Equity Audit of School Board Policies Purpose

- Ensure each policy aligns, guides, and supports educational equity and the Strategic Plan.

- Specifically identify root causes of disparities.

- Focus on the most marginalized populations to ensure equity for all.

- Uncover and revise policies that thwart the success of historically marginalized groups.

- Dismantle current systems that are barriers to student success.

EQUITY-FOCUSED

Equity Audit of School Board Policies Purpose

- Ensure each policy aligns, guides, and supports educational equity and the Strategic Plan.

- Specifically identify root causes of disparities.

- Focus on the most marginalized populations to ensure equity for all.

- Uncover and revise policies that thwart the success of historically marginalized groups.

- Dismantle current systems that are barriers to student success.
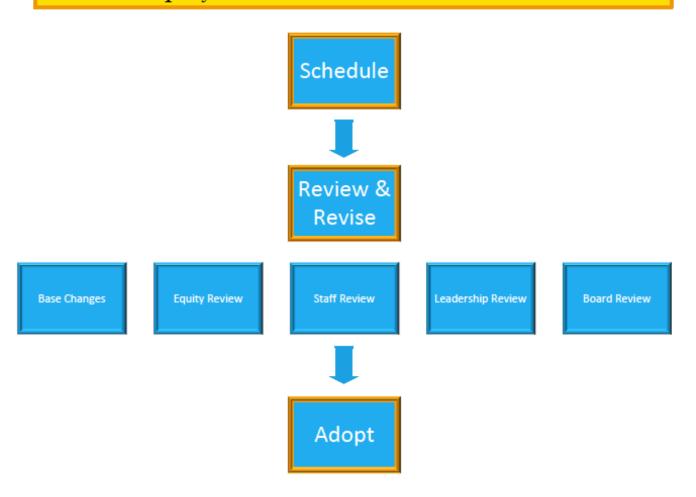
EQUITY-FOCUSED

Key Teams

This Photo by Unknown Author is licensed under CC BY-SA-NC

- Equity Audit Team
  - Reviews from an equity lens
  - Targeted stakeholder input

- Staff Revision Team
  - Reviews from a staff lens

- Senior Leadership Team
  - Reviews from a leadership lens

- School Board Policy Subcommittee
  - Reviews from a School Board lens
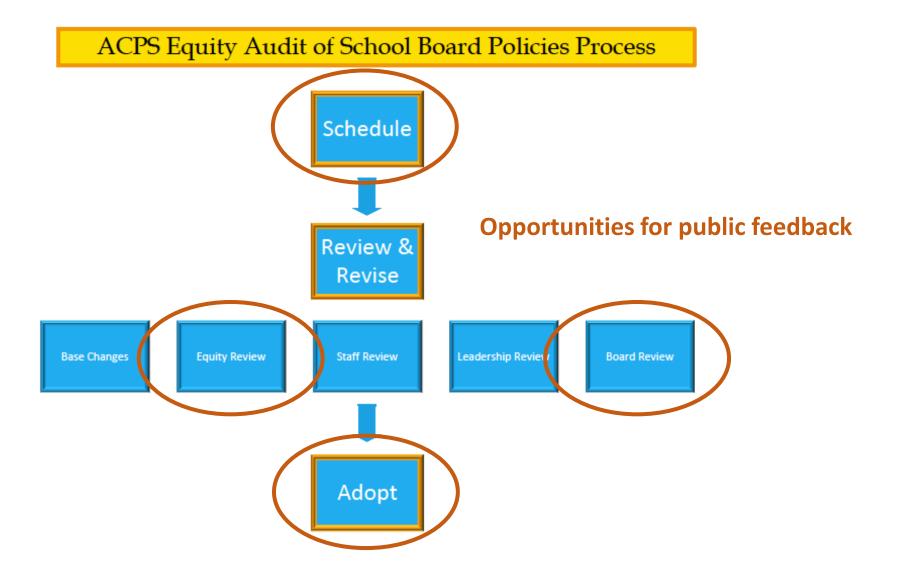 - Opportunity for public comment

EQUITY-FOCUSED

ACPS Equity Audit of School Board Policies Process

Schedule → Review & Revise → Base Changes | Equity Review | Staff Review | Leadership Review | Board Review → Adopt

EQUITY-FOCUSED

ACPS Equity Audit of School Board Policies Process

Schedule → Review & Revise

Base Changes | Equity Review | Staff Review | Leadership Review | Board Review

Adopt

Opportunities for public feedback

EQUITY-FOCUSED

Policies and Regulations

- Policy is a <u>basic statement of the intent</u> of the School Board which creates rights and responsibilities for the conduct of the school division's business.

