



# Interim Superintendent's SLEP Recommendations Feedback

## Joint City Council / School Board Work Session on SLEP

February 27, 2023

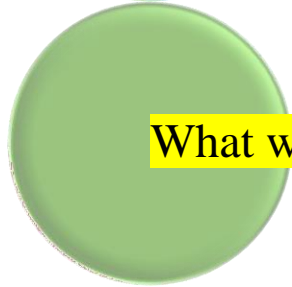




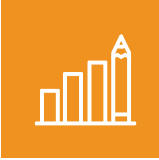
# Essential Questions



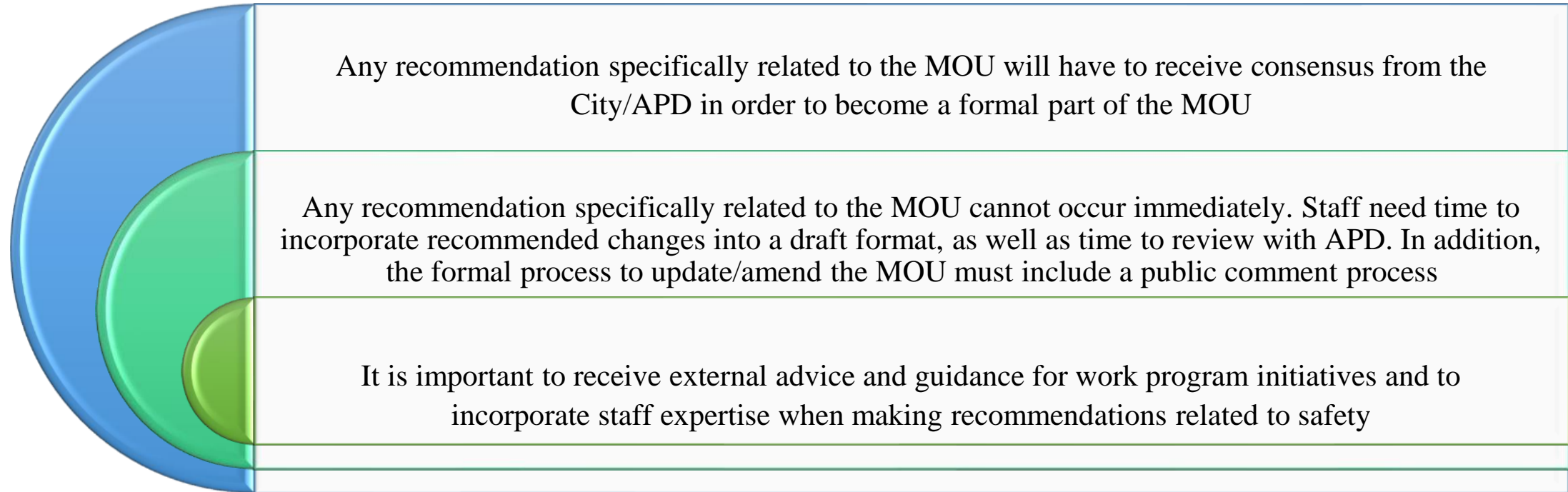
What is the overall feedback from the Interim Superintendent/staff for the SLEP Recommendations?



What will it take to operationalize recommendations?



