

Date: June 6, 2019
For ACTION _____
For INFORMATION X
Board Agenda: Yes X
No _____

FROM: Betty E. Hobbs, Ed.D., Acting Chief Human Resources Officer
Human Resources Directors: Jim Loomis, Sandra Hardeman and ThuHang Nguyen

THROUGH: Gregory C. Hutchings, Jr., Ed.D., Superintendent of Schools

TO: The Honorable Cindy Anderson, Chair, and
Members of the Alexandria City School Board

TOPIC: Human Resources Second Audit Update

SUMMARY:

Since the February 7, 2019 Human Resources Department audit update, progress has been made on the recommendations. Of the 25 recommendations listed in the audit:

- 15 (60 %) recommendations are in progress;
- 6 (24 %) recommendations are ongoing; and
- 4 (16 %) recommendations have been completed.

All of the Human Resources audit recommendations and the corresponding statuses are detailed within the attached document. This report on the Human Resources audit is the second in a series of staff updates. The Human Resources Audit process and next steps will be transitioned to the new Chief Human Resources Officer, Dr. Stephen Wilkins.

BACKGROUND:

The School Board approved a risk assessment of ACPS which resulted in the approved funding in the FY 2016 Combined-Funds Budget for an internal audit program. In January 2018, the School Board awarded a contract to Gibson Consulting Group to conduct a functional performance audit of Human Resources.

The audit began in February 2018 and was completed in September 2018. An internal audit report of the human resources function was presented by Gibson to the School Board on October 11, 2018.

RECOMMENDATION:

The Superintendent recommends that the School Board reviews the Human Resources Audit Report.

ATTACHMENT: Human Resources Audit Update

PowerPoint Presentation – Recruitment and Retention Initiatives since 2/7/19 and Transition Plan for Dr. Wilkins

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