EMPLOYEE FEEDBACK PROTOCOL AND COMMUNICATION WITH THE SCHOOL BOARD

Staff Input and Communication

Alexandria City Public Schools employees are encouraged to share their ideas, suggestions and concerns regarding decisions that impact school division programs, employee matters or operations. Any such concerns, inquiries or suggestions should first be communicated to the employee's supervisory chain, and then to the Office of Human Resources if necessary, in accordance with the staff feedback protocol on the ACPS website.

The Superintendent meets with representatives of employee associations and advisory councils on a regular basis to learn about ideas and suggestions as well as to identify and address concerns. Any policy or regulation change directly related to employment conditions will be provided to employee associations for input prior to approval.

Communication with the School Board

The Alexandria City School Board supports and encourages a system for two-way communication between the Board and school division employees. The Superintendent is the official representative of the School Board in its relations and communications with employees.

The School Board desires the best possible working relationship with its employees and welcomes their viewpoints as part of its public engagement process. Staff may either submit written or electronic comments to members of the School Board, or address the Board during time periods designated for public comments at School Board meetings and public hearings.

The School Board does not discriminate against any employee because of membership in an employee organization or participation in any lawful activities of the organization.

Adopted: October 24, 1996
Amended: October 7, 2004
Amended: February 5, 2009
Amended: April 24, 2014
Amended: December 17, 2020

Legal Ref.: Code of Virginia, 1950, as amended, section 22.1 253.13:7.

Cross Refs.:	BDDH/KD	Public Participation at School Board Meetings
	BDDH-R/KD-R	Procedures for Public Communications with the School Board