

### Summary Explanation & Background (continued)

Our 2016-19 Strategic Plan will sequence resource utilization, budget development, and staffing model(s) over these shorter planning horizons to enable more frequent reviews and course corrections. Each year, the Superintendent makes recommended changes to the Organizational Chart, intended to better position the District in executing its priorities and achieving the Strategic Plan Goals. This year, the recommended changes are intended to position the District to deliver on its Year 1 strategic focus. Highlights of the recommended changes include: realignment of the Academics Division, formulation of a Strategy Implementation and Accountability Unit, and realignment of Talent Development and Student Assessment & Research Departments.

The initial proposed changes were presented to the School Board at its May 10, 2016 Workshop. The attached Executive Summary (**Exhibit 1**) summarizes the current recommended changes for all divisions. The comments and feedback from individual Board Members at the Workshop were taken into consideration and additional recommendations have been included in the recommended 2016-2017 Organizational Chart (**Exhibit 2**). **Exhibit 3** outlines the new positions, as well as the positions recommended for elimination.

Finally, **Exhibit 4** contains all of the job descriptions impacted by the recommended 2016-2017 Organizational Chart. It includes job descriptions for newly proposed positions, as well as modifications to existing job descriptions to amend changes in reporting relationships, qualifications, and primary performance responsibilities. They have been included as supplemental information to facilitate the Board's approval of the 2016-2017 Organizational Chart; however, the Board will not take official action on the job descriptions in conjunction with this agenda item or requested action. The job descriptions will be presented to the School Board for first reading at its June 15, 2016 Regular School Board Meeting (RSBM). At the June 15, 2016 RSBM, staff will also seek approval to advertise the newly approved vacant positions, pending final approval of the job descriptions. The job descriptions will be presented for final adoption at the July 26, 2016 Regular School Board Meeting. Final sourcing of all new positions will not be finalized until the new job descriptions have been adopted by the School Board on July 26, 2016.

Copies of the complete Exhibits are available at the Board Member's Office on the 14<sup>th</sup> floor of the K. C. Wright Administration Center and available online via the Broward County Public Schools eAgenda at: <https://webappe.browardschools.com/eagenda/>