



COMMONWEALTH of VIRGINIA

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Superintendent of Public Instruction

DEPARTMENT OF EDUCATION
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June 30, 2026

The Honorable Abigail Spanberger
Governor of Virginia
Patrick Henry Building, Third Floor
1111 East Broad Street
Richmond, VA 23219

Honorable Members
Virginia General Assembly
General Assembly Building
201 North 9th Street
Richmond, VA 23219

Dear Governor Spanberger and Members of the Assembly:

In accordance with Code of Virginia § 2.2-602(B) and the Governor's Executive Order 10 (2022), all state agencies are required to submit an annual report documenting diversity and inclusion programs, policies, and practices on or before July 1, 2026. The following report documents progress updates on the plans and actionable items the Virginia Department of Education has established to expand opportunities for both the agency's workforce and the broader population we serve.

The objectives and goals included in this report are informed by the agency's Objectives and Key Results (OKRs) and Workforce Development Report. The three goals that serve as the framework for the Diversity, Equity, and Inclusion (DEI) Plan are:

- Goal 1: Access and Success
- Goal 2: Welcoming and Respectful Culture
- Goal 3: State Agency DEI Infrastructure & Training

Sincerely,

A handwritten signature in blue ink, appearing to read "Jenna Conway".

Jenna Conway
Superintendent of Public Instruction

JC/HC/CB/af/sm

CC: The Honorable Dr. Sesha Joi Moon
Chief Diversity, Equity, and Inclusion Officer

The Honorable Dr. Jeffery Smith
Secretary of Education

DIVERSITY, EQUITY, AND INCLUSION REPORT

This annual report documents the progress updates on the plans and actionable items the Virginia Department of Education established to promote the expansion of opportunities for both the agency's workforce and the broader populations we serve. Code of Virginia § 2.2-602(B)



DIVERSITY EQUITY AND INCLUSION REPORT

2026 PROGRESS UPDATES

Goal 1: Access and Success

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Objective 1: Provide all employees with an ongoing mechanism to enhance their skills and knowledge that can lead to mastery of their current jobs, promotions, and transfers to new or different positions.

- a) Updated training for new managers and supervisors to include performance management and evaluation, team engagement, and recognition practices.
- b) Actively developing an assessment plan utilizing focus groups to track professional development needs across the agency.
- c) Developed a planning committee for VDOE's future all-agency meetings to include professional development sessions led by internal staff.
- d) Establishing opportunities for internal subject matter experts to share their knowledge across divisions, strengthening collaboration and promoting a culture of continuous learning.

Objective 2: Continue to improve hiring process and increase access to top talent from within the agency, across the Commonwealth, and nationally.

- a) Ensured that agency interview panels consist of members from various backgrounds, subject matter expertise, and perspectives where possible.
- b) Consistently including the link for existing employees to apply for open positions in the agency's internal newsletter – the VDOE Insider.
- c) Continued to streamline recruitment processes by partnering with hiring managers to improve position descriptions, interview practices, and candidate communication throughout the hiring lifecycle.



Goal 2: Welcoming and Respectful Culture

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Objective 1: Create a culture of continuous feedback and transparent communication where concerns are addressed in a timely manner.

- a) Hosted roundtable discussions with Governor Abigail Spanberger and the Secretary of Education, allowing senior leadership and select internal staff to express needs and concerns centered around their subject matter expertise.
- b) Hosted a VDOE Listening Session with our State Superintendent and senior leadership on strengthening our mission in education. Specifically on what VDOE should start, stop, or continue doing to increase our impact on children, students, families, and educators.
- c) Ongoing coaching, counseling, and mediation provided to offices, leadership, and staff, promoting constructive approaches to conflict resolution and performance improvement.
- d) Continued to provide timely consultation and guidance to employees and supervisors regarding workplace concerns, fostering transparent communication and proactive problem-solving.
- e) Provided ongoing employee relations support, including consultation on complex workplace issues, performance concerns, and policy interpretation, ensuring fair, consistent, and legally compliant employment practices.

Objective 2: Create and maintain a climate that is supportive, respectful, and inclusive.

- a) Relaunched the internal Employee Engagement Committee, allowing cross-collaboration in planning and hosting agency-wide recognition and appreciation initiatives throughout the year.
- b) Hosted multiple trainings for managers and supervisors on Performance Management and Civility in the Workplace, increasing leadership knowledge of these policies and clarifying expectations for collegial interactions.
- c) Conducted an HR SharePoint audit while continuing to update related tools and resources that support the employee experience.
- d) Consistently enhancing our new employee onboarding experience to include:
 - Created an updated digital Voluntary Disability Self-Identification Form for new employees.
 - Expanded our ADA information section for a deeper explanation of the process.
 - Expanded our “Get to Know VDOE” section to create an early sense of belonging to the agency’s mission and vision.
 - Added a “Culture and Engagement” section that highlights the agency’s culture commitments to communication, professional development, and culture.

Objective 3: Become a “best-in-class” customer service organization.

- a) Continued to provide responsive, solution-focused HR consultation and support to employees, supervisors, and leadership across the agency.
- b) Established and maintained consistent communication practices with internal stakeholders to ensure timely responses, clear expectations, and effective resolution of human resource matters.
- c) Conducted ongoing reviews of HR processes and resources to identify opportunities for increased efficiency, consistency, and customer satisfaction.
- d) Partnered with agency leadership to align human resources services and initiatives with organizational priorities and strategic goals.
- e) Supported the agency’s strategic planning efforts by ensuring workforce initiatives align with VDOE’s mission, values, and future organizational needs.
- f) Continued recruitment efforts for critical positions that support employee engagement, organizational effectiveness, and diversity initiatives.
- g) Monitored employee feedback and workplace trends to inform continuous improvement efforts and enhance the delivery of HR services.

Objective 4: Launch a comprehensive employee engagement survey initiative.

- a) Consistently and transparently shared the results of VDOE’s 2025 Employee Satisfaction Survey at all-agency meetings.
- b) Used survey data to identify trends, strengths, and areas for improvement at the agency, division, office, and team levels.
- c) Currently collaborating with leadership to create, implement, and monitor targeted action plans in response to employee feedback.
- d) Established mechanisms to monitor progress on action plans and ensure accountability for addressing identified opportunities for improvement.



Goal 3: DEI Infrastructure and Training

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Objective 1: Continue to provide training and workshops available to all employees.

- a) Consistently ensuring completion of mandatory training in the Commonwealth of Virginia Learning Center, to include Working Together for Virginia (all employees) and Fundamentals of EEO Law (supervisors).
- b) Offered a series of office hours providing training for managers and staff during performance evaluation season to enhance effective performance management practices.
- c) Expanded access to training and support resources by providing individualized consultation and just-in-time guidance to managers and employees throughout the performance management cycle.

Objective 2: Continue to create structures and processes of accountability to increase organizational effectiveness within the Office of Human Resources.

- a) Reviewed, assessed, and updated policies and procedures related to recruitment and hiring.
- b) Currently reviewing policies and procedures related to internal promotions to identify opportunities for improvement.
- c) Reestablished VDOE's Employee Review Committee (ERC) of agency leaders who ensure a fair and consistent process for reviewing employee compensation requests.
- d) Strengthened governance and consistency in compensation-related decisions by formalizing review processes and promoting equitable application of compensation practices.
- e) Consistently providing training to agency supervisors on performance-based objectives, ensuring alignment with Position Descriptions (PD's).
- f) Continued to promote accountability by ensuring employee performance plans are aligned with organizational priorities, position responsibilities, and measurable outcomes.

