

To: Board of Education

From: Superintendent's Leadership Team: Superintendent Kyle Hayden, Assistant Superintendents Anna Stubblefield and Jerri Kemble, Executive Directors Kevin Harrell, David Cunningham, and Tony Barron, and Director Julie Boyle

Re: USD 497 District Leadership Structure for 2017-2018

Date: May 18, 2017

Background:

Board of Education Goals: *II. Enhance programming and supports to meet the varied academic, social, emotional, and behavioral needs of each student, and V. Allocate capital and human resources to deliver quality educational programs and services in adaptable, high-performance facilities.*

Rationale:

In a learning community committed to continuous improvement, reorganizations in leadership occur in order to plan for and adapt to the changing needs of the district. The goals of the District Leadership Reorganization Plan include improving: support for schools, staff, and students; oversight of the implementation of district initiatives, including equity, and accountability for results; efficiencies and leadership effectiveness; and communication and collaboration among staff across departments.

The Deputy Superintendent will support all department leaders and district initiatives, including equity, and promote effective communication and collaboration across all departments. The Assistant Superintendent of Learning and Leadership will support the integration of technology and personalized learning and merge the Teaching and Learning and Innovation and Technology Departments. Directors of School Support will provide direct support for the continued professional leadership development of building principals. Learning Coaches will provide direct support for teachers' skill development around school improvement initiatives. The Director of Data and Student Success will support an increased focus on data management, reporting, and analysis to assist principals with data-informed decision making. The Chief Operations Officer will support bond construction and capital improvement planning, implementation, and budget management, as well as planning related to enrollment projections, building capacities, district property management, and school boundaries.

There are no layoffs associated with the plan. Budget reductions are realized by moving existing staff, changing duties/roles, and eliminating several open positions.

Current Report:

The Superintendent's Leadership Team will report to the board the goals and changes associated with the District Leadership Reorganization Plan and share the District Leadership Structure for 2017-2018.

