

# Policy Revisions

School Board Meeting  
April 25, 2024





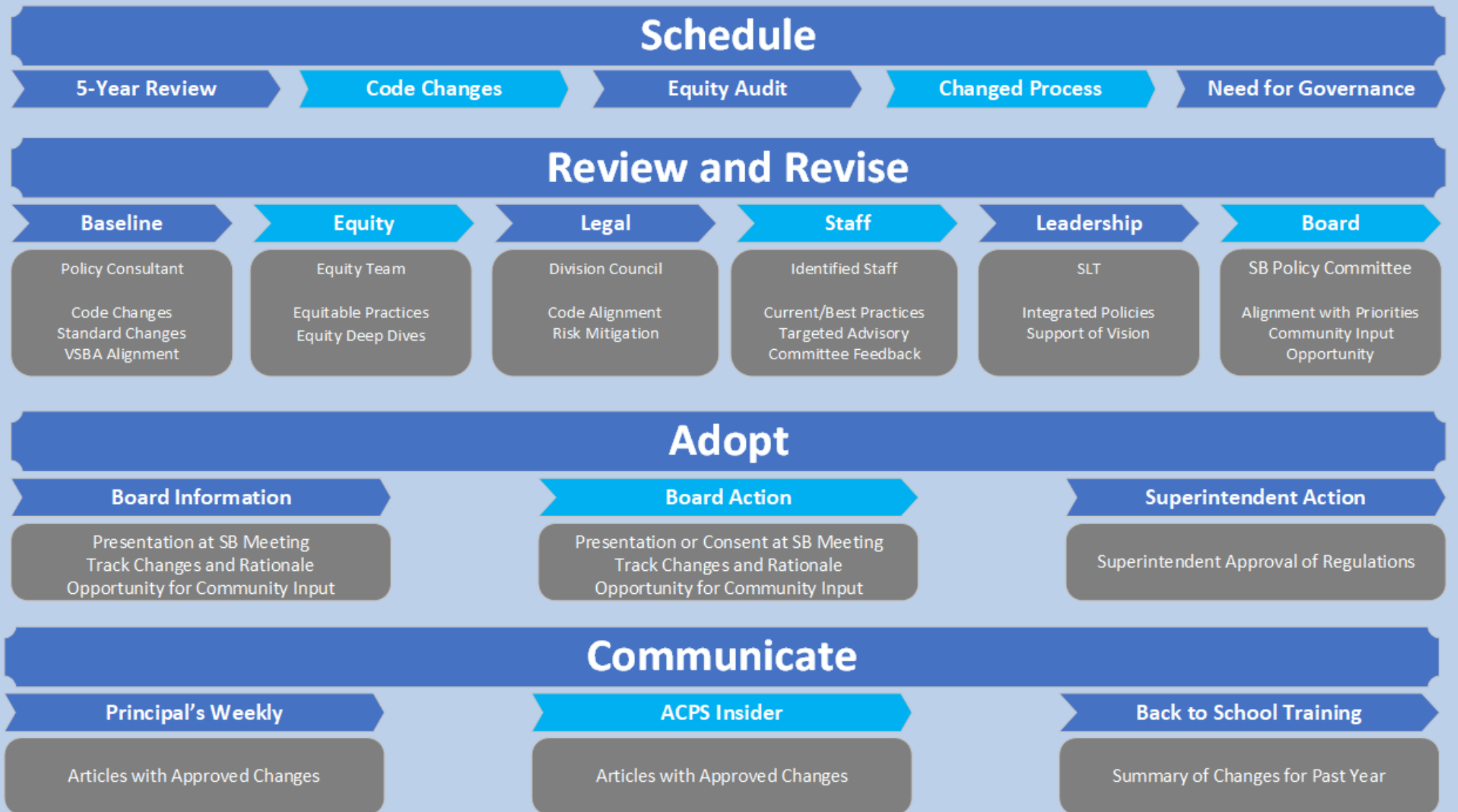
# Essential Questions

- 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?
- Do the revisions align with the Code of Virginia?
- Do the revisions improve Systemic Alignment?





