



Arlington County Civic Federation Meeting

February 7, 2022



Background Information

- Began career as special education assistant
- Has a background in education that spans 28 years
- Has served in various education roles as a teacher, director, principal, administrator and superintendent
- Currently serves as a Virginia State Board of Education Member





Why APS?



- Outstanding school division in a vibrant community
- A community that values public education
- A community focused on equity for ALL students
- Increased opportunity to engage with students, staff, families, and the community in a smaller school division



Bright Spots & Challenges



Bright Spots

- Safely Reopening Schools for the 2022-23 School Year
- Implementation of Elementary Literacy Program
- Implementing an Equity Focus

Challenges

- Reopening Schools
- Meeting the Learning Needs of *ALL* students
- Student & Staff Mental Health & Well-Being



2022-23 School Year Goals

- Focus on accelerated learning to ensure students are learning grade-level material while reinforcing skills and concepts from the previous level that are necessary to master new content.
- Supporting student mental health by addressing the social-emotional needs of all students.
- Implement a multi-layered health and safety approach to control and mitigate the spread of the COVID-19 in schools for the protection of students and staff



Leadership Staffing

Newly Created Positions

- Dr. John Mayo, Chief Operating Officer (Superintendent Designee)

Repurposed Positions

- Kim Graves, Chief of School Support (Formerly Assistant Superintendent of Administrative Services)
- Bridget Loft, Chief Academic Officer (Formerly Assistant Superintendent of Teaching & Learning)

Recently Filled Positions

- Dr. Jason Ottley, Chief Diversity, Equity & Inclusion Officer
- Dr. Dashan Turner, Assistant Superintendent of Human Resources
- Renée Harber, Assistant Superintendent of Facilities & Operations