# District Leadership Planning 2017-18



# Start With the Why?



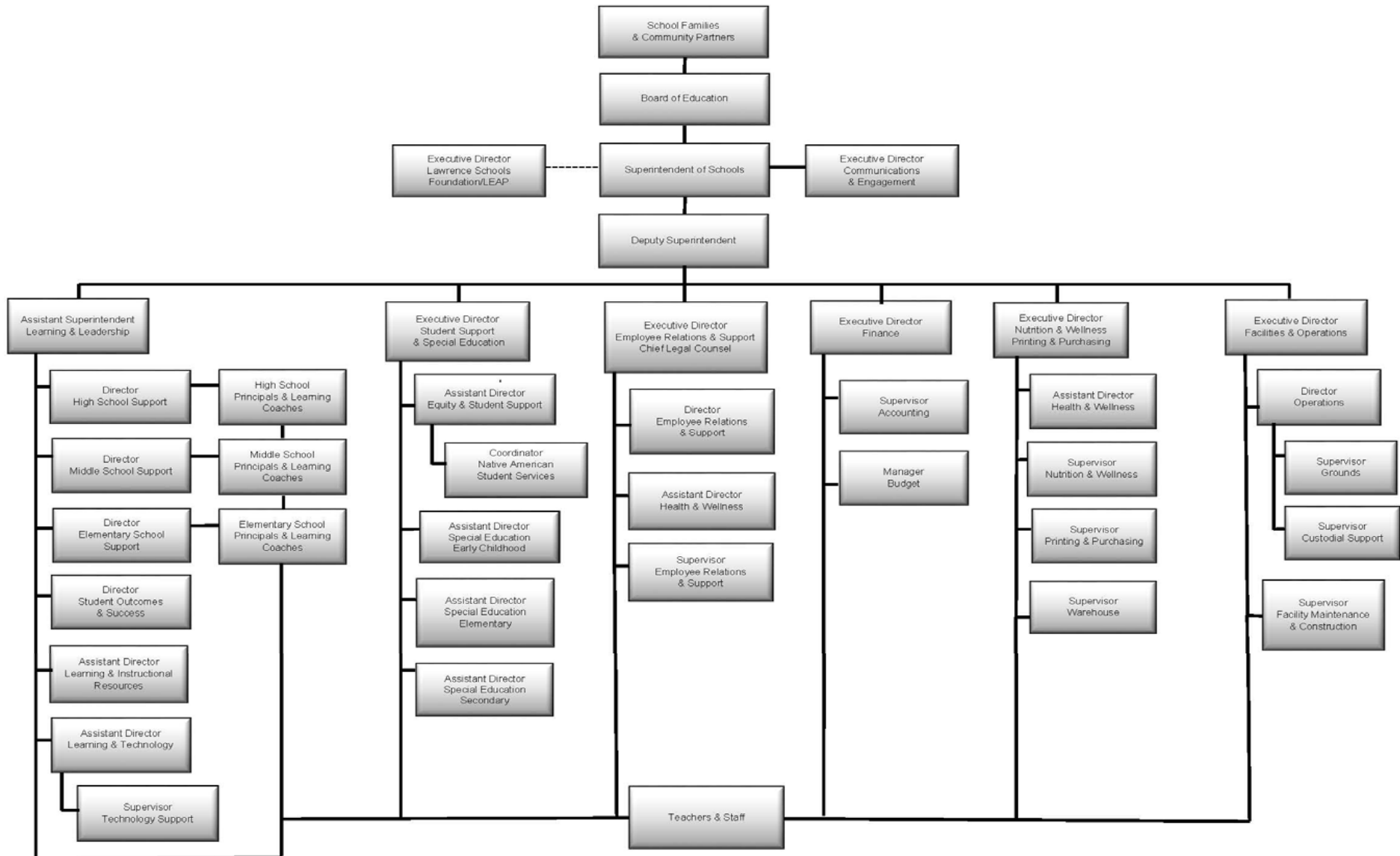
# Goals of the Leadership Plan



1. Support students, staff & schools
2. Improve communication, collaboration & engagement
3. Ensure consistent implementation of district goals & initiatives
