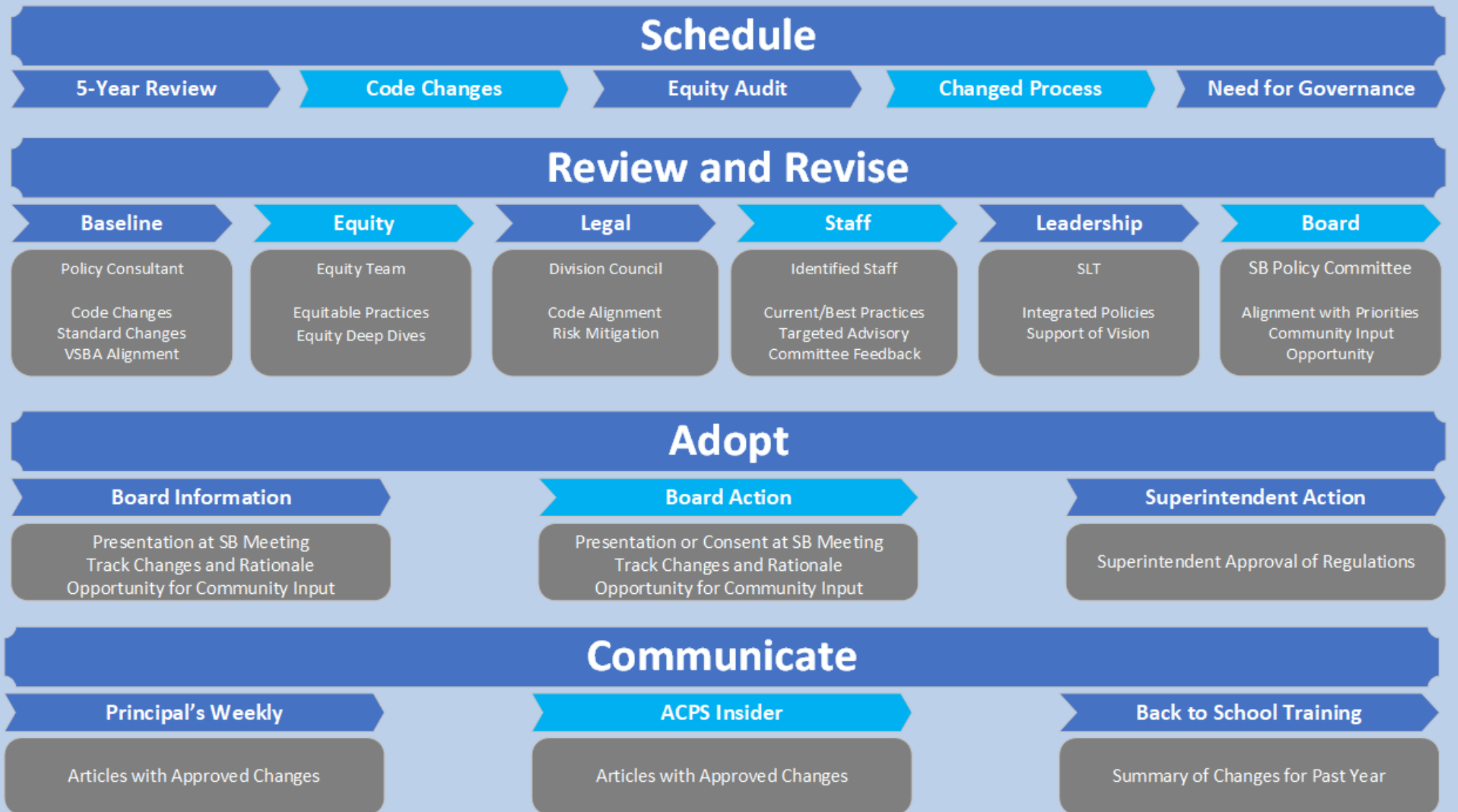# Essential Questions

- 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

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

GAH - School Employee Conflict of Interests

- 5 year review
- Standard changes

Proposed Revisions

GBM - Licensed Staff Grievances
GBMA - Support Staff Grievances
GBM-R - Licensed Staff Grievances Regulations
GBMA-R - Support Staff Grievances Regulations

