SS-6: ORGANIZATIONAL STRUCTURE BOARD GOAL
Project Plan – Rev. 121114   DRAFT
Brisben & O'Connor

A. Re-statement of the "voice of the board" on this subject: What do we mean by "organizational structure?"

Priority #B1: Effective organizational structure	Priority #C3 : Implement Organizational Changes
New admin structure registration, HR, ALIO	Implement all org chart changes
Assistant Superintendent Position for Curriculum and Instruction	Fill out admin organization/team
Analyst position	New positions filled with quality

Note: This board goal was identified by the board as <u>both</u> a next year and five-year goal. It was also identified as "Shared" ownership by board and administration.

B. Defining the problem/why is this important?

1.	It is in the best interests of our students and community that D97 employs the best talent available at every level of the organization. Getting the right people in the right seats is the most important objective of any high functioning organization.
2.	(Opportunity statement): By optimizing our district's organizational structure and our process to add new employees and new positions, we can increase our district's effectiveness at increasing student success and overall efficiency.

C. Summary (overarching) goals – one and four years out (or, "what does success look like in 1 and 4 years?")

	Year One	Year Four
1.	All available positions will be filled with qualified applicants utilizing the best practice in talent sourcing.	Increased student success beyond current levels is achieved in part due to the application of top talent to the "achievement gap" and other challenging needs within the District.
2.	A model org chart that meets the needs of the District and its students will be established	All positions within the org chart are filled utilizing best practices in talent sourcing
3.	D97 becomes recognized as the most desirable district for professional educators in the Chicago metro area, and the new hire screening system consistently fills new positions with high performing individuals	D97 is so effective at hiring, developing, and deploying talent that other districts both locally and nationally routinely attempt to poach its employees; at the same time D97 is so effective at coaching, developing, engaging, and rewarding its employees that they don't want to leave

D.   Objectives necessary to meet our goals

	Objective	Tools, Actions, & Resources Required to Achieve	Evidence of Progress / Success	End Result (can be a process or product)	Target Date
1.	Comprehensive survey of HR best practices is undertaken. Must include needs assessment, recruiting, interviewing, assessment, training, deployment, coaching, and development.	Staff resources plus input from board members with relevant expertise	Summary report of best practice techniques, with recommendations for specific approaches and tools to be used by D97	Summary report and game plan	April 2015
2.	Review of current D97 org chart and benchmark vs. high performing districts	Staff resources	Summary report and recommendations to keep or modify current org chart	Summary report and game plan; new org chart	April 2015
3.	Implementation of best practices selected for the district for each position group within the new organization	Staff resources	District HR operates with new methods and systematically fills org chart with best talent available; screening of new applicants consistently produces high performers	Populated org chart	July 2015
4.	Executive leadership team is fully in place and "high functioning"	Board and staff resources	Effective delegation, balanced skill sets, honest dialogue, shared vision, no "gaps"	Cohesive leadership team in place and operating effectively	December 2015

E.   Calendar of progress report-out to the board

8/12/14	Brisben & O'Connor assigned		April 2015	Objectives 1 and 2 report-out
12/11/14	Meeting with administrative committee		July 2015	Implementation of new methods, org chart – report to board
12/15/14	Presentation of first draft for board input (retreat)			

F.   **Misc. notes, comments, concerns, observations, major hurdles, caveats regarding this issue:**