4. Increase accountability & support for positive student outcomes
5. Examine systemic practices for educational equity & excellence
6. Allocate resources effectively & efficiently

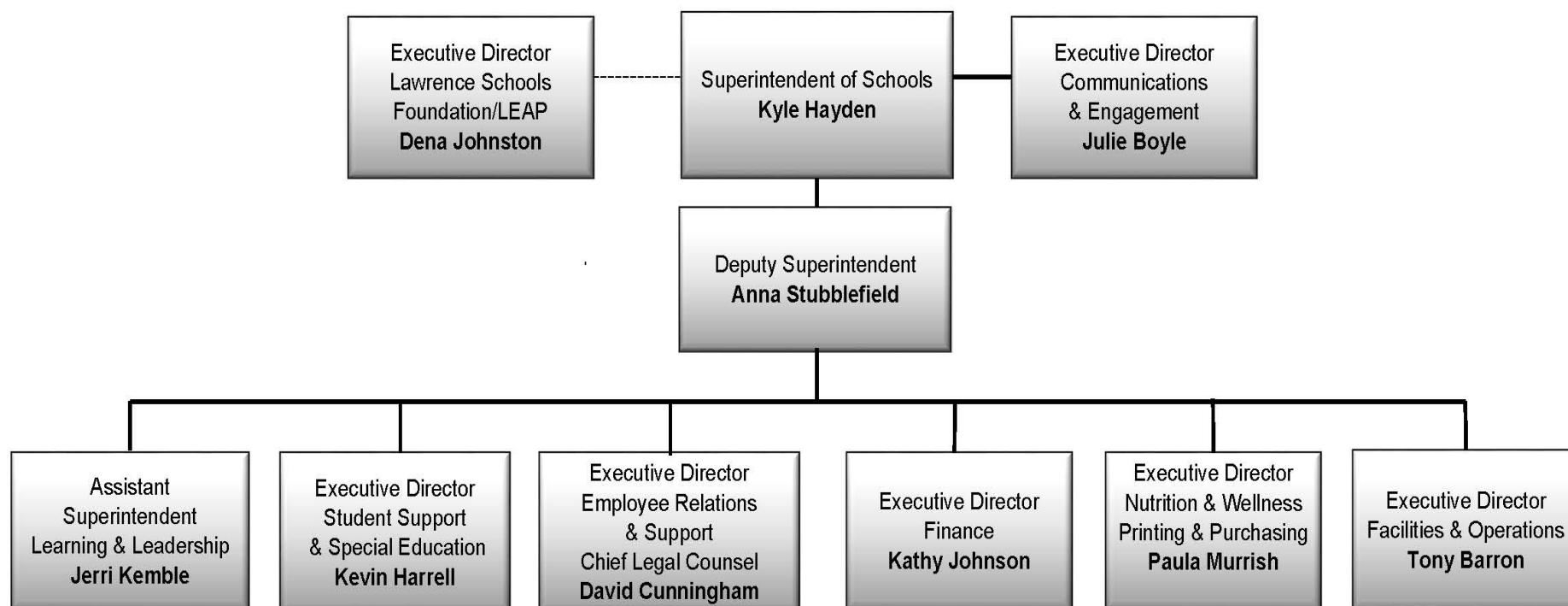
# 2017-18 DISTRICT LEADERSHIP Organizational Chart

