

**Proposed Resolution
Regarding the Superintendent Search Process**

WHEREAS, Fairfax County Public Schools (FCPS) is considered one of the most outstanding and diverse school systems in the country; and

WHEREAS, the quality of Fairfax County schools impacts the entire quality of life and economic vitality of our county; and

WHEREAS, the Fairfax County School Board has affirmed the value of stakeholder collaboration with expectations that the superintendent will, among other goals “maintain an organizational culture that reasonably includes people in decisions that affect them” and assures “appropriate input and ongoing, two-way, strategic, and meaningful dialog between the district and stakeholders to reinforce a collaborative relationship;” and

WHEREAS, the Fairfax County School Board has stated: “A dynamic partnership among students, parents, teachers, staff members, and the community is critical to exceptional student achievement;” and

WHEREAS, the Fairfax County School Board has acknowledged: “Our diversity creates resilient, open, and innovative citizens of the global community;” and

WHEREAS, the success of our diverse school system depends upon a superintendent with a demonstrated track record of success working with socioeconomically, racially and ethnically diverse communities;

WHEREAS, Fairfax County citizens’ confidence in the School Board and superintendent of FCPS is critical to continuing success of its world class school system; and

WHEREAS, despite its overall excellence, FCPS continues to face critical challenges; and

WHEREAS, the current FCPS superintendent has announced his retirement effective June 2013 and the school board has begun considering the process for replacing him; and

WHEREAS, the 1997 superintendent selection process is considered by many stakeholders to be a sufficiently open model for the selection of a new superintendent; and

WHEREAS, the FCPS superintendent position is a highly sought, career-capping position, and FCPS is uniquely positioned to help lead the way nationally in shifting the trend towards a more open and transparent process that meaningfully engages stakeholders while sufficiently protecting the confidentiality of candidates; and

WHEREAS, other large school systems across the country, such as Montgomery County, MD, Howard County, MD, and Philadelphia, have successfully recruited high-performing superintendents through search and selection processes that included substantial provisions for public engagement, including in some cases open community meetings for finalist candidates; and

WHEREAS, Fairfax County's diverse stakeholders are actively engaged and reasonably expect to be informed of, and meaningfully involved in the process by which the next Superintendent of Fairfax County Public Schools is chosen; and

Whereas, significant portions of these stakeholders within the Fairfax County community feel shut out of the process;

NOW, THEREFORE, BE IT

RESOLVED, that the Fairfax County Democratic Committee (FCDC) urges the Fairfax County School Board to engage the community directly, *prior to* commencement of the formal Superintendent search, on the qualities and characteristics our community desires in its next superintendent; and be it further

RESOLVED that FCDC urges the School Board to communicate proactively with all stakeholders, representing the full diversity of Fairfax County, regarding the commencement, progress and status of the superintendent search, using an extensive range of communication strategies; and be it further

RESOLVED that FCDC urges the School Board to engage in a process for the selection of the next Superintendent of Fairfax County Public Schools that is as open and transparent as possible; and be it further

RESOLVED that FCDC supports calls from the community to have meaningful input on the final selection of the next Fairfax County Public School superintendent.