- 5-year review
- VSBA model policy alignment
- Standard changes
- Merged regulations GBM-R and GBMA-R
- Updated the regulation to provide breadcrumbs to the VAC rather than replicating the VAC.
- Clarified that the procedures are the same for all staff

Proposed Revisions

GBN - Application for Positions

- 5-year review
- VSBA model policy alignment
- Standard changes
- Added that the Superintendent will develop procedures to fill vacancies
- Minor rewording to improve readability
- Added that forms are digital

Proposed Revisions

GC - Licensed Staff

- Code change (2023)
- Added that teachers who have met qualifications and are awaiting VBOE licensure approval are eligible to teach
- Updated to clarify that the teacher only needs to receive a satisfactory evaluation on their provisional license if they are employed, per the amendment of Va. Code § 22.1-299 by HB 2375 and SB 1052.

Proposed Revisions

GCDA - Effect of Criminal Conviction or Founded Complaint of Child Abuse or Neglect

- Code Change (2023)
- Standard changes
- Added a statement that the Board does not employ individuals who have a pattern of criminal convictions related to their position
- Updated to include the solicitation of sexual offenses per the amendment of Va. Code § 22.1-296.1 by HB 1822.
  - Public school employees; offense involving solicitation of sexual molestation, physical or sexual abuse, or rape of a child; penalty.

Proposed Revisions

GCE - Part Time and Substitute Licensed Staff Employment

- Code change (2023)
- Title changed to Substitute Teachers
- Relocated information about Homebound, Part-time, Substitute Teachers to GCF
- Relocated information about student teachers and interns to LEA
- Policy updated to reflect enactment of Acts 2023, c. 641, derived from HB 2457, and to reflect content of Legal References.
    - Public elementary and secondary school teachers; frequency of certain training activities; length of temporary teacher employment.

Proposed Revisions

GCF - Part Time Licensed Staff Employment

- New Policy
- Created to make it easier to find governance over part-time teachers
- Content relocated from GCE

Proposed Revisions

GCL - Professional Staff Development

- Code change (2023)
- Standard changes
- Updated to use the term Professional Learning
- Added a requirement to align Professional Learning with national standards
- Updated enactment of Va. Code § 22.1-298.8 by HB 2457 which provides limits on professional learning.
- Policy updated to reflect the amendment of Va. Code § 22.1-253.13:5 by HB 319/SB 616 (2022)
  - Virginia Literacy Act; early student literacy; evidence-based literacy instruction; science-based reading research.
- Policy updated to reflect the amendment of Va. Code § 22.1-253.13:5 by HB 1526 and SB 1175 (2023).
  - Student literacy measures; scope; students in grades four through eight.

EQUITY-FOCUSED

Proposed Revisions

GCPF - Suspension of Staff Members

- 5-year review
- Standard Changes

GCQB - Staff Research and Publishing

- 5-year review
- Standard Changes

Proposed Revisions

GD - Support Staff

- 5-year review
- VSBA model policy alignment

GDB - Support Staff Employment Status

- 5-year review
- VSBA model policy alignment

GDG - Support Staff Probationary Period

- 5-year review
- VSBA model policy alignment

Progress Monitoring

RESULTS-DRIVEN

Target

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

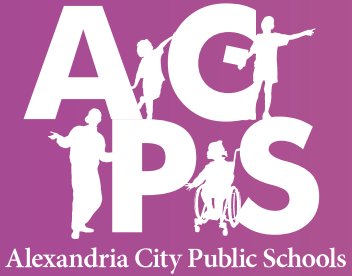| Milestone	12 Months
Policies Adopted	102
Equity Review	184
Staff Review	141
SB Policy Subcommittee Review	147

212 Policies/Regulations are currently undergoing revision
Equity Audit is 76% Complete (336 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

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