*Engaging our Community in Supporting Student & Staff Success*





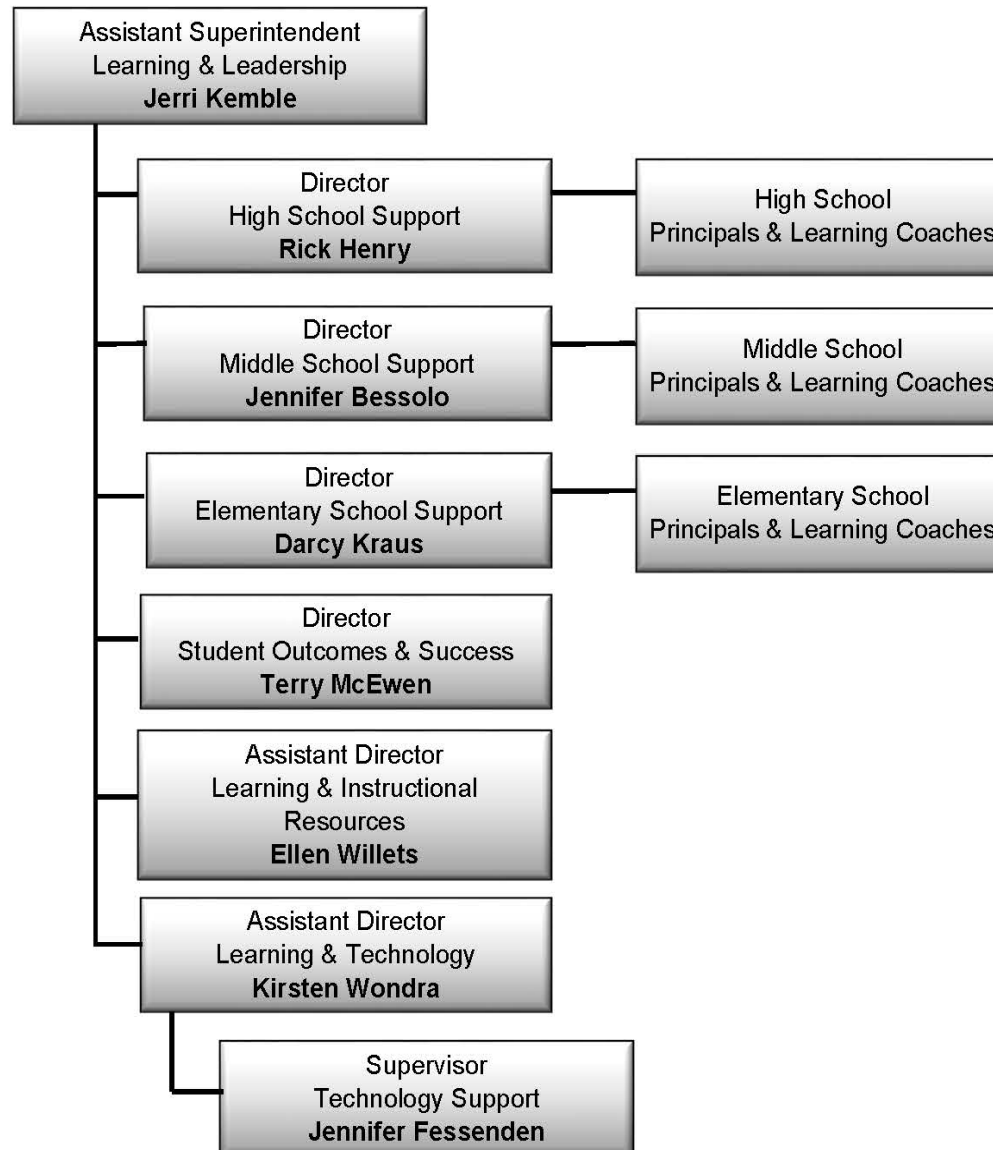
# EXECUTIVE LEADERSHIP





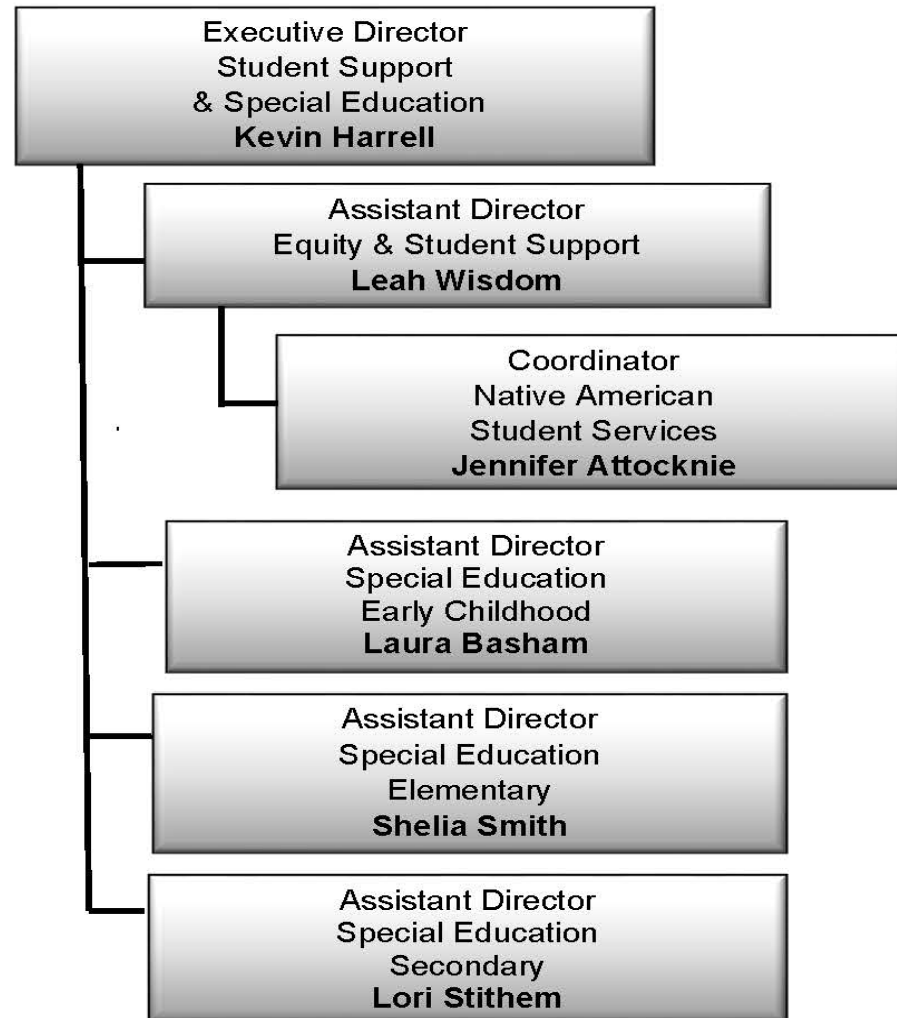


