

City Council/School Board Sub-Committee Shared Operations

June 26, 2023



Define & Confirm: Shared Operations

“What are we trying to achieve through Shared Operations?”

Through shared operations, City Council and the School Board will collaborate to achieve economic efficiencies while serving to improve student performance and resident services.

Based on responses from the School Board and City Council Members on May 15, 2023

Shared Priorities & Process

At the SB/CC meeting in May, identified 3 top priorities for shared operations:

- Real Estate
- Youth Employment
- Human Resources/Recruitment

Since then, staff have collaboratively developed scope of services for each one, in which we identified:

- Direction
- Guidance, Policies, and Resources
- Measures
- Work Plan with Short and Long-Term outcomes

Scope of Services: Real Estate

Direction:

Seek the most cost-effective way of utilizing and maintaining city and school facilities, including for office, educational, and recreational purposes, in both the short and long term.

Measures:

- Decrease in overall cost of City/ACPS leased space
- Increase in shared space square footage
- Increased satisfaction for shared facilities

Short-Term:

- Identify upcoming milestones for facility needs and lease expirations for City & ACPS.
- Identify Office and Work Program Needs for next 10 years

Long-Term (based on short term findings):

- Develop cost-benefit analysis for co-location and opportunities for efficiencies
- Implement co-located shared operations

Scope of Services: Human Resources/Recruitment

Direction:

Collaborate on attracting talent to work for the City of Alexandria government and schools, and determine areas in which we can work together to retain our employees.

Measures:

- Increased number of qualified applicants for City and ACPS positions
- Reduced costs associated with recruitment, including career fairs and advertisements

Short-Term:

- Join efforts for shared recruitment events, including through the Workforce Development Center, Virtual Career Fairs, Career Fair at ACHS and colleges & universities
- Engage in developing shared recruitment messaging to attract talent to the City of Alexandria. This may include:
 - Leverage Visit Alexandria's approach of storytelling about the City, building upon "the place you want to be" message
 - Cross-promotion on social media, radio (including WHUR & el zol), and bus advertisements
 - Explore potential benefit sharing, such as the City Transit program for ACPS

Long-Term:

- Understand potential alignment of Collective Bargaining units & benefits.

Scope of Services: Youth Employment

Direction:

Increase collaboration on workforce opportunities and career development for high school students and reduce barriers to employment, leading toward greater lifelong economic stability.

Measures:

- Increase in teens employed
- Increase in key measures on developmental assets survey
- Increase enrollment in Post-Secondary Education
- Increase enrollment in CTE Classes

Short-term:

Understand the gaps in teen employment opportunity, based on what is currently offered and the needs, and collaborate on the following:

- Build youth employment into monthly City/Schools Staff group discussions
- Ensure planning around the high school project includes links to partnerships for expanding youth employment opportunities, specifically through new DCHS Satellite Office at Minnie Howard
- Align workforce development center with Industry Advisory Boards/Career Pathways Program

Long-Term:

- Create a community-wide youth job board
- Develop a process for introducing in-demand industries in the educational curriculum
- Build Youth Entrepreneurial Program, linked to high school business classes

END