- Regulation is the manner or <u>method of implementation</u> of policy by the Superintendent and staff, subject to change as conditions and/or circumstances may dictate.

Reference: Policy BFC - Policy Adoption

Essential Questions

1. Do the revisions support Equity for All?
   - Who is the policy intended to impact?
   - Who does it impact?
   - Who is adversely impacted?
   - How do we mitigate the adverse impact?

This Photo by Unknown Author is licensed under CC BY

2. Do the revisions align with the Code of Virginia?

3. Do the revisions improve Systemic Alignment?

EQUITY-FOCUSED

Draft Revisions

All Policies and Regulations

- Removed gender affirming terms

- Replaced parent with parent/guardian

- Reduced the use of 'shall' per VSBA model policy changes

- Added breadcrumbs to other policies

- Rewording and reformatting to improve readability

- Aligned content with VSBA model policies and the Code of Virginia

Details of revisions are in the comments on the draft policies.

Draft Revisions

IGBG - Homebound, Correspondence, and Alternative Means of Instruction

- Presented on 5/18/2023
- Additional changes due to 2023 legislative session
- Revised to change "nurse practitioner" to "advanced practice registered nurse" per the amendment of Va. Code § 54.1-2957.02 by SB 975.

Details of revisions are in the comments on the draft policies.

EQUITY-FOCUSED

Draft Revisions

CLA - Reporting Acts of Violence and Substance Abuse

- Added a Board belief statement.
- Minor reordering of wording to improve readability
- Inclusion breadcrumbs to other policies
- Expansion of examples of actions taken to prevent violence
- Added references to restorative practices and partnerships with other organizations
- Added clause that ACPS/police contacts are in accordance with the ACPS/APD MOU
- Policy updated to reflect amendment of Va. Code § 22.1-279.3:1 by HB 4/SB 36. (reporting of incidents)

Details of revisions are in the comments on the draft policies.

EQUITY-FOCUSED

Draft Revisions

EB - School Crisis, Emergency Management, and Medical Emergency Response Plan

- Added references to other policies
- Aligned with the VSBA model policy
- Third paragraph of policy amended to reflect amendment of Va. Code § 22.1-279.8 by HB 1129/SB 600 (regarding collaboration with chief law-enforcement officer).
- Definition of school safety audit updated to reflect amendment of Va. Code § 22.1-279.8 by HB 741 (regarding floor plans).
- Inclusion of the contact information for division safety official per the amendment of Va. Code § 22.1-279.8 by HB 1704/SB 821.

Details of revisions are in the comments on the draft policies.

EQUITY-FOCUSED

Draft Revisions

EBB - Threat Assessment Teams

EBB-R Threat Assessment Teams Regulations

- Aligned with the VSBA model policy
- Revised to reflect the ACPS practice of calling the teams "Threat Assessment Teams". The term "Safety Teams" is no longer used.
- Removed the reference to the central team. While there are identified staff to support the process, it is not a formal team.
- Policy updated to reflect inclusion of SROs on threat assessment teams as required by Va. Code § 22.1-79.4.C as amended by HB 873.
- Policy updated to reflect the training of threat assessment team members per the amendment of Va. Code § 22.1-79.4 by SB 1359

Details of revisions are in the comments on the draft policies.

EQUITY-FOCUSED

Draft Revisions

EBCA - Emergency Preparedness Response Drills
- Renumbered to EBCB to align with the VSBA model policy
- Reviewed to ensure a holistic review of the safety policies and procedures
- Revised to add clarity about decisions to shelter in place or evacuate

EBCE - Emergency Services
- 5-year review
- No VSBA model policy
- Standard changes and minor rewording

Details of revisions are in the comments on the draft policies.

Draft Revisions

KNAJ - Relations with Law Enforcement Authorities
- Updated notifications
- Updates roles
- Clarified in the opening paragraph that the role of police is in alignment with the MOU
- Policy updated to reflect amendment of Va. Code § 22.1-279.3:1 by HB 4/SB 36. (reporting of incidents)

Details of revisions are in the comments on the draft policies.

EQUITY-FOCUSED

Draft Revisions

IGBB - Programs for Gifted Students

- 5-year review
- Added 'and talented' to the title
- Added a board belief statement
- Revised to align with the VSBA model policy

Details of revisions are in the comments on the draft policies.

