

Office of Auditor General (OAG) Audit Recommendation Follow-Up as of October 31, 2025



Audit Recommendation Follow-up as of October 31, 2025

The following presents the **quarterly** status of audit recommendations since the last follow-up presented to the Audit Committee:

Item #	Fiscal Year	Report Number	Audit Title <i>(linked to final audit report)</i>	Report Issue Date	Recommendations			
					Total	Previously Closed	Closed this Period	Outstanding
1	2024	24-1001	Food and Nutrition Services	December 2023	3	1	0	2*
2	2025	25-1001	Procurement Process	March 2025	7	1	2	4
3	2025	25-1003	Critical Process Review - Hiring	June 2025	15	4	6	5*
4	2025	25-1004	Construction & Renovation Contracting Process	June 2025	12	0	3	9*
5	2026	26-13150	Business Process Audit - West Springfield High School	November 2025	1	0	0	1*
				Total	38	6	11	21

*These recommendations were not due as of October 31, 2025.

Item #1 – Food and Nutrition Services (FNS)

Two recommendations are not due as of October 31, 2025.

Management Updates:

1. **Benchmarking and Key Performance Indicators (KPI):** The action related to KPI is closed. The action related to benchmarking is still in process. FNS is in the process of collecting data on performance to establish a baseline for year-over-year comparisons.
2. **Update FNS Regulation:** The process of updating the FNS manual has begun. This year, FNS finalized the new Nutrition Software requirements and are nearing the final decision to award the Request For Proposal (RFP) for a new all-inclusive software solution. The completion of the FNS manual will be completed by January 2026, as the software system is an integral part of the manual.

OAG verified and closed the following two recommendations:

1. **Regulation 5012 Updates:** Regulation 5012 was revised to include cooperative as a method of procurement.
2. **Implement Standardized Risk Management Processes:** The Department of Information Technology (DIT) moved from a cybersecurity review for every single vendor request to a risk-based technology review model that prioritizes vendors and software according to their access to sensitive data and impact on district operations. DIT posted the new risk management processes at the corrective action deadline.

Management Updates:

The following four recommendations are in progress:

1. **Revise Regulations to Align:** DIT removed the approval language from Regulation 6410. IT evaluation teams have drafted revisions to Regulation 6710. Additional internal review and final leadership review is pending before submission. DIT posted new risk management processes at the corrective action deadline. As a result, Office of Procurement Services (OPS) has not yet updated R5012, other relevant guidance documents, or training materials related to Finding 1.

2. **Clarify Vendor Review Requirements:** DIT updated the public website describing the enhanced IT evaluation process based on data classification and risk-based evaluations at the corrective action deadline. As a result, OPS has not yet updated R5012, other relevant guidance documents, or training materials related to Finding 1.
3. **Scope Vendor Review Processes, Implement Risk Management System, and Recognize Industry Leading Certifications:** DIT updated the Vendor Acceptance Questionnaire (VAQ), reducing the number of questions and aligning with new state and federal requirements, and discontinued use of the SAQ and chosen the industry-accepted Higher Education Community Vendor Assessment Toolkit (HECVAT) questionnaire as the primary mechanism for assessing a vendor's cybersecurity posture. DIT procured and is in the process of implementing AuditBoard to consolidate vendor assessment and IT risk management activities, expected to be fully operational by the end of January 2026. This platform will replace Whistic. DIT is mid-transition to moving IT approval status for digital resources to the DEL, migrating from prior independent reporting platforms for TAA and OCS/ITSO, with a transition timeline of November 2025. DIT is working to provide OPS scenario-based guidance during the RFP process for essential IT implementation standards, replacing the previous gating criteria method.

- 4. Incorporate Key Performance Indicators (KPIs):** OPS analyzed existing CRAMS data and developed KPIs for current procurement activities and addressed the importance of timely Contract Request and Management System (CRAMS) request submissions at the inception of all procurement engagements, through focused training and written communication. For central systems where FCPS can affirm based on publicly available information, DIT is targeting vendor assessment completion within two weeks of receiving any needed vendor input. DIT has not yet implemented AuditBoard for third-party risk management. DIT is continuing to implement additional request tracking via ClickUp management tracking tool, and iterating on identifying KPI of enterprise impact beyond simple closure rate.

OAG verified and closed the following six recommendations:

1. **Reorganize Onboarding Workflow:** Employee Service and Operations (ESO) has updated system workflows to differentiate pre-employment tasks from orientation and onboarding tasks and has updated guidance on the public site to align.
2. **Develop Principal Hiring Strategy:** Human Resources (HR) has implemented new screening procedures for the principal hiring processes.
3. **Identify Milestones for Tracking Purposes:** HR has identified milestones for measuring hiring outcomes.
4. **Establish Internal Completion Goals:** HR has identified goals for hiring milestones that are tracked.
5. **Identify Data for Monitoring:** HR has identified sources of data needed for monitoring purposes.
6. **Establish Baseline Hiring Data:** HR has started to measure performance against outcomes from the 2025 school year.

Item #3 – Critical Process Review – Hiring (cont'd)

Five recommendations are outstanding but are not due as of October 31, 2025.

