



Proposed Reorganization

Realigning District Supports in Hillsborough County

Defining the Overall Purpose for Reorganization

- Transform the district office so that it focuses on the heart of our practice:
 - Continuous improvement of teaching and leadership development;
 - Strengthen the experience for learners and families;
 - Strategic implementation of tiered instruction to meet the needs of all learners.
- Remove redundancy from district office *and* remain fiscally responsible.
- Determine organizational impact of every district office employee.
- Create supports for constructive relationships with Principals, Instructional Staff, and Support Personnel.

Realigning District Supports in Hillsborough County

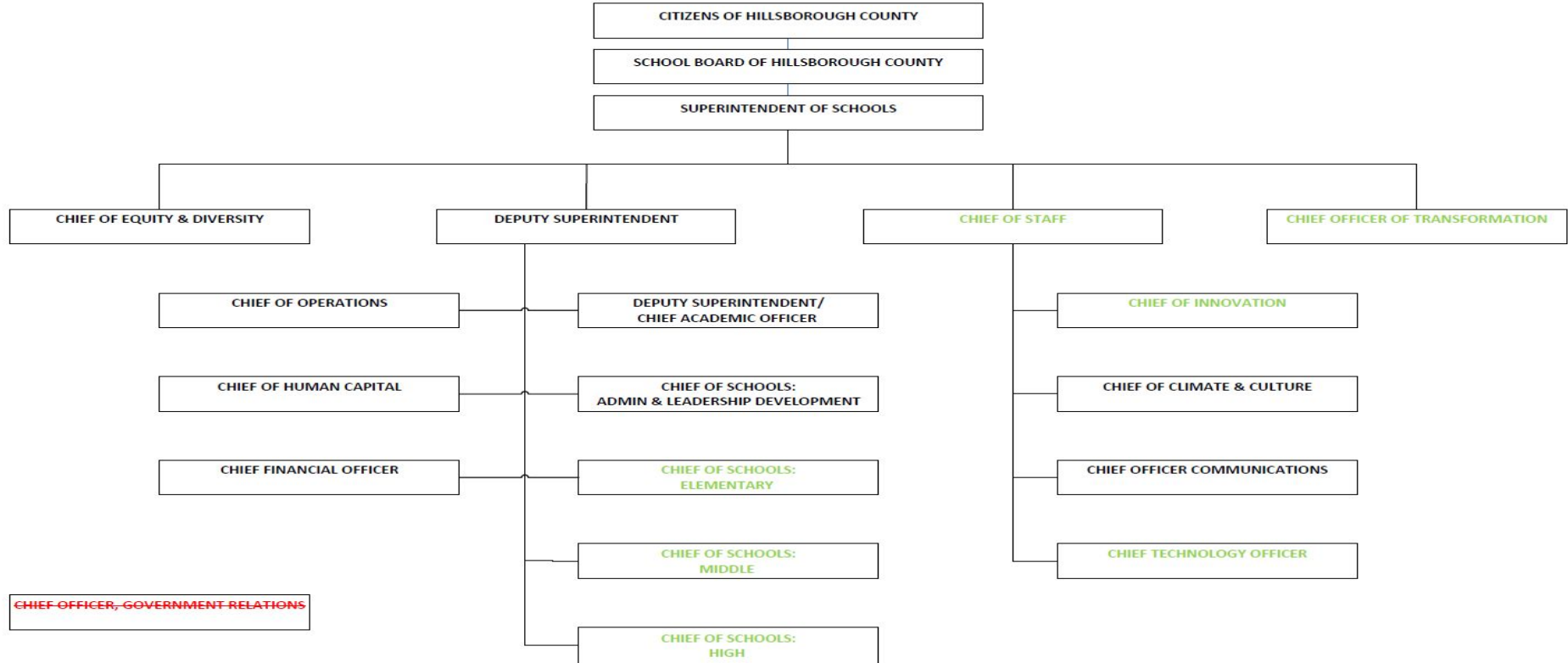
Identifying the Need for Reorganization

- Create a district office designed around supporting meaningful teaching and learning.
- Push district office staff to enter into a reform mindset and eliminate transactional support.
- Require district office staff to “adjust” their practices in support of instructional goals.
- Orient district office staff towards supporting schools and developing capacity in order to ensure consistent and high-quality teaching and learning that meets the needs of the whole child.