WELCOMING





# Key Teams

- Equity Audit Team
  - Reviews from an equity lens
  - Targeted stakeholder input
- Staff Revision Team
  - Reviews from a staff lens
  - Reviews from a legal lens
- Senior Leadership Team
  - Reviews from a leadership lens
- School Board Policy Subcommittee
  - Reviews from a School Board lens
  - Opportunity for public comment





# Policies and Regulations

- *Policy is a basic statement of the intent of the School Board which creates rights and responsibilities for the conduct of the school division's business. Policies are adopted by the Board.*
- *Regulation is the manner or method of implementation of policy by the Superintendent and staff, subject to change as conditions and/or circumstances may dictate. Regulations are approved by the Superintendent.*

Reference: Policy BFC - Policy Adoption



# Standard Changes

Standard Changes used on all policies and regulations

- Remove gender affirming terms
- Replace parent with parent/guardian or families when appropriate
- Reduce the use of 'shall' per VSBA model policy changes
- Add breadcrumbs to other policies
- Reword and reformat to improve readability
- Relocate definitions to the beginning

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



# Revision Drivers

- Code changes
- VSBA model policy revisions
- Improving equity
- Need for new governance
- Need to remove governance



# Proposed Revisions

## CBG - Evaluation of the Superintendent

- Code change
- Added element about ongoing two-way dialog
- Policy updated to reflect requirement of HB 1904/SB 1196 (2021).
  - Teachers and other licensed school board employees; cultural competency.
- Legal Reference updated





# Proposed Revisions

## **GBG - Staff Participation in Political Activities and School Board Election Campaigns**

- 5-year review
- VSBA model policy alignment
- Relocated content relating to individuals running for the School Board to the ACPS website.
- Renamed policy to limit scope to staff participation in political activities



# Proposed Revisions

## **GBL - Personnel Records**

## **GBL-R - Personnel Records Regulations**

- 5-year review
- VSBA model policy alignment
- Struck provision that permitted maintaining information after an allegation was determined to be unfounded
- New regulation that lists the contents of the employee record, based on the Virginia Administrative Code
- Added a provision permitting the maintenance of transactional information which informs items that will go into the permanent record.



# Proposed Revisions

## **GCPA - Reduction in Licensed Staff Workforce**

## **GCPA-R - Reduction in Licenced Staff Workforce Regulations**

- 5-year review
- VSBA model policy alignments
- Limited the recall order of RIFed staff to seniority
- Added that staff who have been identified for RIF may apply for any open position and will only be RIFed if they are unable to find a new position
- Added that recalled RIFed staff will be placed by the Superintendent
- Added that a RIFed staff member who received unsatisfactory ratings on their most recent summative evaluation will not be recalled.



# Proposed Revisions

## GCQA - Non-school Employment by Staff Members

- 5 year review
- Standard changes
- Updated leave exception authorization from the Chief Human Resources Officer to the Superintendent or Superintendent's Designee
- Added cross-references



# Proposed Revisions

## GCQAB - Tutoring for Pay

- 5 year review
- Standard changes
- Removed redundant wording
- Clarified which organizations might sponsor tutoring
- Removed inaccurate provision regarding how staff members are paid for tutoring from other organization
- Removed provision preventing ACPS from providing a stipend to teachers for additional tutoring



# Proposed Revisions

## **IGAE/IGAF - Health/Physical Education**

- Requested review
- Added a clarification that the right to opt out of Family Life Education does not extend to the rest of the Health and PE curriculum.