# LEARNING & LEADERSHIP

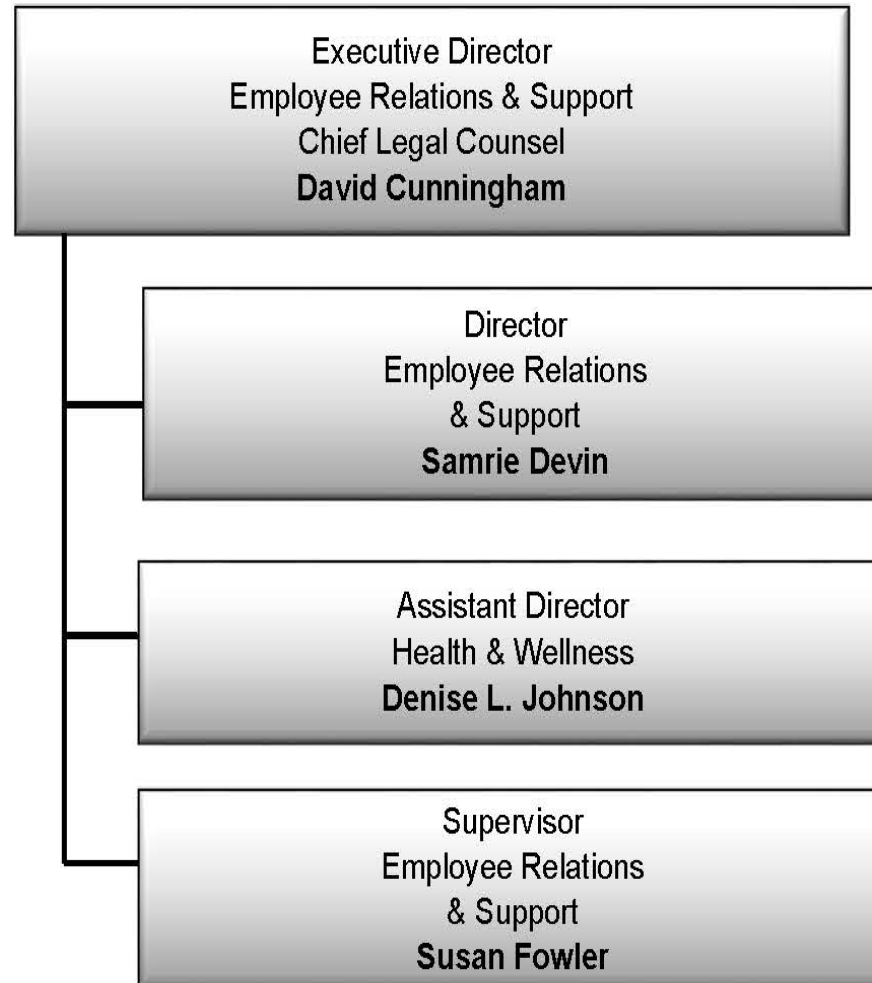




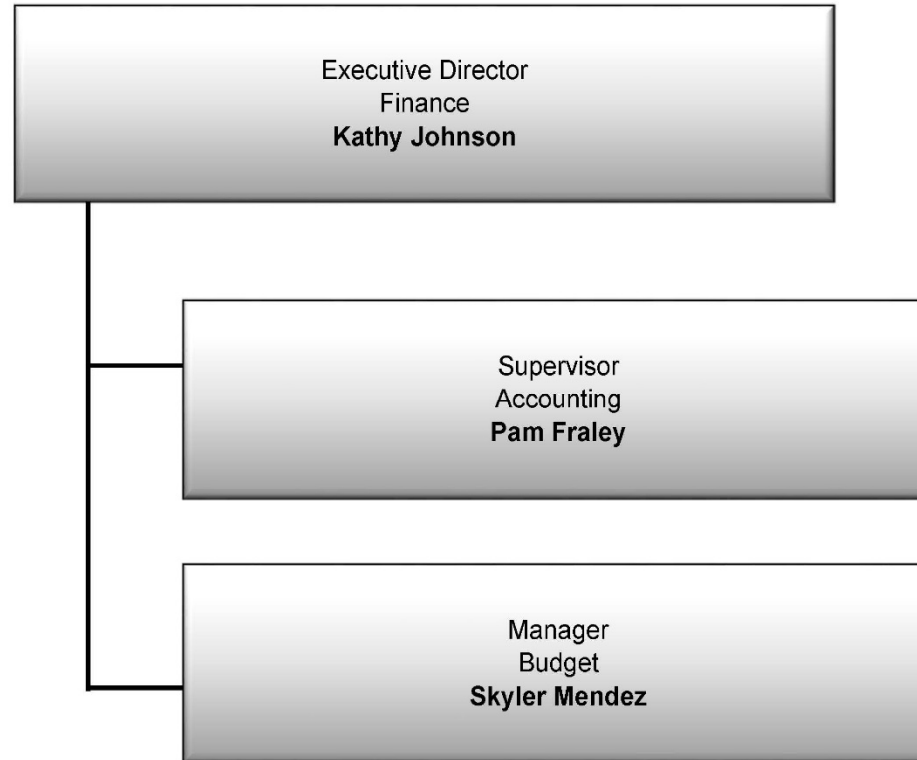
# STUDENT SUPPORT & SPECIAL EDUCATION



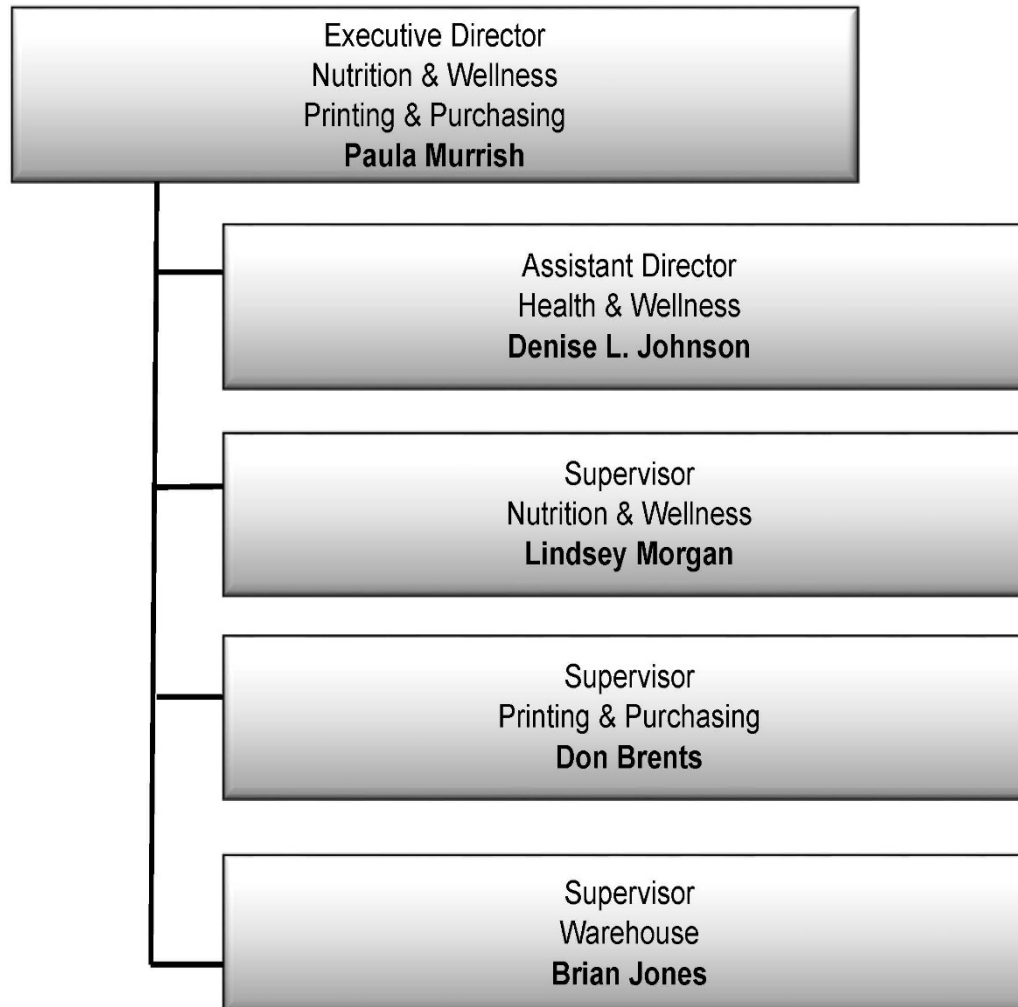