Action Steps Considered When Developing A New Structure

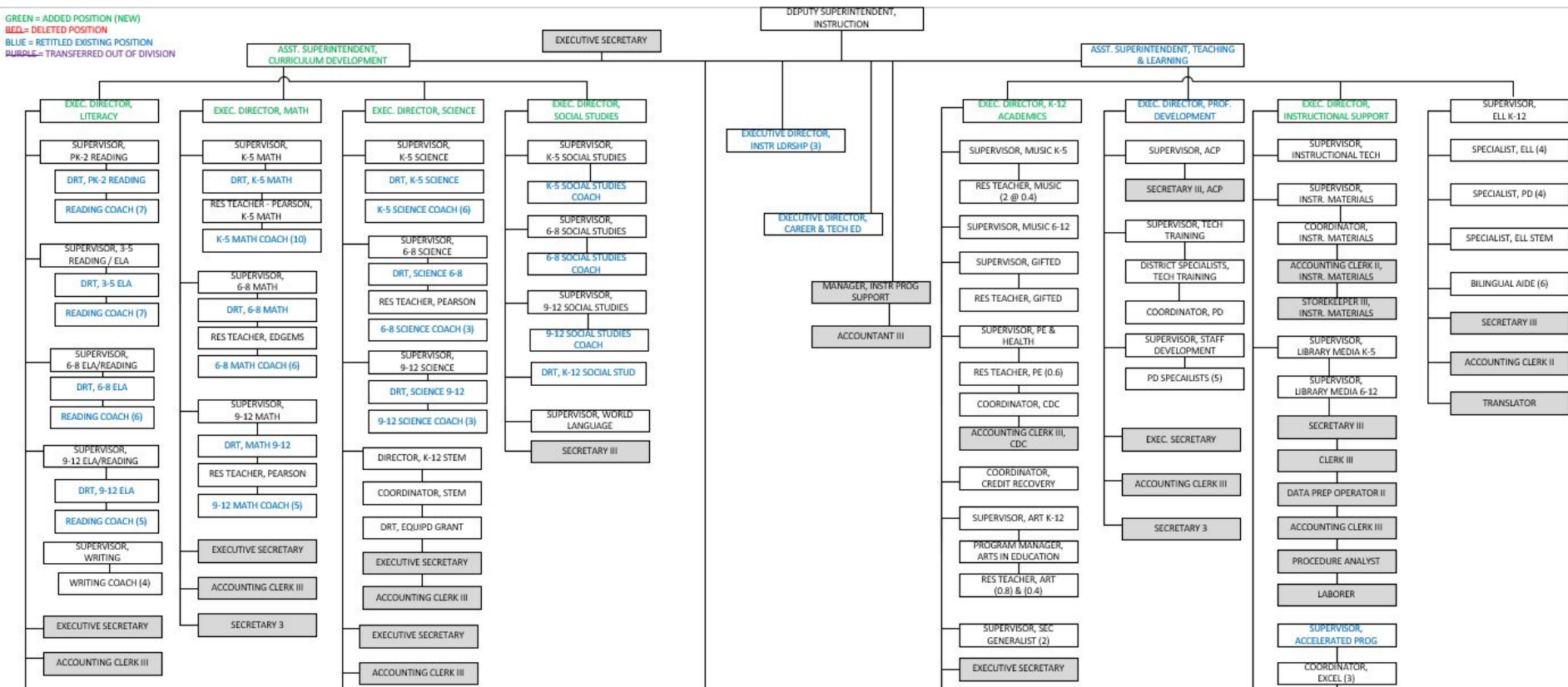
- ❑ Determined extent to which district office roles and responsibilities aligned with improving teaching and learning.
- ❑ Determined whether existing jobs and structures aligned to Strategic Plan.
- ❑ Determined every district leader's overall organizational impact.
- ❑ Reviewed factors that contributed to effectiveness of job roles and current organizational structure
- ❑ Leveraged multiple methods to capture information on existing roles and supports.
- ❑ Participated in meetings, conversations, and trend data analysis to determine pattern of desired outcomes.

