Policy Revisions

**School Board Meeting
May 9, 2024**

Alexandria City Public Schools

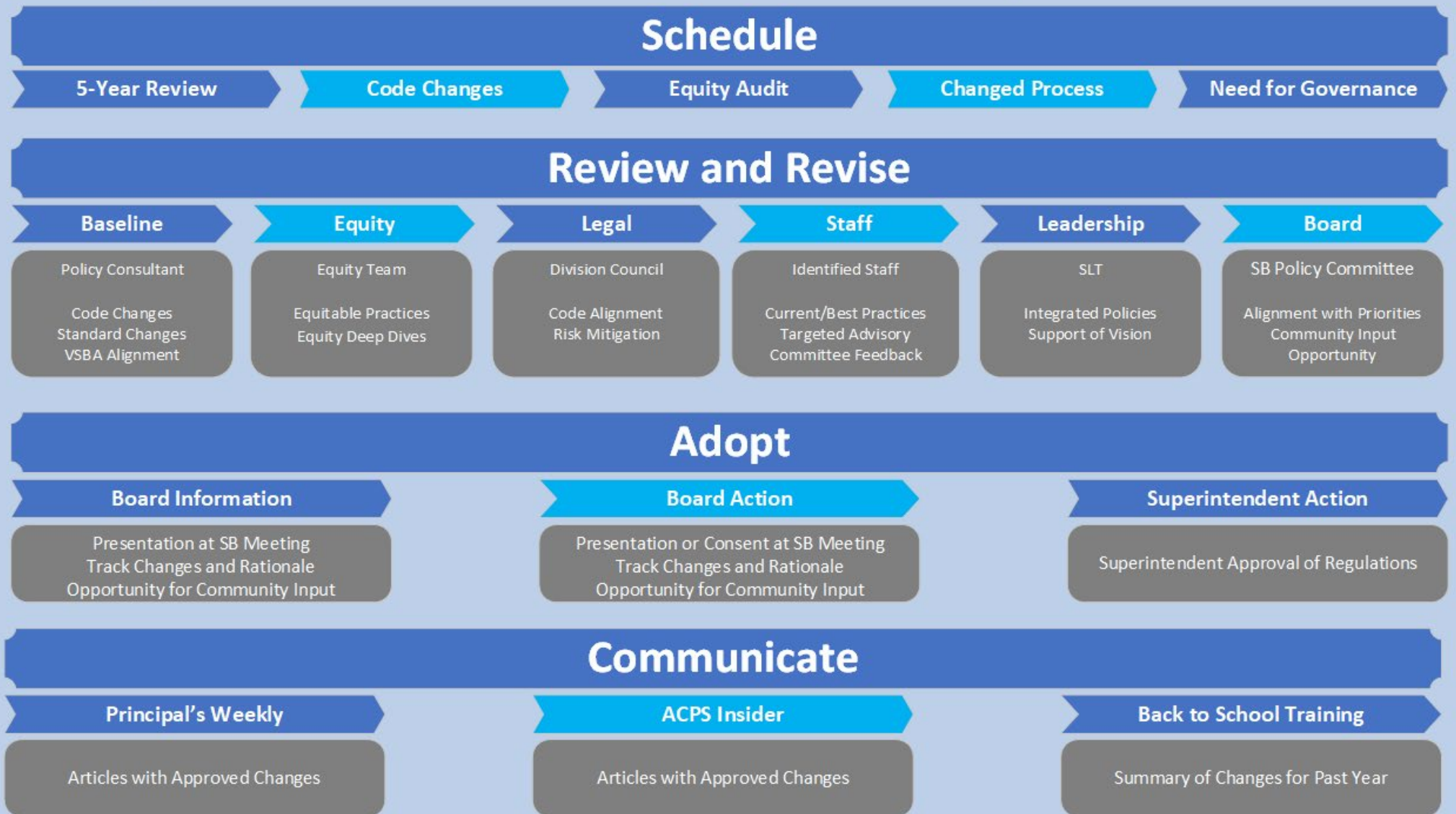2025 STRATEGIC PLAN: EQUITY FOR ALL

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

ACPS Policy Revision Process

Schedule

| 5-Year Review | Code Changes | Equity Audit | Changed Process | Need for Governance |

