



EXCELLENCE EQUITY & OPPORTUNITY

2023-30 STRATEGIC PLAN

August 29, 2024

Executive Limitation 1: Global Expectations



Executive Limitation #1: Global Expectations



The Superintendent shall not cause, allow, or fail to take reasonable measures to prevent any practice, activity, decision, or organizational condition that is unlawful, unethical, unsafe, disrespectful, imprudent, in violation of School Board policy, endangers the Division's public image or credibility, leaves the Division unprepared for emergency situations, or is a conflict of interest.

The Superintendent shall not fail to maintain a data-informed system focused on continuous improvement to implement and monitor efforts towards achieving the goals defined in the Division's Strategic Plan and the priorities of the Board's Educational Equity Policy.

Shall not cause, allow or fail to take reasonable measures to prevent any practice, activity, decision, or organizational condition that is unlawful, unethical, unsafe, disrespectful, imprudent, in violation of School Board policy.

- Regulation 4116: Employee Background Checks and Required Disclosure for Criminal Charges requires background checks for all new hires, current employees, and volunteers.
- As of May 21, 2024, 100% of required background checks have been completed.
 - The Department of Human Resources has submitted 30,663 employees (including teachers, operational employees, hourly staff, and substitutes) for criminal record background checks to monitor for unreported record activity.
 - 9,509 background checks were conducted for new hire candidates, including employee positions and volunteers.
- In the 2024-25 fiscal year, FCPS expects to process between 6,000 and 9,000 paid and unpaid new hires. In addition, the team continues to work closely with the Virginia State Police to enroll FCPS in the FBI Rap Back program beginning July 2025.

Shall not cause, allow or fail to take reasonable measures to prevent any practice, activity, decision, or organizational condition that is unlawful, unethical, unsafe, disrespectful, imprudent, in violation of School Board policy.

- Mandatory annual training and professional development, tracked through the MyPDE system, equip staff with the knowledge and skills to prevent unlawful and unethical behaviors by ensuring compliance with federal, state, and local regulations.
- FCPS actively collaborates with the Office of the Auditor General to implement and follow up on an annual audit plan designed to identify and prevent fraud, waste, and abuse.
- FOIA and FERPA teams, under the supervision of the Office of Division Counsel, review requests and ensure that FCPS handles requests in compliance with relevant laws and regulations.
- Risk Management oversees in-house claims management to effectively handle liability claims against FCPS and recover funds from those that have done damage to FCPS with a consistent focus on maintaining the reputation and public image of FCPS.

Shall not cause, allow or fail to take reasonable measures to prevent any practice, activity, or organization condition that endangers the Division's public image or credibility

- Regulation 7004: Management of Fairfax County Public Schools External Communications and the Social Media Guidance for Staff provide guidance on employees' use of social media.
- The Office of Communications actively monitors media coverage and proactively identifies stories to enhance earned media.
- The Office of Safety and Security (OSS) and the Office of Cyber Security (OCS) monitor social media for threats, take down inappropriate content, and remove trademarked content.
- Strategic communications plans will continue for all initiatives in 2024-25 and will anticipate potential issues that may impact the Division's reputation.
- During the 2023-24 school year, 62 community meetings were organized by the Office of Community Relations, including superintendent conversations, teacher town halls and meetings on specific topics.
- FCPS launched a redesigned website in August, 2024. This modernized website focuses on improved usability, more consistent and intuitive structure, revamped navigation, and enhanced search functionality.

Key strategies employed by FCPS to respond to emergency situations

- The Division maintains emergency management plans.
- All schools participate annually in mandatory safety and security programs and protocols to include required safety drills and training protocols.
 - For SY 2023-24 schools were 100% compliant with all required safety drills.
 - In July 2024, FCPS completed and certified the required SY 2023-24 Department of Criminal Justice Services (DCJS) Annual Safety Audit.
- All schools maintain uniform Crisis Plan and Classroom Crisis Management Teacher's Guide documents that address emergency situation responses.
- FCPS works closely and collaboratively with local agencies to ensure safe and timely response to emergency situations.
- Safety and Security Training and Tabletop Exercises are scheduled to begin August 26. They are designed to prompt a constructive discussion about existing emergency response plans as participants identify, investigate and resolve issues.

Policies and regulations that address conflict of interest

- Conflict of Interest
 - Policy 1801: Conflict of Interest and Statement of Economic Interest—School Board Members and Superintendent of Schools
 - Policy 4430/Regulation 4430: Conflict of Interest—Employees
- Regulation 4427: Nonschool Employment describes the limitations on employees' nonschool employment and provides guidelines to be followed when a supervisory employee employs another School Board employee.
- Regulation 4705: Tutoring for Pay establishes guidelines for employees who tutor or provide private instruction for pay.

Data-informed systems focused on continuous improvement to implement and monitor efforts towards achieving the goals defined in the Division's Strategic Plan

- FCPS is committed to achieving excellence and creating an exceptional learning environment for all students through the principles outlined in The Baldrige Excellence Framework for Education. FCPS has begun the Baldrige process that will enhance student outcomes, improve efficiency, and foster a culture of continuous improvement.
- Data dashboards for monitoring key Division metrics are reviewed regularly at Senior Leadership Team meetings to create and implement response plans.
- The superintendent's FCPS Family Vision Groups gather and provide feedback to inform decisions and help educate their school community on a variety of topics.

Data-informed systems focused on continuous improvement to implement and monitor efforts towards achieving the priorities of the Board's Educational Equity Policy

Policies and regulations that create safe, welcoming, and identity affirming spaces.

- Policy 1440: Educational Equity Policy was adopted in June 2023. It defines and guides the work in schools and central offices to ensure alignment with our values, vision, and commitment to academic excellence.
- Regulation 2603: Gender-expansive and Transgender Students establishes procedures and guidelines for schools to ensure that all students, including gender-expansive and transgender students experience a safe, supportive, and inclusive school environment.

System-processes are designed to ensure excellence, equity, and opportunity for all students by centering the experiences and needs of diverse student populations. These include:

- Special Education Enhancement Plan
- School-based administrator training for Title IX, Hearings Office procedures, and SR&R