Reorganization: Superintendent's Cabinet

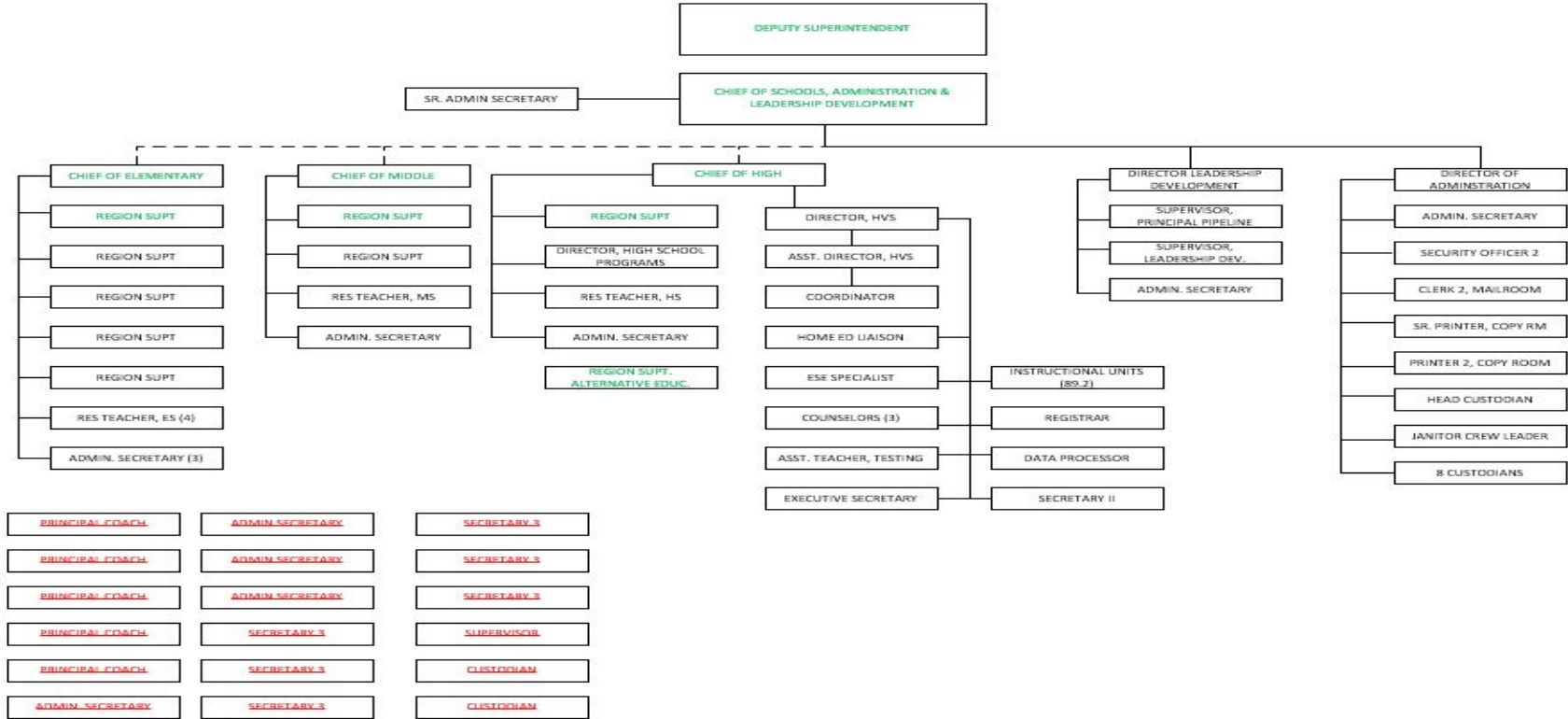


Reorganization: Academic Services

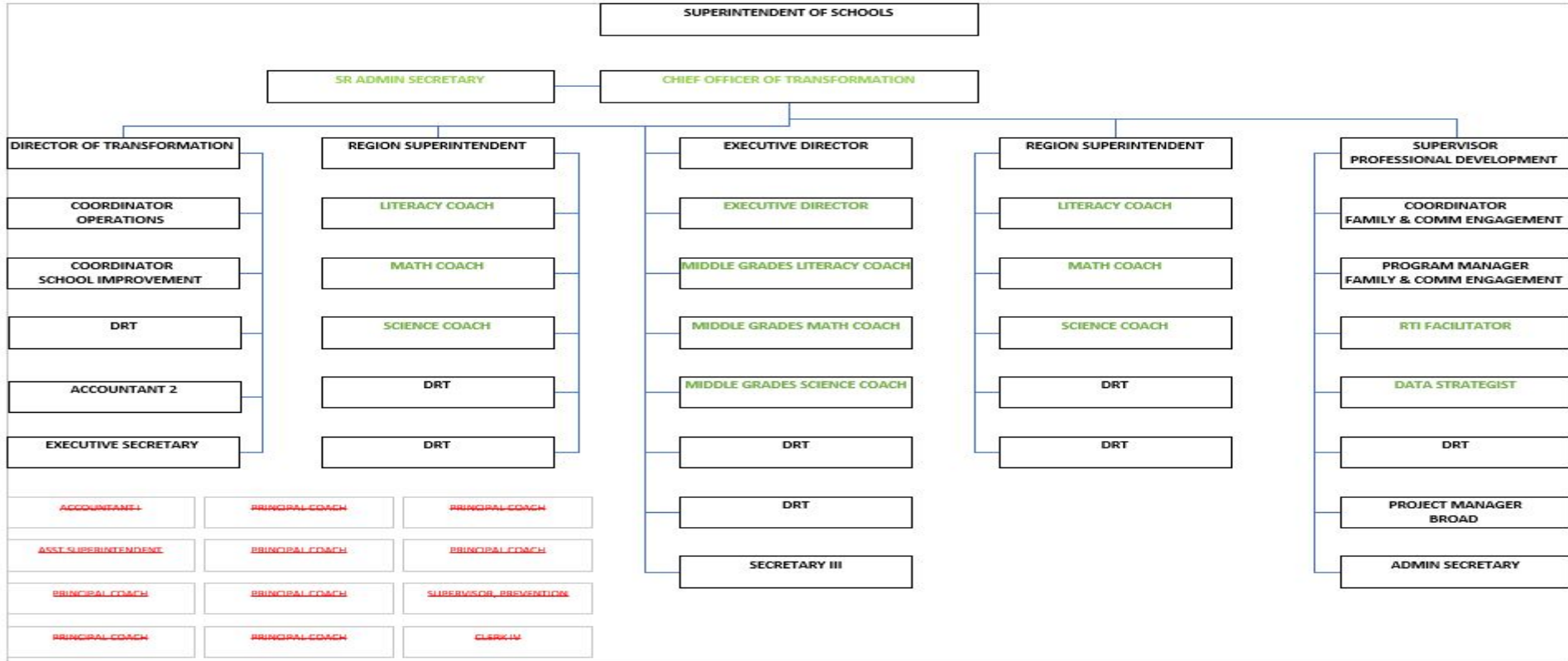
GREEN = ADDED POSITION (NEW)
 RED = DELETED POSITION
 BLUE = RETITLED EXISTING POSITION
 PURPLE = TRANSFERRED OUT OF DIVISION