Review and Revise

Baseline	Equity	Legal	Staff	Leadership	Board
Policy Consultant	Equity Team	Division Council	Identified Staff	SLT	SB Policy Committee
Code Changes Standard Changes VSBA Alignment	Equitable Practices Equity Deep Dives	Code Alignment Risk Mitigation	Current/Best Practices Targeted Advisory Committee Feedback	Integrated Policies Support of Vision	Alignment with Priorities Community Input Opportunity

Adopt

Board Information	Board Action	Superintendent Action
Presentation at SB Meeting Track Changes and Rationale Opportunity for Community Input	Presentation or Consent at SB Meeting Track Changes and Rationale Opportunity for Community Input	Superintendent Approval of Regulations

Communicate

Principal's Weekly	ACPS Insider	Back to School Training
Articles with Approved Changes	Articles with Approved Changes	Summary of Changes for Past Year

ALEXANDRIA CITY PUBLIC SCHOOLS | 2020-2025 STRATEGIC PLAN: EQUITY FOR ALL

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 <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.* Policies are adopted by the Board.

- *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.* 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

CBB - Appointment and Term of the Superintendent

- 5-year review
- Standard changes

CBD - Superintendent's Compensation and Benefits

- 5-year review
- Standard changes
- Minor reorganization

Proposed Revisions

CBE - Superintendent's Severance Benefits

- 5-year review
- Affirmed other than cross references

GBO - Virginia Retirement System

- 5-year review
- Standard changes
- VSBA model policy alignment

Proposed Revisions

GCBA - Staff Salary Schedules

- 5-year review
- Standard changes
- Replaced 'salary schedule' with 'salary scales'

GCBC - Staff Fringe Benefits

- 5-year review
- Standard Changes
- VSBA Model Policy assignment
- Removed the term 'fringe' as benefits are a core element of staff compensation

Proposed Revisions

GCBEA - Leave Without Pay

- Meaningful discrepancies between ACPS policy and the VSBA model policy discovered as part of the policy audit
- Code alignment
- Added breadcrumbs to Staff Leaves and Absences
- Removed content redundant with the regulation

Proposed Revisions

IGBH - Alternative School Programs
IGBH-R - Alternative School Programs Regulations

- 5-year review

- Standard changes

- VSBA model policy alignment

- Added a definition from the Virginia Administrative Code

- New accompanying regulation
  - Moved proposal process and details from policy
  - Added a monitoring and revisions process to support evaluation plan

Proposed Revisions

INDC - Religion in the Schools

- 5 year review
- Standard changes
- Added that ACPS may provide a comparative religion class (per the code)

KC - Community Involvement in Decision Making

- 5-year review
- Standard changes
- Aligned the content with the code

Proposed Revisions

LEA - Student Teaching and Internships
LEA-R - Student Teaching and Internships Regulations

- 5-year review
- ACPS Policy (no VSBA model)
- New regulation
- Clarified that HR consults with Student Services and Principals in placements

Progress Monitoring

Target

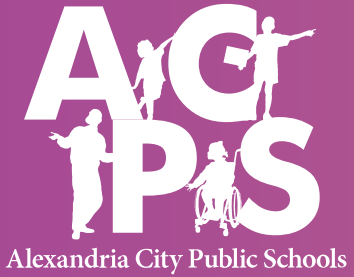The ACPS Board will review for equity and adopt at least 100 policies each year.

Milestone	12 Months
Policies Adopted	128
Equity Review	220
Staff Review	164
SB Policy Subcommittee Review	171

198 Policies/Regulations are currently undergoing revision
Equity Audit is 93% Complete (407 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?

Matt Smith

Policy Services Consultant

matt.smith@acps.k12.va.us

Alexandria City Public Schools

Superintendent
Dr. Melanie Kay-Wyatt

School Board
Michelle Rief, Chair
Kelly Carmichael Booz, Vice Chair

Meagan L. Alderton
Tim Beaty
Abdel-Rahman Elnoubi

Jacinta Greene
Christopher Harris

Tammy Ignacio
Ashley Simpson Baird

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

2025 STRATEGIC PLAN: EQUITY FOR ALL