



## FY25 Work Plan

The Office of Integrity and Compliance (OIC) work planning process is fluid and adjustments are made throughout the year to meet priorities, adapt to a continuously changing environment, and to anticipate and respond to emerging issues with the resources available. In order to enhance transparency around OIC's continuous work planning efforts, the OIC will review and update its Work Plan website monthly as needed. For more information about OIC's Work Plan, how we plan our work, and how we update the work plan, please see below.

### **The Work Plan**

The OIC Work Plan sets forth various projects including OIC investigative audits and evaluations that are underway or planned to be addressed during the fiscal year. Projects listed in the Work Plan span the PGCPS system and include OIC work related to issues that cut across all program areas, including PGCPS' use of local, State and Federal funds, as well as the functional areas of PGCPS. Some Work Plan items reflect work that is statutorily required. As a new office, the OIC will continue to hire and train new staff; issue management advisories to the PGCPS school board and leadership; add content to the OIC website which launched on August 22, 2024; receive and respond to information from school system stakeholders; lead, facilitate, and/or partner with Internal Audit to strengthen internal controls; and conduct investigations. The Work Plan will not include information related to ongoing active investigations.



## **How and Where We Operate**

OIC operates by providing independent and objective oversight that promotes economy, efficiency, and effectiveness in the programs and operations of PGCPS. OIC's program integrity and compliance oversight activities adhere to professional standards established by the Government Accountability Office (GAO), Prince George's County, and the Inspector General community. OIC carries out its mission to protect the integrity of PGCPS for the scholars served through a systemwide network of audits, investigations, and evaluations, as well as outreach, compliance, and educational activities.

## **How We Plan Our Work**

We assess relative risks in OIC programs and operations to identify those areas most in need of attention and, accordingly, to set priorities for the sequence and proportion of resources to be allocated. Audits and evaluations may be canceled based on OIC staff availability, changes in the environment, legislation that substantially affects the issue, or similar recent studies that provided definitive results. Reports are canceled only after the Integrity and Compliance Officer has reviewed and approved the cancellation. If you have additional questions, please contact the OIC at [OIC@pgcps.org](mailto:OIC@pgcps.org). In evaluating potential projects to undertake, we consider a number of factors, including:

- mandatory requirements for OIG reviews, as set forth in laws, regulations, or other directives;
- requests made or concerns raised by Officers, administrators, and



- employees of the local school system; Elected officials; and Members of the public.
- work performed by other oversight organizations (e.g., MD OIGE);
- management's actions to implement OIC recommendations from previous reviews; and potential for positive impact.

## **Updates to the Work Plan**

OIC updates this fluid, web-based Work Plan monthly to ensure that it more closely aligns with the work planning process. The monthly review and updates as needed include the addition of newly initiated Work Plan items, which can be found under the Recently Added Items page. Beginning in January 2025, completed Work Plan items will remain in the active Work Plan for one month, after which they will be moved into the Archive page. Recently completed reports can be found on OIC's webpage. This web-based Work Plan will evolve as OIC continues to pursue complete, accurate, and timely public updates regarding our planned, ongoing, and published work.

If you have questions about our Work Plan, please contact us at [OIC@pgcps.org](mailto:OIC@pgcps.org).