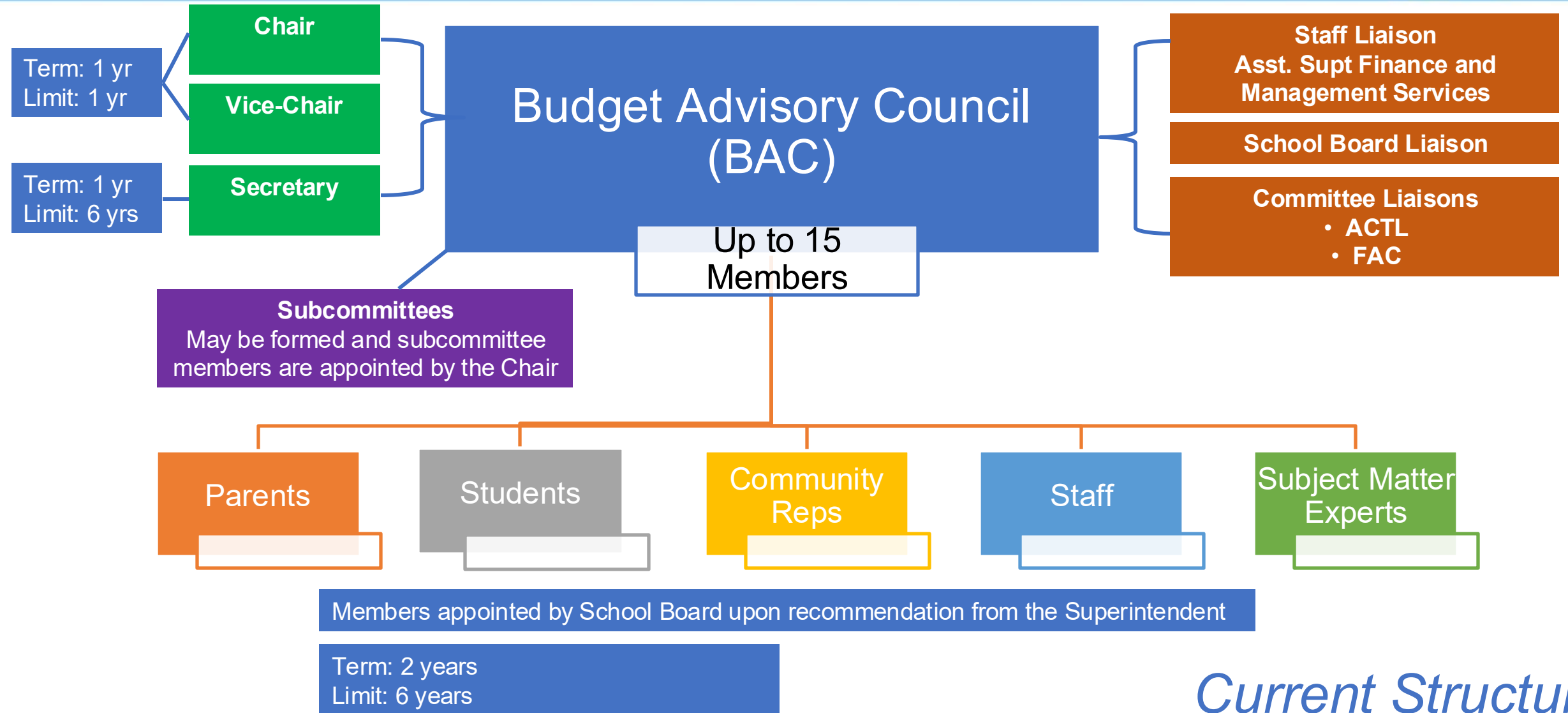


*Current Structure*

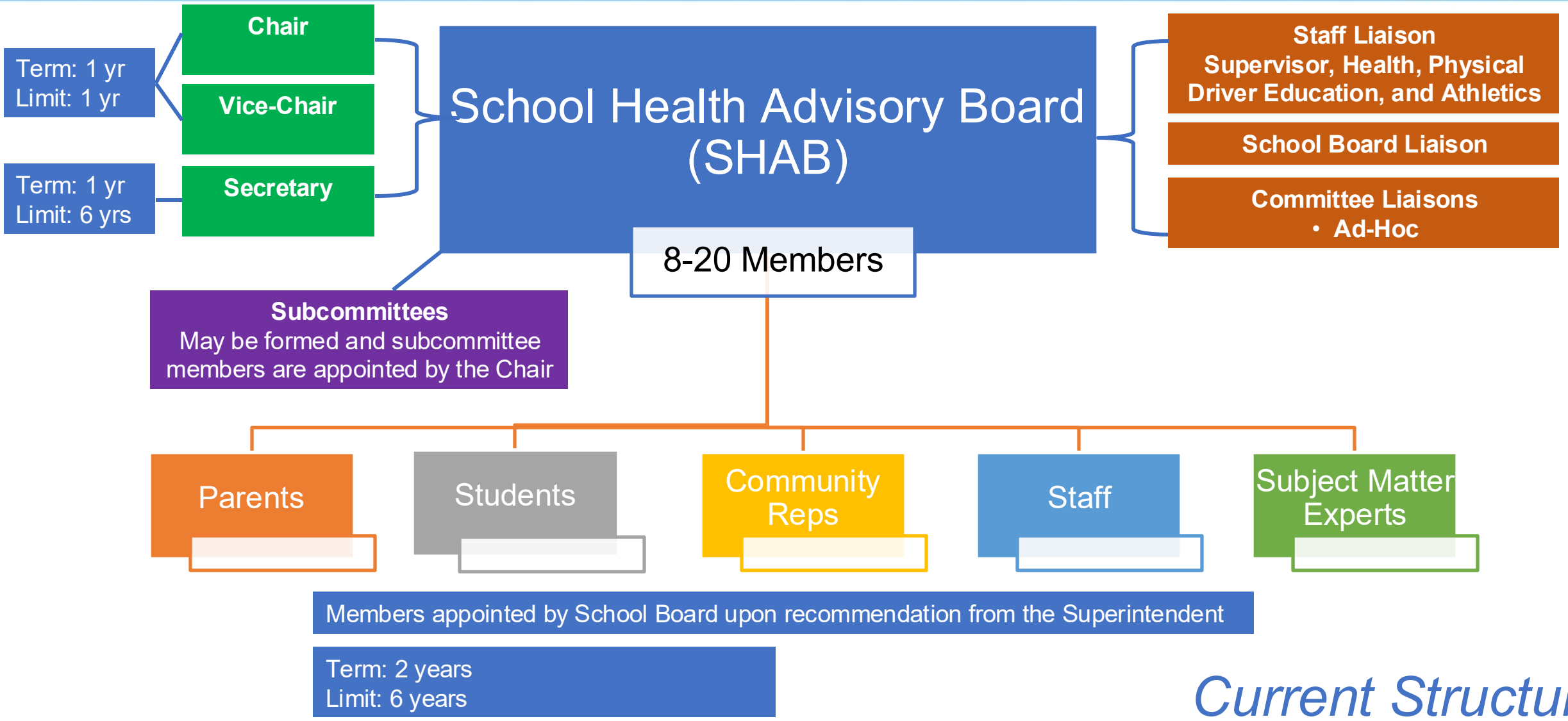
# Advisory Council on School Facilities and Capital Programs (FAC)



*Current Structure*



*Current Structure*



*Current Structure*

# Meeting Dates & Milestones

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)</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)</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>

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 or new Advisory Councils



**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.