



MEMORANDUM

TO: ISD 110 Finance Committee

FROM: Dr. Brian Gersich, Superintendent
Pam Carman, Director of Finance & Operations
Jeni Super, Director of Human Resources

DATE: June 8, 2026

SUBJECT: CESO Organizational Review and Operational Assessment Proposal

Purpose

The purpose of this agenda item is to obtain Finance Committee feedback regarding a proposal received from the Center for Effective School Operations (CESO) to conduct operational assessments of the District's Human Resources and Finance departments, as well as an organizational study.

Background

Administration requested and received a proposal from CESO to conduct a Human Resources Operational Assessment (HROA), a Finance Business Operations Assessment (FBOA), and an Organizational Study. The proposed review is intended to provide an independent evaluation of organizational effectiveness, staffing structures, workflows, and service delivery, while identifying opportunities for continuous improvement and operational efficiencies.

As potential recommendations resulting from the study could impact future organizational structures, staffing models, and service delivery, administration believes it is important to engage the Finance Committee early in the discussion and seek feedback regarding the overall concept, scope, and potential value of the proposed assessment.

Financial Summary

The total cost of the proposed assessment is \$19,500. Administration proposes utilizing a portion of the FY2026-27 budget allocated for the Skyward migration project. Given the District's ongoing focus on process improvement, system utilization, and operational efficiencies, administration believes the assessment complements and supports the broader goals of the migration effort by helping identify opportunities to improve workflows, organizational effectiveness, and the use of district systems.

Attachments:

- CESO Proposal
- Sample Assessment Report