



# Overview of Strategic Governance

Monitoring Report Information  
BCAC - October 30, 2007

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# Accountability and Audit

- The Superintendent will maintain a system that evaluates student achievement and business processes including benefits and costs.
  - Evaluation of new programs and those identified by Audit Committee – completion of interim and final evaluations
  - Commitment to continuous improvement – qualitative and quantitative evidence of resources and support for improvement
  - Regular fiscal and performance audit of business functions – Committee establishes audit plan with quarterly status reports
  - Public access to audit reports – posted on website

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# Facilities and Transportation

- The Superintendent will provide the necessary infrastructure to support instruction and operations and maintain safe, healthful, and up to date classrooms and work environments that support instruction.
  - Clean and sanitary facilities – Custodian training and annual evaluation of school cleanliness reported to CAS
  - Safe facilities – Analyze trends on worker’s compensation and student injuries
  - Public use of facilities – Track and calculate the cost of community use of FCPS facilities
  - Renovation and construction – Annually update CIP
  - Transportation – Calculate costs per student, report late bus arrivals, report accidents, and average bus age
  - Safety, security and emergency preparedness – Alarm systems monitored 24/7, tornado and fire drills, door access in all ES and MS by end of this school year, safety audits at each school
  - Crisis plans and systemwide emergency plans updated yearly and tested

# Financial Services

- The Superintendent will develop a balanced, clearly presented, needs-based budget that meet's community expectation and SB goals.
  - Multi-year perspective – Five year fiscal forecast
  - Financial management – External auditors provide opinions, financial information on website
  - Maintain complete and accurate financial records – External audits, receive the GFOA and ASBO award for the annual report
  - Sound financial practices – Contracts in accordance with county purchasing regulations
  - Food and Nutrition Services – Self supporting, receive unqualified audits from external auditors, and report on nutrition and wellness information

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# Human Resources

- The Superintendent will recruit, select and retain a high quality and diverse work force so that FCPS can deliver a world class education to all students in an environment with high morale and loyalty in compliance with laws and regulations.
  - Recruit and hire qualified employees of diverse backgrounds – Track applicants and hires in each position by ethnicity
  - Retain a highly qualified and diverse workforce – Report retention rates that meet or exceed national averages
  - Staff compensation and benefits – Analysis of internal and external compensation and benefits surveys to ensure market competitiveness
  - Staff treatment – An employee survey on whether FCPS is perceived as a quality workplace, whether employees believe their talents are utilized, and whether they have career opportunities

# Information Technology

- The Superintendent will use technology to support teaching, learning, and the Board's Operational Expectations and Goals.
  - Technology infrastructure – FCPS WAN will be available 99 percent of the time, 24 hours per day, 7 days per week
  - Technology for staff and students – Student to standard computer 2.5 to 1(5 years old or newer)
  - Technology to support learning styles – assistive technology, communication devices, and software for student with disabilities that require such equipment through an IEP
  - Communication between school system and community – Track usage of FCPS 24/7, email traffic, KIT, public information programming, and website
  - Data system – School profiles maintained and use of EDSL

# Instructional Services and Student Services

- The Superintendent will provide a learning environment and program of instruction, drawing on innovative and best practices, aligned to achieve the SB goals and community expectation.
  - Equal education opportunity – Access to instructional programs as indicated by enrollment data for NCLB subgroups and percentage of time students with disabilities participate in general education setting
  - Improve instructional programs – Data and research reported in continuous improvement plans
  - School environments – School climate survey from parents, staff, students and community
  - Student progress in meeting goals – Formative and summative assessments to measure student performance

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# Professional Learning and Training

- The Superintendent will provide superior training to increase individual and system effectiveness.
  - Career enrichment – Yearly report of vertical and horizontal offerings and participants
  - Develop strong leaders – Track leadership positions filled internally and number of employees that are promoted
  - Support staff to help students meet high academic standards – All departments have professional learning plans for their employees

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