## **IGBD - Extended Day Opportunities**

- 5-year review
- Standard changes
- Added a definition of Extended Instructional Day to clarify the intent of the policy
- Changed references and policy title to Extended Instructional Day



# Proposed Revisions

**IGBG - Off-Site Instruction and Virtual Courses**

**IGBGA - Online Courses and Virtual School Programs**

**IGBGA-R - ACPS Online Learning Program**

- 5 year review
- Added a vision statement
- Clarified the definitions
- Renamed the ACPS full day virtual program the ACPS Virtual Academy
- Added the benefits of online courses and the ACPS Virtual Academy
- Clarified the enrollment process
- Clarified that tuition is only charged during summer and at the same rate as in-person summer school
- Added processes to the regulation
- Revised the roles in the regulation to improve clarity.



# Proposed Revisions

## **IKH - Retaking SOL Assessments**

### **IKH-R - Retaking SOL Assessments Regulations**

- 5 year Review
- VSBA model policy alignment
- Added that students in Grades K-2 are not required to retake SOL assessments, the current version states Grades 3-8.
- Relocated content not in the VSBA model policy to a new regulation
- Minor adjustments to improve readability





# Proposed Revisions

## IM - Evaluation of Instructional Programs

- 5 year review
- No model policy
- Standard changes
- Updated state and federal reporting groups



# Proposed Revisions

**JEG – Exclusions and Exemptions from School Attendance**

**JEG-R – Protocol on Religious Exemptions**

- 5-year review
- Standard changes
- Added breadcrumbs to Policy LBD – Home Instruction
- Eliminated staff (other than the Board Clerk) from the decision process



WELCOMING

## Schedule

Position Title Change

Code Changes

Facilities Name Changes

Board Approved Changes

## Review and Revise

Baseline

Policy Consultant  
Code Changes  
Standard Changes  
Board Approved Changes

~~Equity~~

~~Equity Team  
Equitable Practices  
Equity Deep Dives~~

Legal

Division Council  
Code Alignment  
Risk Mitigation

~~Staff~~

~~Identified Staff  
Current Best Practices  
Targeted Advisory  
Committee Feedback~~

Leadership

SLT  
Integrated Policies  
Support of Vision

Board

SB Policy Committee  
Alignment with Priorities  
Community Input  
Opportunity

## Adopt

Board Information

Presentation at SB Meeting  
Track Changes and Rationale  
Opportunity for Community Input

Board Action

Presentation or Consent at SB Meeting  
Track Changes and Rationale  
Opportunity for Community Input

Superintendent Action

Superintendent Approval of Regulations

## Communicate

Principal's Weekly

Articles with Approved Changes

ACPS Insider

Articles with Approved Changes

Back to School Training

Summary of Changes for Past Year



# Update Revision Drivers

- Code changes
- Position title changes
- Facilities name changes
- Changes in other Board approved documents
  - Budget
  - Other policies



# Proposed Updates

## EBBA - First Aid, CPR and AED Certified Personnel (also GBEG)

- Code Change
- Standard changes
- Policy updated to reflect amendment of Va. Code §§ 22.1-271.2 and 54.1-2957.02 by 2023 SB 975.
  - Certified nurse midwives, certified registered nurse anesthetists, clinical nurse specialists, and nurse practitioners; designation as advanced practice registered nurses.



# Progress Monitoring

## Target

The ACPS Board will review for equity and adopt at least 100 policies each year.

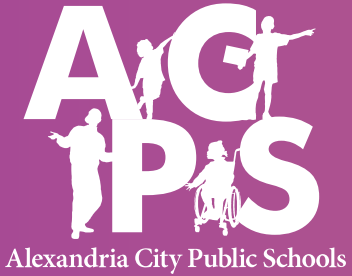
Milestone	12 Months
Policies Adopted	112
Equity Review	170
Staff Review	141
SB Policy Subcommittee Review	141

206 Policies/Regulations are currently undergoing revision  
Equity Audit is 78% Complete (342 Policies/Regulations)



# Next Steps

The policies presented this evening will be on the agenda for approval via the Consent Calendar at the next School Board meeting.



# Questions?

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**Superintendent**

Dr. Melanie Kay-Wyatt

**School Board**

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