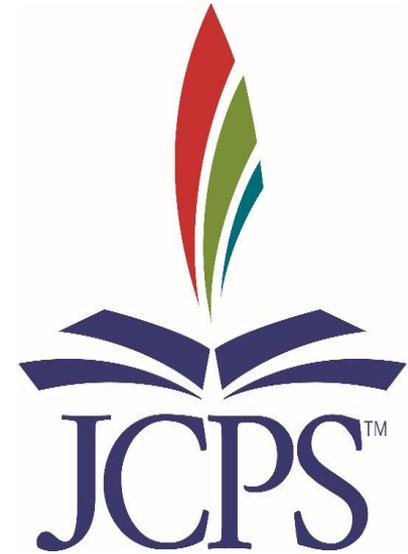


Organizational Chart Proposal

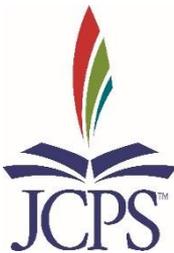
April 24, 2018



Jefferson County Board of Education Meeting

Priorities

- Improve culture and climate
- Increase student learning
- Improve organizational coherence



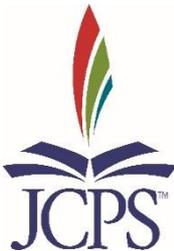
Council of the Great City Schools

- The team made multiple recommendations
- Goal of this phase is primarily to align departments per recommendations in order to better support schools and increase student learning

Job Descriptions

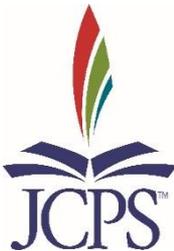
Job Descriptions for positions suggested in Great City Schools' report and/or for efficiency of district

- New
- Revised
- Eliminations



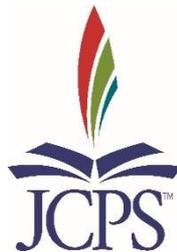
Organizational Charts

- Primarily revising charts to improve alignment
- Some revisions for efficiency



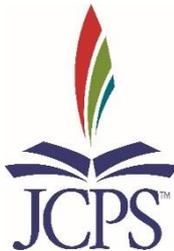
Summary

Department	Change
Superintendent	Add: Chief of Information
Chief of Staff	Move: Director of Strategy
Chief of Information	Add: Program Manager Move: Information and Technology from Operations Move Computer Education from Academics Move: Webmaster from Communications Function: add Cyber Security function specifically to chart
Communications	Move: Call Center from Operations Move: Materials and Productions from Operations
Finance	Add: Dotted line from ECE for Medicaid 3 rd party billing



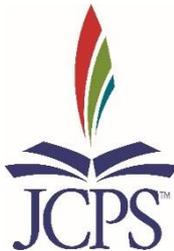
Summary

Department	Change
General Counsel	Move: Employee Relations from HR Move: Open Records from Communications Move: Compliance and Investigations from Equity
Equity	Arrangement: reorganize roles under three functions (Diversity, Equity—Internal and External, Poverty-Disenfranchised Groups)
Chief of Schools	Add: Assistant Superintendent of School Turnaround (includes: Executive Administrators, 2 Instructional Specialists) Move: Director of School Choice from Superintendent office Move: Student Assignment from Data Management Move: Director Priority from Superintendent office Move: Magnets from Academics



Summary

Department	Change
Academics	Move: Business Partnerships from Superintendent office Move: Adult Ed from Communications Add: 10 Instructional Coaches Add: 12 Instructional Leads Add: 4 Instructional Coaches Digital Literacy Delete: 11 Curriculum Specialists Delete: 26 Goal Clarity Coaches Delete: Delete 8 ETTs



Next Steps

- Meet with Cabinet members to review
- Review charts carefully for May 8 meeting
- More changes may be presented to bring about organizational coherence and more efficiently and effectively support schools

