

**Monitoring Report Response Document**  
**Executive Expectation #1**  
**Global Executive Expectations**  
**October 12, 2023**

Board Member: Ricardy Anderson

The Board, on the date shown above, received and reviewed the official internal monitoring report of its Executive Expectation #1 submitted by the Superintendent.

With respect to the provisions of the *Executive Expectation #1, Global Executive Expectations*, the Fairfax County School Board concludes that the Superintendent's performance during the previous year has been **one of the following**:

**A. In compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**B. Making adequate progress towards compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**C. Not in compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Additional remarks:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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**October 12, 2023**

Board Member: LS Cohen

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With respect to the provisions of the *Executive Expectation #1, Global Executive Expectations*, the Fairfax County School Board concludes that the Superintendent's performance during the previous year has been **one of the following**:

**A. In compliance**  
Comments: provided multiple examples of compliance  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**B. Making adequate progress towards compliance**  
Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**C. Not in compliance**  
Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Additional remarks:**  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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Board Member: KCS

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**A. In compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**B. Making adequate progress towards compliance**

Comments: given that this report is a point  
in time early in the year. Thus it  
needs to be revisited at the end of the  
year.

**C. Not in compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Additional remarks:**

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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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Board Member: Tamara Derenak Kaufax

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**A. In compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**B. Making adequate progress towards compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**C. Not in compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Additional remarks:**

I do not feel like I have enough information  
at this moment in the year to make a  
an adequate assessment of Dr. Reid's progress on EE#1  
\_\_\_\_\_  
\_\_\_\_\_

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Board Member: Karl Frisuh

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**A. In compliance**

Comments: I find the various structures and systems to accomplish the EE1 are in compliance and already moving FCPS in the right direction. ✓

**B. Making adequate progress towards compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**C. Not in compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Additional remarks:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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**Board Member:** Karen Keys-Gamerra

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**A. In compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**B. Making adequate progress towards compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**C. Not in compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Additional remarks:**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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Board Member: Megan McLaughlin

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**A. In compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**B. Making adequate progress towards compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**C. Not in compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Additional remarks: I do not have enough information  
to make an informed decision  
at this time. But I trust  
and value your overall leadership.

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Board Member: Melanie

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**A. In compliance**

Comments: Yes.

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**B. Making adequate progress towards compliance**

Comments: [scribble]

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**C. Not in compliance**

Comments: \_\_\_\_\_

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Additional remarks: Good to go.

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**Board Member:** Abrar Omeish

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**A. In compliance**

Comments: Requirement of background checks for current employees,  
community engagement, updating red notebooks / school safety plans,  
data dash board ~~on~~ on the school level, ninth grade completion

↑  
 likely did not capture everything expressed but should be in the recording.

Dr. Reid specific contribution (and some others stated in the meeting)

**B. Making adequate progress towards compliance**

Comments: see feedback below

**C. Not in compliance**

Comments: no <sup>obvious</sup> evidence indicated at this time.

**Additional remarks:**

~~no more to~~ I'd like to see a bit more on what specifically was brought or modified by Dr. Reid as opposed to what was pre-existing. This will give me a better sense of her contribution to our division. I'm grateful I asked and am very happy to see wonderful progress per her response, and I'm eager to see us continue in this direction as we head towards the evaluation!

I wonder if expansive listening session could lead to some insights.

→ Please consider how we ensure we mitigate risk, exhibit cultural competence, and exercise good, long-term judgment when making safety/security decisions. I do not state this for a reason you specifically demonstrated today, but for trend/habit observed in our system.

An abstention vote does not indicate a finding of compliance nor non-compliance but suggests a desire to review this EE over the course of the year while supporting Dr. Reid through feedback along the way!

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Board Member: Stella Pekarsky

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**A. In compliance**

Comments: Thank you for providing  
detailed indicators.

**B. Making adequate progress towards compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**C. Not in compliance**

Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Additional remarks:**

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\_\_\_\_\_  
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