# Overall Feedback





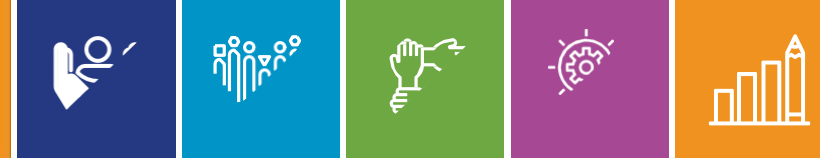
# Staff Notes on Recommendations

#	Category	Recommendation	Sub Notes to Recommendation	Staff Notes
1	Overarching	Work with the City Council to Continue SRO Funding	SROs are part of a holistic program, and will not independently solve safety concerns - but they belong in the mix, and will require continued funding at either current or elevated levels. Removing SROs, on the other hand, would send a message to many families and community members that ACPS does not take seriously the violence that has occurred at regular intervals in the last year	ACPS will continue to collaborate with our City colleagues on this item. Ultimately, City Council will have to determine if funding for SRO's will remain
2	MOU	Review Responsibilities and Governance of School Security Officers	ACPS should also examine the ratio of city employees to contractors and consider how they are employed day-to-day, given the different authorities they bring to the job. Any change in SSO duties should be reflected in a future MOU	Review of SSO program and duties was in progress prior to SLEP Advisory Group recommendations. Staff does not have a concern regarding the ratio of ACPS staff to contracted staff
3	MOU	SRO roles should add order maintenance and emergency preparedness, with procedural justice elements as the foundation as noted in Section 5.a., paragraph 3 of the current MOU (this also builds upon Section 6.c., paragraph 2.)	The current general SRO responsibilities described (in Appendix 1 of current MOU) do not reflect the range and nuances of the roles of the SRO and do not acknowledge the foundation from which these roles should be practiced.	ACPS can add to MOU but APD would ultimately have to agree to language and training of their staff
4	MOU	The quantifiable responsibilities of each role should be specific enough to be measured and added to the quarterly assessment reviews of the SROs (related to Section 3.d of the current MOU)	A robust assessment of the program would include the roles of the other components of the school system in their relation to the SRO, including how well the SRO communicates with stakeholders	No staff notes
5	MOU	Annual professional development training should include pedagogical methods (for Teacher role), mentoring and leadership, Fourth and Fifth Amendments, relationship building, risk assessment (for Emergency Preparedness role), and other training related to SRO roles. (related to Section 4 of the current MOU).		ACPS can add to MOU but APD would ultimately have to agree to language and training of their staff



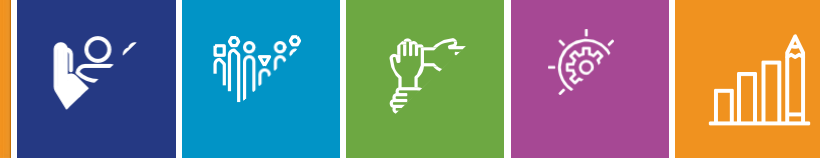
## Staff Notes on Recommendations (Continued)

#	Category	Recommendation	Sub notes on Recommendation	Staff Notes
6	MOU	Review FERPA and other applicable laws or regulations governing release of data. Legal analysis should be made public	This has two goals: (i) Identify any misperceptions or assumptions about what is or is not permitted, (ii) Set realistic expectations with the public ○ The end goal would be to release as much information as possible for both trend analysis and incident reporting.	Staff is conferring with Legal on this request. Staff still feels very strongly about protecting the identity of students involved in incidents
7	MOU	SROs should report when de-escalation has been used and whether its use during a contact successfully resulted in an alternative to arrest or reduction in a student’s emotional state.	(related to Section 5 of the current MOU)	Staff believes that de-escalation should be responsibility of School Administration, not SRO’s (unless imminent safety issue that could harm student and/or others)
8	MOU	De-escalation should be part of SROs’ yearly professional development training as part of the Order Maintenance role and recommended by the COPS Office.		Staff supports that de-escalation training should be part of SRO professional development. APD would ultimately have to agree to add to the MOU
9	Perceptions of Safety	Engage an independent consultant well-versed in data collection and analysis to analyze the criminal and non-criminal incidents with a final report of policy recommendations to ensure a safe learning environment.		Not budgeted in FY23 or FY24. Already have independent policy consultant to support policy development or revision needs so not sure if this is the best use of funds at this point



