

Exhibit 1

School Board Agenda Item CC-4
August 16, 2016

Executive Summary

Proposed Revised Job Description for the Director, Performance Management Position

Background: This item is being recommended for School Board adoption to meet requirements for revised job description.

Position Title: **Director, Performance Management**

Division/Department: **Chief Strategy & Operations Officer**

Salary Band: **D** **Range:** **\$80,028 - \$144,559** **Point Range:** **1045-1214**

Salary Schedule: **2015-2016 ESMAB Salary Schedule**

Recommended Policy Status: Chart Job Description – **Final** Reading

Rationale: The 2016 - 2017 Organizational Chart was reviewed at the May 10, 2016 School Board Workshop meeting and approved at the May 31, 2016 Special School Board Meeting. At the May 31, 2016 Special School Board Meeting, it was recommended that the Executive Director, Strategy & Continuous Improvement, be approved as part of the 2016-2017 Organizational Chart. This resulted in a reporting structure change for the Director, Performance Management position, and the job description has been revised accordingly to meet the new organizational structure. The job description for the Director, Performance Management, is being revised to better align the qualifications and primary performance responsibilities of the position based upon the expected scope of work. The revisions include modifications that will ensure the job description accurately reflects the required qualifications, experience, and reporting structure of the position.

Oversee the implementation of Performance Management action plans to achieve desired outcomes. Synthesize large amounts of data across District departments into presentations for strategic decision-making purposes. Serve as District's contact for external partnerships. Facilitate and foster the relationship of the school district with local, state and national businesses, industries and non-profit organizations.

Revisions of the job description do not impact the salary band or salary range of the position.

Prior to the recommendation to the School Board for approval, the representatives from the Educational Support & Management Association of Broward (ESMAB) were provided a copy of the job description for their review and feedback. Additional feedback was not received prior to submission of this document for approval.

This position is currently filled.

Cost: There is no additional financial impact to the District.