



Organizational Structure Review & Proposed Recommendations

GUSD

Board Report

Tuesday, February 28, 2017

Today's Expected Outcomes

- ▶ Examine recommendations to reduce GUSD's deficit spending beginning in 2017-18 and subsequent years
- ▶ Examine GUSD's proposed LCAP Wildly Important Goals (WIGS)
- ▶ Receive an information report on Superintendent's LCAP aligned leadership structure recommendations

Background

- ▶ GUSD has misaligned departments in its organizational structure
- ▶ June 2016 School Services of California hired to conduct an Organizational Structure Review
 - ▶ Phase I was completed in September 2016 - Restructuring
 - ▶ Phase II was completed in February 2017 - Improved Services
- ▶ Considerations include:
 - ▶ GUSD Board priorities and LCAP/Strategic Goals
 - ▶ Fiscal implications (Reallocation of Resources)
 - ▶ Planning & implementation time

Comparative Districts (pg. 4, Figure 1)

- ▶ ABC USD
- ▶ Downey USD
- ▶ Murrieta Valley USD
- ▶ Orange USD
- ▶ Placentia - Yorba Linda USD
- ▶ Torrance USD
- ▶ Tustin USD
- ▶ Vista USD

Rationale for Job Description Updates

- ▶ To support LCAP implementation
 - ▶ Maximizing Achievement
 - ▶ *English Language Arts*
 - ▶ *Mathematics*
 - ▶ *English Learners*
- ▶ Assistant Superintendent of Secondary Education
- ▶ Assistant Superintendent of Elementary Education
- ▶ Executive Director, Secondary Services
- ▶ Director, Elementary Education/FLAG
- ▶ Director of Assessment & Accountability
- ▶ Director of Teaching & Learning
- ▶ Director of Categorical Programs

Rationale for Job Description Updates

- ▶ To support LCAP implementation

- ▶ Increased Engagement

 - ▶ *Attendance*

 - ▶ *School Connections*

- ▶ Assistant Superintendent, Student Support Services
- ▶ Director of Student Support Services
- ▶ Sr. Coordinator of Student Services
- ▶ Sr. Coordinator of Healthy Start
- ▶ Sr. Coordinator of Mental Health
- ▶ Sr. Coordinator of Health Services

Rationale for Job Description Updates

- ▶ To support LCAP implementation
- ▶ Culture of Learning
 - ▶ *Collaborative Learning Teams*
 - ▶ *Professional Development*
- ▶ Director of Teaching & Learning

Phase I Recommendation(s)

- ▶ Consider a restructure of the management positions in the District Office organization to transition to a structure more analogous to that of the comparative districts -
- ▶ *Reference Appendices pages 14 - 25 (Phase I Report)*
- ▶ *Reference Updated GUSD Organization Charts pages 40-44 (Board Report)*

Phase I Recommendation(s)

- ▶ Restructure the certificated management salary schedule to attract and retain qualified staff.
- ▶ Reference Possible Admin Salary Schedule Changes (pages 7-9, Board Report)
- ▶ Cost = Approximately \$85k annually & represents 65 additional administrative work days

Restructure Recommendations

- ▶ Hire a permanent Assistant Superintendent (page 10, Board Report)
 - ▶ Assistant Superintendent of Student Support Services
 - ▶ *Special Education & Student Services*
- ▶ Healthy Start department will join the Student Support Services team (page 32 & 42, Board Report)
- ▶ Director of Elementary Education/Foreign Language Academies of Glendale (FLAG) (page 18 & 40, Board Report)
- ▶ Director of Assessment & Accountability (page 14 & 41, Board Report)

Restructure Recommendations

- ▶ Sr. Coordinator, Student Support Services
 - ▶ Focus on increasing school enrollment & attendance (Page 36, Board Report)
- ▶ Sr. Coordinator, Healthy Start & Sr. Coordinator, Mental Health
 - ▶ Focus on leveraging counseling interns for unduplicated count students (Page 32 & 34, Board Report) (Social & Emotional Wellness)
- ▶ Sr. Coordinator, Health Services -
 - ▶ Districtwide nurse and health services coordination (Page 30, Board Report)

Phase II Recommendations

- ▶ 23 Recommendations
- ▶ Responsibilities, systems & procedures
- ▶ Streamline operations/Improve service levels
- ▶ Reference - Pages 23 - 28

QUESTIONS