EQUITY-FOCUSED

Draft Revisions

IKEB - Acceleration

IKEB - Acceleration Regulations

- 5-year review
- Aligned with the VSBA Model Policy
- Separated gifted acceleration from other forms of acceleration
- Removed content that is redundant with the Local Plan for the Gifted
- Removed content that is part of the Program of Studies
- Added underage first grade placement to the policy
- Renamed the regulation to Underage First Grade Placement

Details of revisions are in the comments on the draft policies.

Draft Revisions

IIBD - School Library Media Centers

IIBD-R - Collection Development & Circulation Regulations

- 5-year review
- Standard changes
- Alignment with the VSBA Model Policy
- Added a Board Belief Statement
- Added statement about of culturally inclusive content
- New regulation for Collection Develop and Circulation Regulations
  - ○ Created criteria and procedures for selecting and maintaining library collections
  - ○ Created regulations around fees and fines for late, lost, and damaged materials
  - ○ Added breadcrumbs for reconsideration of library materials

Details of revisions are in the comments on the draft policies.

Draft Revisions

KLB - Public Complaints About the Curriculum or Instructional Materials

KLB-E - Request for Reconsideration of Learning Resources

KLB-R - Process for Responding to Request for Reconsideration of School Resources

- 5-year review
- Standard changes
- Revised to align with the VSBA Model Policy
- Added a Board Belief statement
- Noted that resources will not be removed during the reconsideration process
- New regulation that establishes a four-level review process
- Updated the form to align with the regulation

Details of revisions are in the comments on the draft policies.

Draft Revisions

IIBEA_GAB - Responsible Computer System Use

- Code Change (2023)
- Standard 2-year review
- Clarified that incidental personal use of ACPS computer systems is permitted
- Expanded the scope so it's clear the policy is not just about devices
- Modernized language around digital citizenship curriculum
- Reorganization to improve readability
- Prohibition from taking devices to or accessing systems from countries with Level 3 or 4 travel advisories
- Policy updated to reflect the prohibition of TikTok, WeChat, etc. per the enactment of Va. Code § 2.2-5514.1 by SB 1459.

Details of revisions are in the comments on the draft policies.

Draft Revisions

IIBEA-R3 - Student Use of Personal Mobile Devices

- New regulation
- Establishes governance over where students may use personal mobile devices such as cell phones with a focus on safety
  - Teacher decision in classrooms/field trips
  - HS – Can be used except for class, bathrooms, locker rooms
  - MS – Put away from first to last bell
  - ES – Put away from entry into the building until exit
  - Applies to any connected device (cell phone, tablet, smart watch)
  - Special considerations for medical use

Details of revisions are in the comments on the draft policies.

Draft Revisions

IC/ID-R - School Year Calendar Regulations

- New regulation
- Aligns the ACPS school year calendar with the standard practices of surrounding divisions
- Governance over Calendar Committee

Standard Practices Across Divisions
- First and last days of school
- Holidays
- Cultural Observance Days

Calendar Committee Focus
- Professional Learning Days
- Grade Prep Days
- Marking periods
- Conferences

Details of revisions are in the comments on the draft policies.

EQUITY-FOCUSED

Equity Audit of School Board Policies

Target

The ACPS Board will review for equity and adopt at least 100 policies during the 2022-23 School Year.

Milestone	Completed
Standard Changes	249
Equity Review	139
Policy Team Review	97
Leadership Review	83
SB Policy Subcommittee Review	93
Board Information	81
Board Adoption	62

Next Steps

Proposed revisions are scheduled for adoption on June 15, 2023 via the consent calendar.

Proposed changes will resume with the 2023-24 school year.

Questions?

Matt Smith

Policy Services Consultant

matt.smith@acps.k12.va.us

Acting Superintendent
Dr. Melanie Kay-Wyatt

School Board
Meagan L. Alderton, Chair
Jacinta Greene, Vice Chair

Abdel-Rahman Elnoubi
Willie F. Bailey, Sr.
Christopher Harris

Ashley Simpson Baird, Policy Subcommittee
Kelly Carmichael Booz, Policy Subcommittee

Tammy Ignacio, Equity Audit Team
Michelle Rief, Equity Audit Team

HTTPS://WWW.ACPS.K12.VA.US/2025

2025 STRATEGIC PLAN: EQUITY FOR ALL