



EXCELLENCE EQUITY & OPPORTUNITY

2023-30 STRATEGIC PLAN

August 28, 2025

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.

Highlights from 2024-25 Goal Reports

FCPS has seen progress across all areas of the Strategic Plan based on SY 2023-24 data.

- Most metrics for initial priority areas showed overall improvement from baseline or met SY 2023-24 targets. These metrics include but are not limited to:
 - Multilingual learner growth
 - Chronic absenteeism
 - 3rd grade reading
 - Algebra 1 success by end of grade 8
 - On-time Graduation

FBI Rap Back Program

- Division is enrolled as of July 2025
- FCPS is the first school division in the state to participate
- New employees will be enrolled as part of the hiring process
- Existing employees will acknowledge an FBI privacy statement to then be enrolled as part of their mandatory training for SY 2025-2026
- Enrollment in Rap Back is a requirement for continued employment

Additional Highlights from 2024-2025 School Year

- As of July 2025, 99.4% of all necessary employee fingerprints had been completed. Further action was taken to ensure fingerprints were captured for all current active employees.
- For the 2024-25 school year, schools were 100% compliant with all required safety drills. This includes fire and evacuation drills, lockdown drills, and tornado drills.
- FCPS is engaging in the Baldrige process to enhance student outcomes, improve efficiency, and foster a culture of continuous improvement. A 25-page application was submitted in Spring 2025 and the formal 50-page application will be submitted in December 2025.

Additional Highlights from 2024-2025 School Year

- The Office of Communications, in partnership with schools, has completed a Top 10 list for each school, giving schools the opportunity to showcase the things that most make their community proud of being a part of their school.
- During the 2024-25 school year, 129 community meetings were organized by the Office of Community Relations, including superintendent community and employee conversations, Family Vision Group, State of Our Schools and meetings on specific topics, such as the Capital Improvement Plan (CIP), Boundary Review, Summer Extravaganza, and target community engagement topics.
- In May 2025, the School Board approved the updated SR&R which now requires that school-based administrators engage in yearly training in integrated discipline training. SR&R and SIS training was provided during Leadership Kickoff week (July 2025).



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