Management Updates:

1. **Centralize Instructional Hiring Processes:** HR is in the process of exploring school-specific openings in addition to general pools.
2. **Retain Applicant Information in Systems:** HR is in the process of developing BrassRing training materials for program managers to include the requirement of logging all applicant documentation in the system.
3. **Regularly Cleanse Instructional Pools:** HR is in the process of implementing quarterly automated communications with pool candidates to cleanse pools of inactive applicants.
4. **Improve Candidate Communication:** HR is in the process of implementing processes to cleanse pools on a quarterly basis, and BrassRing training materials for more efficient candidate evaluations.
5. **Implement Data Reporting Processes:** HR continues to report KPIs through data dashboards and is continuing work to streamline the use of BrassRing as an applicant tracking system to bridge the MyPath Human Capital Management (HCM) system implementation.

Item #4 – Construction and Renovation Contracting Process

OAG verified and closed the following recommendations:

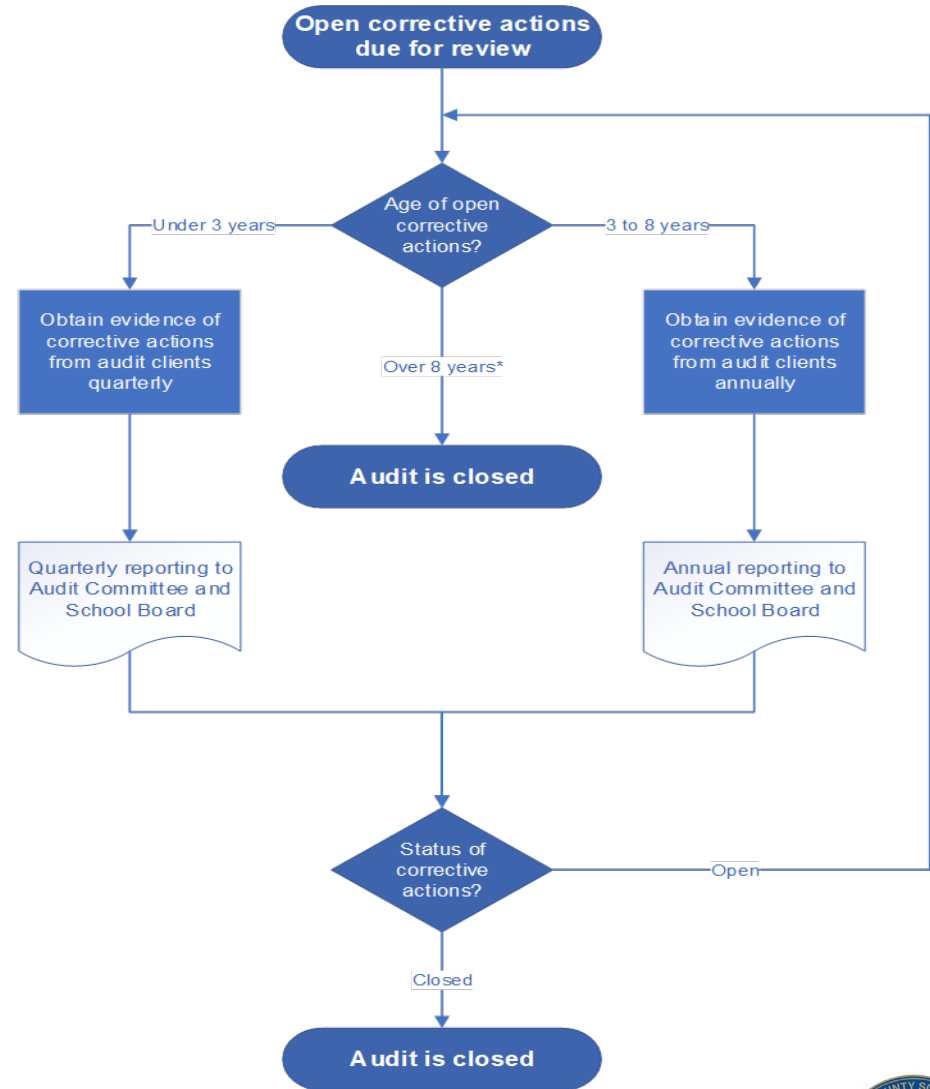
1. **Submittals Monitoring:** Design and Construction (D&C) department implemented a process to send automated Kahua project management software reminders and alerts to all project team members for any submittals not returned within the 10-day review period.
2. **Change Order Threshold Guidelines:** D&C updated its draft manual to align with Virginia Public Procurement Act (VPPA) change orders thresholds.
3. **Progress Meetings Frequency:** D&C updated its draft manual to standardize project meeting frequencies across all project phases, requiring bi-weekly updates during design and construction that continue through project close-out.

OAG noted that nine recommendations are outstanding but are not due as of October 31, 2025.

- OAG will continue to follow up on open items on a quarterly basis.
- Audit Recommendation Follow-Up as of January 31, 2026, is scheduled to present at the March Audit Committee Meeting.

Audit Recommendation Follow-Up Process

- OAG conducts audit recommendation follow-up and reports results to the Audit Committee/School Board on a quarterly basis.
- If audit recommendations are open for more than three years, OAG will conduct follow-up and report to the Audit Committee/School Board on an annual basis.
- For audit recommendations open for more than eight years, the audit will be closed*.



* Per FCPS Records Management Manual and Library of Virginia, audit records are retained for 8 years after the fiscal year in which the audit report was published.