

Presentation on ACPS' Organizational Structure



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ACPS 2020 Strategic Plan GOAL 6: Effective and Efficient Operations



ACPS will be efficient, effective, and transparent in its business operations

ACPS will engage in cycles of continuous improvement at every level of the school division, and it will employ evidence-based decision-making in its consideration of process improvements, policy making, and budgeting and accountability.



2019-20 Areas of Focus: Organizational Structure



Organizational Structure is key to:

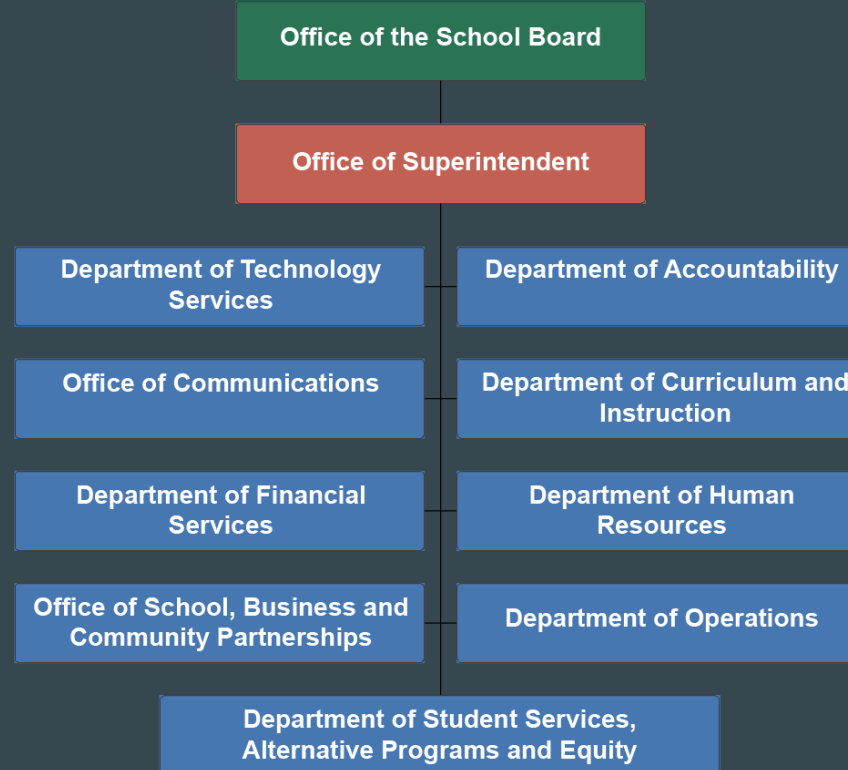
- A high academic return on investment
- Interdepartmental integration, synergy, alignment
- Elimination of chaos, disconnect and confusion around roles and responsibilities
- The development of a high impact team that works collaboratively with student achievement at the center
- Focused intentional efforts to attain 2025 strategic planning goals

Four Levels of Organizational Alignment



1. Employee role alignment
2. Employee goal alignment
3. Employee team alignment
4. Employee organization alignment

Current Organizational Structure



Challenges of Current Organizational Structure



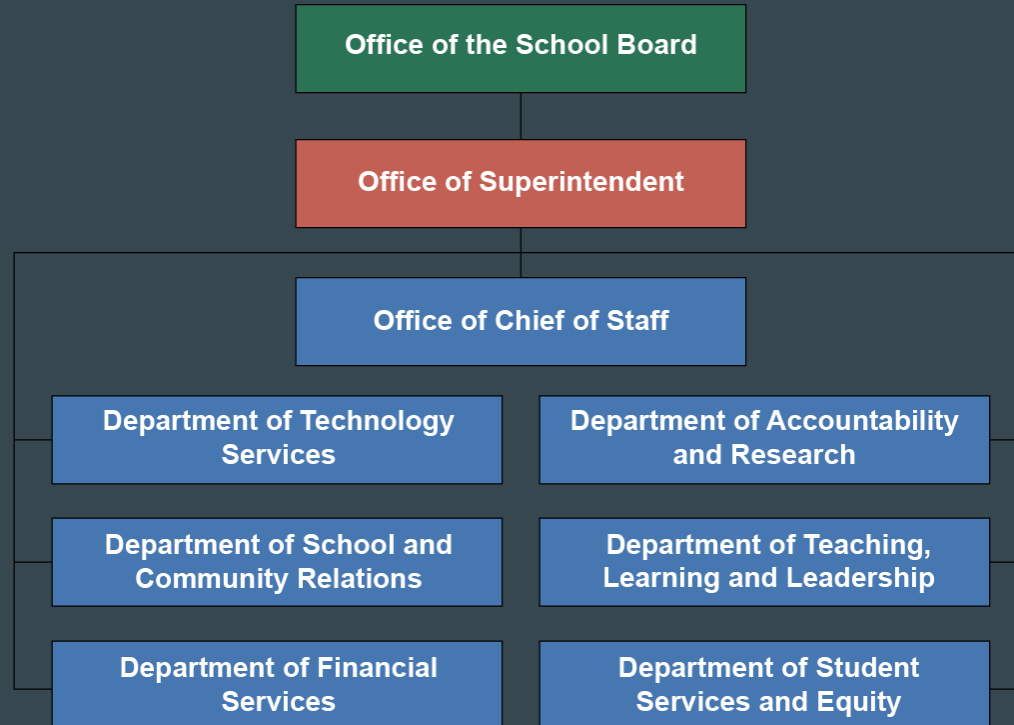
- Excessive span of control
- Limited support at the executive level for interdepartmental collaboration
- Disconnect and redundancy with communications and community engagement
- Misalignment with roles and responsibilities

Three Levels of Planning and Execution of Work



1. Strategic: One year and beyond
2. Tactical: Less than one year
3. Operational: Day to day

Proposed Organizational Structure (Effective July 1, 2020)



Benefits of Proposed Organizational Structure



- Narrow span of control
- Better interdepartmental collaboration
- Increased alignment with the scope of work within departments and offices
- Increased focus on strategic planning efforts by Executive level staff (chiefs)
- Increased ability to meet the needs of the organizational leadership structure

Reorganization of Departments and Offices



- Facilities and Operations
- Human Resources
- Student Services and Equity
- Teaching, Learning and Leadership
- School and Community Relations

Next Steps



Reorganization: Effective July 1, 2020

Exception: Facilities & Operations: Effective January 2020

- January 9, 2020: Board approval of superintendent's direct reporting structure
- January/February 2020: Job openings will be posted
- February/March 2020: Application screenings and interviews
- March/April 2020: Selection of candidates



Questions?



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