Reorganization: Chief of Schools

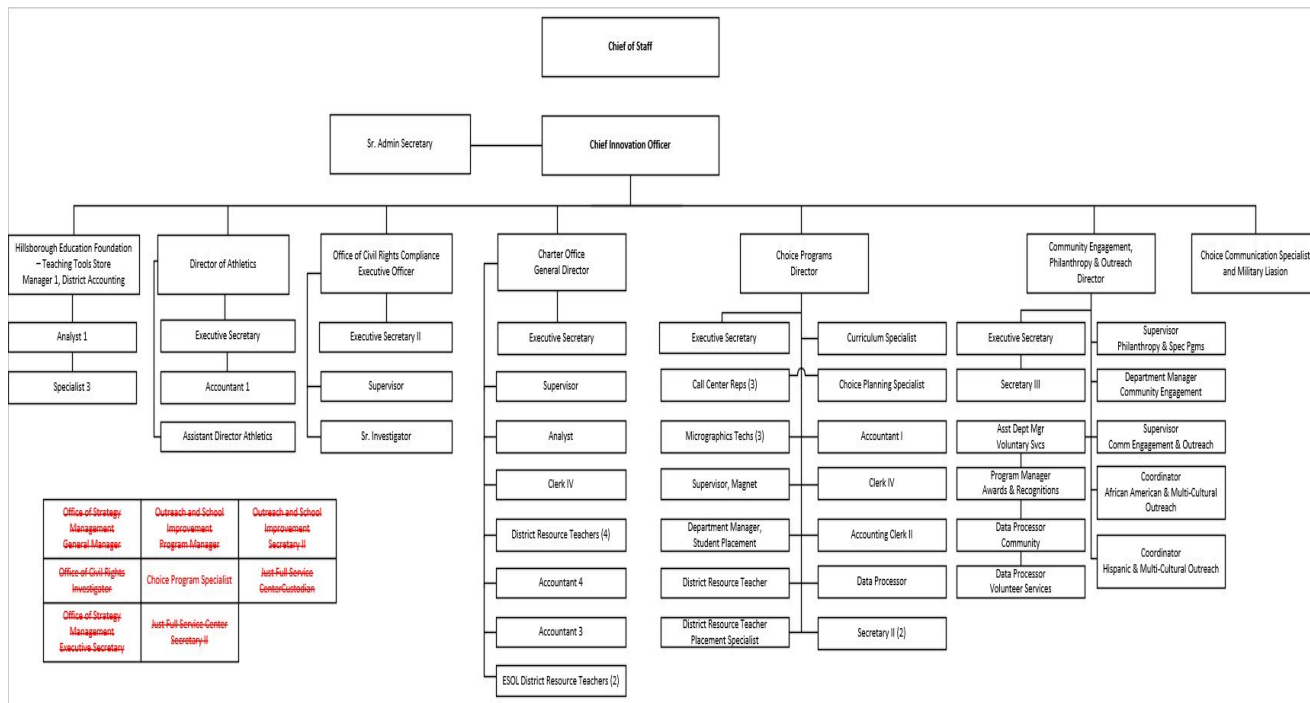


Reorganization: Transformation Network

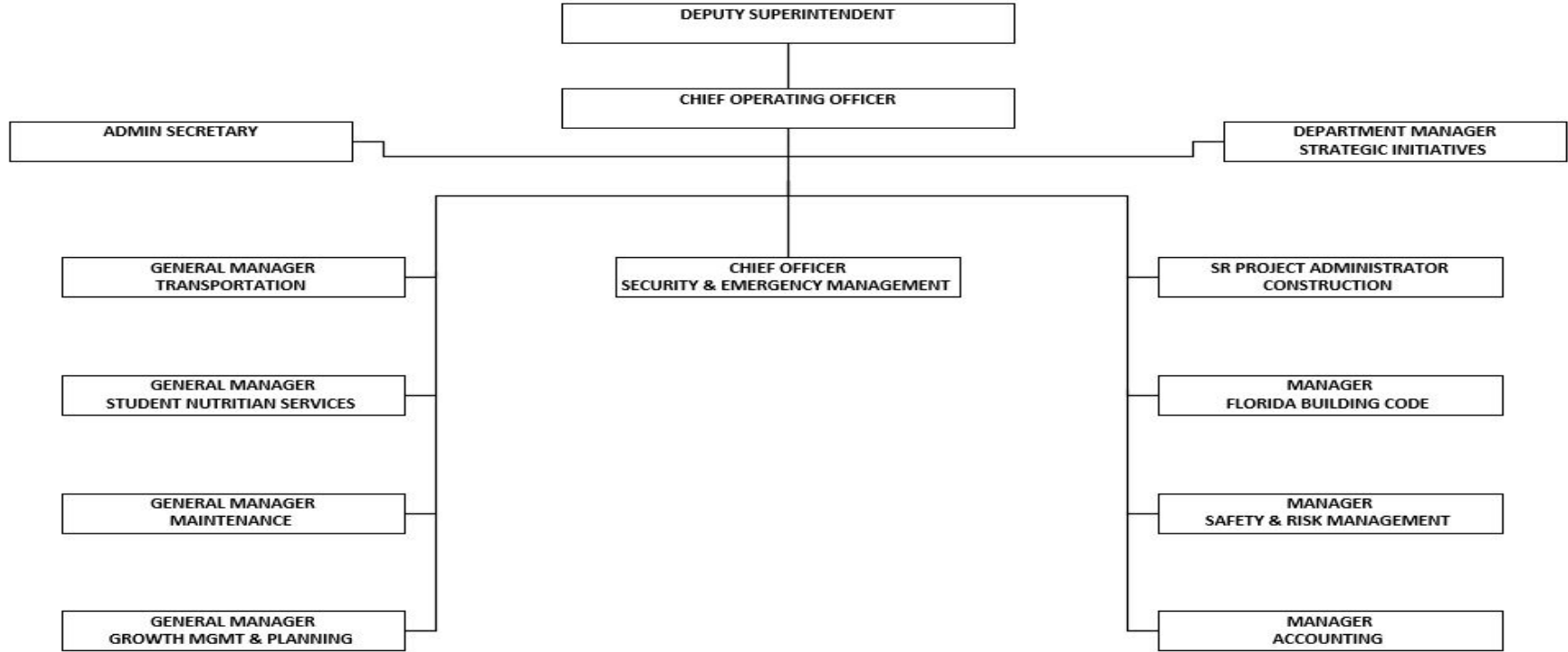




Reorganization: Innovation



Reorganization: Operations



Reorganization: Notable Reorganization Changes

Notable Changes

- **Deleted Titles:** Deputy Superintendent of Operations and Deputy Superintendent of Instruction
- **Title Changes:** Chief of Talent Management, Deputy Superintendent/Chief Academic Officer, Chief Financial Officer, Chief of Climate & Culture, Chief of Equity & Diversity
- **New Titles:** Deputy Superintendent, Chief of Staff, Chief Officer of Transformation, Chief of Innovation, Chief Technology Officer, Chief of Elementary, Chief of Middle, & Chief of High

□ Phase I Reorganization Title Changes

Current Title	Proposed Title	New Title	Proposed Title
Chief of Human Resources	Chief of Human Capital	Developed with Repurposed Funds	Chief of Elementary
Chief Business Affairs	Chief Financial Officer		Chief of Middle
Chief of Diversity	Chief of Equity & Diversity		Chief of High
Asst. Supt. Of Student Services	Chief of Climate & Culture		Asst. Supt of Teaching & Learning
General Manager	Executive Directors		Assit. Supt of Curriculum & Instruction
Managers	Directors		Executive Director of Literacy
			Executive Director of Math
			Executive Director of Science
			Executive Director of SS
			Supervisors (Content Specifics)

Reorganization: Cost Savings

Division	Positions Deleted	Projected Savings
Administration/Chief of Schools	31	\$ 2,329,477.00
Academic Services/Teaching & Learning	21	\$ 1,279,642.00
Operations	52	\$ 2,481,444.00
Communications	3	\$ 168,000.00
Equity & Diversity	0	-
Financial Services	3	\$ 122,021.00
Human Capital	4	\$ 213,817.00
Innovation and Climate & Culture	4	\$ 292,456.00
Technology	11	\$ 641,000.00
Transformation	0	-
Totals	129	\$ 7,527,857.00