



EXCELLENCE EQUITY & OPPORTUNITY

2023-30 STRATEGIC PLAN

September 12, 2024

Executive Limitation 8: Superintendent's Relationship with the Board



Executive Limitation #8: Superintendent's Relationship with the Board



The Superintendent recognizes that the School Board provides oversight to the school system in fulfilling the requirements of the Virginia Code and the Superintendent will be held accountable by the School Board for effectively managing the operations and the academic success of the system. The Superintendent shall not fail to ensure regular and positive interactions and foster effective partnerships with the Board to facilitate the achievement of the Division's Strategic Plan goals and overall success. The Superintendent shall not fail to ensure the Board is fully informed in a timely manner about matters relating to Board work and significant Division concerns.

Executive Limitation #8: Superintendent's Relationship with the Board

1. Take direction from the Board as a body.
2. Serve the Board as its educational and operational expert by providing leadership and guidance that provides a variety of options that reflect best practices to fully inform Board policy choices.
3. Maintain a professional and collaborative relationship with the Board that cultivates trust and respect that is characterized by effective communication, personal ethics, and professional integrity.
4. Submit required reports in a thorough, accurate, and understandable fashion, according to the Board's annual work plan schedule, and including both Superintendent interpretations and relevant disaggregated data to substantiate progress toward the Division's Strategic Plan goals.
5. Report in a timely manner any actual or anticipated noncompliance with any Board policy, state, or federal law and provide an explanation for the non-compliance.
6. Provide for the Board, in a timely manner, information about trends, facts, and other information relevant to the Board's work and implementation of Board policies.
7. Provide a mechanism for official Board notification and communication.
8. Provide meaningful and timely responses to concerns raised by Board members and inform the Board of any serious or repeated concerns.

Collaboration with the Board

- *Orientation for new School Board members was conducted over four days in late November and early December of 2023 and included time for staff from different departments and offices to provide important information to new Board members to support their work.*
- *The Superintendent participates in retreats with the Board and attends Virginia School Boards Association (VSBA) and National School Boards Association (NSBA) annual conferences with the Board.*
- *The Superintendent works with the Board to develop a School Board Annual Work Plan.*
- *The Superintendent is available to meet individually with School Board members at any time*
- *The Superintendent meets weekly with each School Board Member individually to share updates and discuss concerns.*

Collaboration with the Board

- A newsletter is distributed via the Office of Communications with a School Board meeting update to provide subscribers with details of action items from regular meetings.
- Through the Public Engagement Committee, the Office of Communications works with the School Board to amplify important strategies, topics, and timelines related to the Board's outreach with and to all FCPS stakeholders.
- School Board advisory committees work directly with the Superintendent and/or a designee.
- School Board Members are invited to attend, participate, and speak at events across the Division. Examples of this include Back to School Nights, Community Conversations, and boundary discussions.

Communication with the Board

- The Superintendent sends a Friday Letter to the School Board each week. In the event that a Friday Letter is not shared due to vacations, breaks, or other reasons, the Board is informed in advance.
- Division Counsel sends a weekly briefing to the School Board with updates on current or pending litigation and other legal issues.
- The Office of the Ombuds prepares quarterly and end-of-year reports for the School Board.
- The Office of Communications sends a weekly Toolkit to the School Board that includes talking points, suggested newsletter articles, and other communications support for major Division initiatives or issues.

Communication with the Board

- School Board Members receive notification from the Superintendent of important incidents and issues that are critical in nature and cannot wait until the Friday Letter (e.g., media alerts, legal issues, issues that may result in media, parent or community contact with the Board and any other relevant topics).
- The Superintendent emails notifications to the full Board in advance of personnel issues that will be communicated to the school community or publicized by the local authorities.
- The Board is made aware of these issues and have advanced access to any related communications that will be shared with the community.

Content Presented to the Board

- The Superintendent provides items for the Consent Agenda that are required by law or contract to be Board-approved, along with supporting data necessary to keep the Board informed in a timely manner as dictated by Board policy.
- Regular Board meetings include an Academic Matters segment that provides the Board and the public with updates on important academic topics.
- Regular Board meetings include a Superintendent Matters segment that highlights division resources, initiatives, and awards received by FCPS and/or its employees, in an effort to keep stakeholders informed of what is happening within FCPS.
- Strategic Plan Updates are presented each month at Regular Board meetings to highlight work focused on supporting the outcomes of the Strategic Plan.
- Goal Reports for each goal in the Strategic Plan include student data for all students as well as disaggregated data by demographic groups (including Multilingual Learners and Students with Disabilities) and intersectionality data to identify disparities in order to address achievement gaps.
 - *Updated Goal Reports will be presented throughout the 2024-25 school year to share data and present the work happening in our Division to achieve our Strategic Plan goals.*

Content Presented to the Board

- The Superintendent ensures the regular presentation of information to the Board that could impact the Division's financial condition (e.g., regular budget update information, enrollment impacts, demographic information, local and federal legislative impacts).
 - *Monthly student membership is shared in a regular letter to the Board.*
 - *Routine finance items are regularly shared with the School Board throughout the year.*
- *During the General Assembly (GA) session any bills of potential interest or impact to FCPS are shared. Additionally, weekly updates are provided to the Board on the progress of legislation during session.*



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