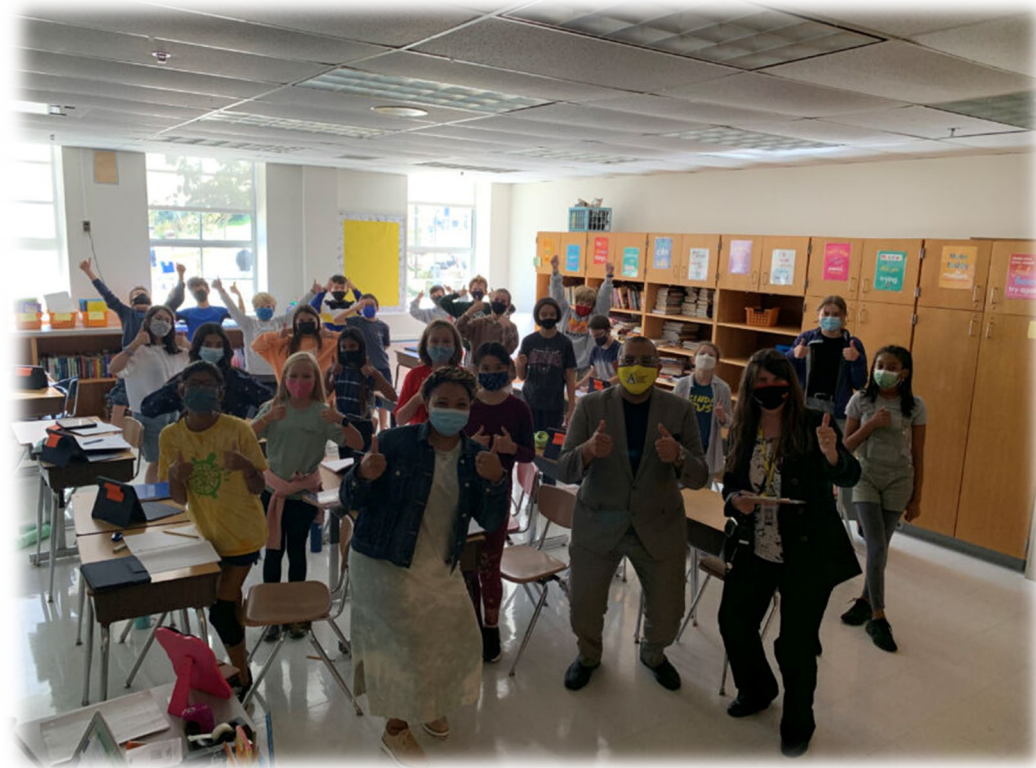


Teacher Compensation & Recruitment

- For the FY23 budget, APS is focusing on staff compensation so teacher compensation is highly competitive with other school divisions in the region
- During a School Board Work Session on the compensation study, it was recommended to increase staff compensation for teachers because other surrounding school division have higher salaries.
- We are implementing a new hiring timeline this year to allow us to attract top talent
- The Office of Diversity, Equity & Inclusion working with HR on recruiting diverse candidates
- All school systems are experiencing issues recruiting teachers, so we are working to overcome this challenge to recruit new staff



Staff Retention



APS is focused on retaining a highly qualified workforce and is offering the following to increase employee satisfaction:

- In December 2021, all staff received a \$1,000 or \$500 bonus
- Implementation of the compensation study to increase staff compensation
- All staff are off for winter and spring break
- IVF is a new health benefit for 2022



Educational Equity at APS



“Meeting every student by name and by need.”
- Dr. Francisco Durán

What is Educational Equity?

- It is the practice of ensuring personalized educational resources for all students to achieve academic success based on their individual needs which eliminates opportunity gaps.
- Educational equity bridges the gaps that exist between all students and staff.
- Equity is a verb because it is not a static concept, but a course of action.



Boundaries & Equity

- Staff is currently in the process of reviewing School Board Policy B-2.1 Boundaries
- One of the primary determinations will be the criteria to initiate a boundary process
- Staff will also review the considerations and whether they should be ranked or weighted
- While this work is being completed, the School Board is considering to hold on completing a comprehensive elementary school boundary process for Fall 2022
- Data on free and reduced meals is no longer captured, so we are determining what demographic data to incorporate into boundaries processes in the future
- Race is a demographic we are unable to legally use in the boundary process



Employee Equity

- The equity policy covers equity for both staff and students
- Work is being done to make workplace practices more equitable
- Workforce equity practices is one of the four governance areas in the equity policy
- Making APS an organization where staff choose to work
- In the process of developing a collective bargaining agreement

Equity areas of focus:

- Recruitment & talent acquisition
- Professional development
- Benefits
- Classification & compensation
- Due process procedures pursuant to employee grievance rights



Accelerated Learning

Accelerated learning allows APS teachers to focus on teaching students current grade-level material, while reinforcing skills and concepts from the previous level that are necessary to master the new content. It builds on students' prior knowledge and experiences and aims to make learning accessible.

There are specific approaches staff are taking to accelerate student learning this school year to support any challenges students have experienced during distance learning.

An update on accelerated learning will be shared at the March 24 School Board meeting that will focus on student achievement data to show where we are as a school division with accelerated learning for the first semester of the school year.



Homework Policy Development

The Office of Academics continues to engage stakeholders in the ongoing revision process for School Board Policy I-11.2 Homework and their related implementation procedures. We remain focused on ways in which we can establish more equitable grading practices throughout all schools. The Following is a summary of the work completed to date, stakeholders who have been involved in the process, and next steps.

Phase 1 Complete (October 2021 - Early January 2022):

- **Grading for Equity Community of Practice:** School leaders, teachers, and central office staff from 12 sites engaged in research and study utilizing *Grading for Equity* by Joe Feldman.
- **School Board Work Session on “Homework and Communication of Student Progress”** on 10/19/21: staff gained guidance from School Board
- Designated Academics and Student Support staff incorporated guidance from the Board into first working drafts of each policy and related implementation procedure
- First working drafts were shared with Instructional Lead Teachers (ILTS) who engaged their schools and collected feedback
- Designated Academics and Student Support staff reconvened to incorporate feedback from schools and created the second working drafts.



FY23 Budget Priorities

The FY23 budget will be a needs-based budget that achieves the following:

- Ensures students well-being and academic progress
- Advances the 2018-24 Strategic Plan goals with a focus on innovation and equity
- Supports the recruitment, hiring, and investment in a high-quality and diverse workforce, including a focus on compensation
- Improve operational efficiency
- Fund the Arlington Career Center Project and building renovations in the FY 2023-22 CIP



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Questions & Answers