# EMPLOYEE RELATIONS & SUPPORT



# FINANCE

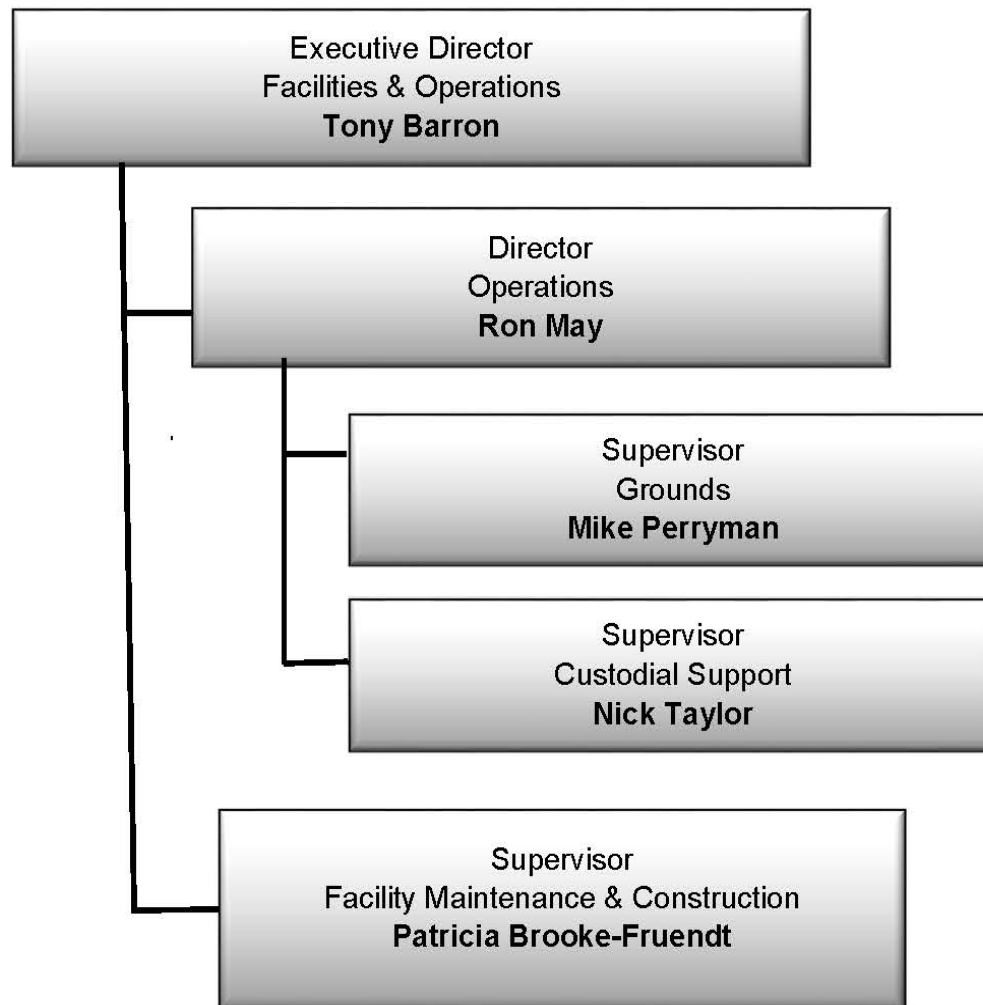


# NUTRITION & WELLNESS PRINTING & PURCHASING





# FACILITIES & OPERATIONS





# Board Approval

Typically occurs as part of the first July board meeting with the other common annual organizational approvals for school districts. It can also occur any time prior to then and take effect July 1st.