# Staff Notes on Recommendations (Continued)

#	Category	Recommendation	Sub Notes on Recommendation	Staff Notes
10	Perceptions of Safety	Conduct an independent study based on sound methodology and expert consultation with a new committee comprised of professionals not from ACPS or APD to explore why minority students are arrested at higher rates		Not budgeted in FY23 or FY24; believe we should see if Department of Accountability and Research can support this study prior to outsourcing. Also believe it is important to receive internal feedback/expertise on items prior to outsourcing
11	Perceptions of Safety	Set a policy for 'Prompt Incident Reporting' to parents, or reiterate its existing one via a strategic communications campaign	Be clear about potential delays or legal constraints on what can be revealed, but commit to being as forthright as possible.	The Communications team is working with the policy consultant to revise the existing <i>Media Policy KBC</i> which addresses how communications will be disseminated. Some events are sensitive in nature and may impede investigations and will not be reported in this manner. We have an internal "emergency communications protocol" that is reviewed/updated monthly to ensure that we are prepared to communicate pertinent matters to families and staff. In addition, we instituted ParentSquare that provides communications to families and staff in a timely manner, facilitating two-way engagement
12	Perceptions of Safety	Outcomes, criminal or disciplinary, should be reported for criminal incidents. This data, if compiled for Virginia's Department of Education as part of the Student Behavior and Administrative Response Collection, should also be shared with the Alexandria School Board		Staff will begin dissemination of this report to the School Board in August/September 2023 (in line with release of report)
13	Perceptions of Safety	Any and all data analysis on race and ethnicity should be based on sound principles and consistent across quarters and years		No Notes



# Staff Notes on Recommendations (Continued)

#	Category	Recommendation	Sub Notes for Recommendation	Staff Notes
14	Student Supports	Expand and implement effective restorative practices (RP) within ACPS, and develop mechanisms for observation, feedback, and encouragement	An expanded alternative pathways model would be intended to provide several alternative academic settings for students who need specialized support for behavioral health or who need a short-term solution while awaiting hearings or restorative actions, while keeping them on track for graduation	We are currently partnering with TLL and have a cohort of students that we are piloting a virtual option with to address behavioral needs while offering academic supports. We will continue to plan, design and test out of innovative ways to meet the needs of some of our most vulnerable learners
15	Student Supports	Research needs and options for alternative education programs and assess how similar programs could be developed in Alexandria		Staff is continuously working on researching options for alternative education programs as our students show us their needs. Our focus is working to meet all students where they are
16	Communications and Community Engagement	Create an ongoing internal and external communications plan to deliver greater transparency on data and process to the community and key stakeholders.		The Facilities & Operations team reports on safety data twice a year and the Communications team promotes these presentations via the Express newsletter and employee Insider Newsletter. Our teams have been working to roll out a series of safety and security videos with the first video to air at the Feb. 2 School Board meeting. In addition, the teams are engaged in creating scenario-based communications protocols to address the various incidents that can occur with a goal to share final plans externally in late spring.
17	Communications and Community Engagement	Develop an ongoing community engagement plan with an external group and school board oversight, including key stakeholders (staff, underserved student groups, SSOs, local subject matter experts, etc.) and citywide initiatives (equity task force, LGBTQ+ task force, etc.), to integrate key voices and stakeholders and community initiatives with comprehensive ACPS programs addressing safety, school policing and equity.		The Department of School and Community Relations has a strong partnership with aligned partners, including Parents for Safe Alexandria Schools. These official partnerships currently provide an opportunity for external partners to collaborate with our department leadership teams. This collaboration supports the implementation of community/family safety events and provides two way communication on latest information and best practice research.



# Today's Essential Question

What will it take to operationalize recommendations?





## Required Support From Council

- Continued Funding of the SRO Program (See Recommendation #1)

## Required Supports from APD

- Work with ACPS to revise the MOU and address the following:
  - Add order maintenance and emergency preparedness, with procedural justice elements as the foundation (See Recommendation #3)
  - Quantify the responsibilities of each role to enhance measurability of success (See Recommendation #4)
  - Required professional development to support the varying roles of the SRO (See recommendation #5)
  - Require annual de-escalation training for SROs (Recommendation #8)



# Recommendations 2, 6, and 7

- ✓ A review of the responsibilities and governance of School Security Officers is already in progress (Recommendation #2)
- ✓ Staff must confer with legal regarding a review of FERPA and other applicable laws or regulations regarding the release of student data. The focus remains on protecting student confidentiality (Recommendation #6)
- ✓ Staff believe that the successful use and effectiveness of de-escalation strategies is the responsibility of the school Admin and should be reported by school Admin. (Recommendation #7)



# Questions?



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**School Board**  
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**2025 STRATEGIC PLAN: EQUITY FOR ALL**