



EXCELLENCE EQUITY & OPPORTUNITY

2023-30 STRATEGIC PLAN

May 8, 2025

Executive Limitation 3: Relationships with Families and Community Stakeholders



Executive Limitation #3: Relationships with Families and Community Stakeholders

The Superintendent shall not fail to maintain an organizational culture that facilitates collaborative, trusting, and responsive partnerships with its diverse stakeholders. The Superintendent shall not fail to treat families (parents, guardians, and/or caregivers), students, volunteers, community partners, and community residents with respect, honesty, and transparency and maintain strong links with the public to ensure they are well informed.

Executive Limitation #3: Relationships with Families and Community Stakeholders

1. Provide a welcoming, supportive, and inclusive organizational culture.
2. Encourage family involvement and meaningful two-way engagement, ensuring they receive regular updates on the direction and actions of the Division.
3. Provide defined and appropriate processes for gathering feedback that informs the Division's decision-making.
4. Establish and maintain collaborative partnerships with the community leaders, as well as the community at-large, to advance the mission and goals of FCPS assuring appropriate input and ongoing, two-way, strategic, and meaningful dialogue.
5. Engage students, parents, and guardians to fairly address community conflicts and ensure equitable inclusion.
6. Provide meaningful and timely responses to concerns raised by students, parents, and community members, and inform the Board of any serious or repeated concerns.
7. Prepare and publish clear and easily accessible reports, on behalf of the Board, to the public that include information regarding Board directed work, the Division's Strategic Plan, and a review of the Division's financial condition.

#1: Provide a welcoming, supportive, and inclusive organizational culture

- FCPS hosted the FCPS Summer Extravaganza in June 2024.
- FCPS has contracted with Samaritan to develop a volunteer software management system to create a more streamlined and inclusive volunteer program for families and community members.
- County-wide professional learning is provided to staff to facilitate positive relationships and support with all students and families.
- FCPS has developed a multi-year plan to support all schools in earning the Purple Star Designation, which encompasses creating a welcoming, supportive, and inclusive environment for military-connected families.



#1: Provide a welcoming, supportive, and inclusive organizational culture

- FCPS launched a [video podcast OUR VOICES, OUR FUTURE - Conversations with Superintendent Reid](#).
- In SY 2023-24, the FCPS YouTube channel saw a 20% increase in video views, yielding 22,700 hours of watch time and a net gain of 1,700 subscribers.
 - The watch time increased 28% on the FCPS Multilingual YouTube channel yielding 891 hours of informational content viewed by our multilingual communities.



#1: Provide a welcoming, supportive, and inclusive organizational culture

- A Student Registration Welcome Center workflow is being developed in Guardian, a centralized case management tool. This new system should automate many existing manual processes, create a single source for managing registration intake, and improve overall efficiency and communication to facilitate timely enrollment.
- Staff at the Welcome Centers provide families with the linguistic and cultural support needed to complete registration paperwork and access resources necessary to facilitate timely enrollment for the diverse community of students and families in FCPS.

Student Registrations at FCPS Welcome Centers			
	SY 2022-23	SY 2023-24	SY 2024-25 <i>as of 3/31/25</i>
Student Registrations	5,221	6,759	3,561
International Transcript Evaluations	1,593	1,684	1,325

#2: Encourage family involvement and meaningful two-way engagement, ensuring they receive regular updates on the direction and actions of the Division.

- FCPS provides a variety of opportunities to engage with military-connected families:
 - Virtual Military Family Gathering
 - Military-Connected Family Advisory Council (MCFAC) meetings (quarterly)
 - Military-Connected Youth Advisory (two students per high school)
- In March 2025, the School Superintendents Association (AASA) named the FCPS superintendent a Family Engagement Changemaker in acknowledgement of her exceptional leadership in the Division's family engagement work.

#3: Provide defined and appropriate processes for gathering feedback that informs the Division's decision-making.

- FCPS conducted ten focus groups with 128 participants between April 29 and May 21, 2024, to learn from families about their experiences, better understand how to support them, and utilize their feedback for future initiatives and planning.
- The [2023-24 Family Engagement Survey](#) was open from March 3 to April 3, 2024, receiving 26,306 responses. Highlights from parents and caregivers who responded to the survey include:

94%

feel school attendance supports their child's academic success

92%

feel welcome at their child's school

92%

feel their school welcomes families of different backgrounds and cultures

89%

believe there is at least one caring adult at the school their child trusts

89%

feel their child enjoys going to school

#3: Provide defined and appropriate processes for gathering feedback that informs the Division's decision-making.

- FCPS uses structured methods to collect feedback on major Division initiatives to ensure informed decision-making. During SY 2024-25 some of these initiatives include:
 - Middle School Start Times
 - Comprehensive School Boundary Review
 - Student Rights & Responsibilities (SR&R) and Cell Phone policy
- Current basal instructional materials under consideration were made available for public review. These included:
 - Elementary Language Arts basal resources
 - Social Studies basal resources
 - Mathematics basal resources

#4: Establish and maintain collaborative partnerships with the community leaders, as well as the community at-large, to advance the mission and goals of FCPS assuring appropriate input and ongoing, two-way, strategic, and meaningful dialogue.

- FCPS leveraged the Let's Talk! platform specifically to ask questions about the SR&R, the Cell Phone Policy, and the Cell Phone Storage Pilot and gather feedback about these changes
- The Superintendent holds a quarterly meeting with community faith leaders.
- In partnership with Fort Belvoir, National Museum of the Army, and Fairfax County Economic Development Authority, the Bridges to Success Career Pathways event hosted approximately 50 high school students in March 2024 and 90 high school students in March 2025. This event offers the opportunity to connect with local area employers offering paid internships, fellowships, apprenticeships, and jobs.



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