

Strategic Plan Summary

Collaborative Organizational Structure

Design and implement an organizational structure that optimizes the use of personnel time, thereby promoting collaborative participation.

The District pursues a policy of continuous improvement, and our students are the beneficiaries of the many efforts undertaken by the committees, study groups and other collaborative efforts ongoing throughout the District. Finding sufficient time and opportunity in the school day to enable staff, faculty and administrators to participate productively in collaborative initiatives has been a perennial challenge.

The Strategic Plan proposes to expand the opportunities for collaborative work by eliminating redundancies in the existing committee structure, introducing greater efficiency into meeting formats, and identifying alternative scheduling options that will increase opportunities for faculty to meet and work together during the school day.

Strategic Plan Outline

Collaborative Organizational Structure

Goal 2: Design and implement an organizational structure that optimizes the use of personnel time thereby promoting collaborative participation.

Strategy 1: Establish a District-wide model to facilitate committee work.

- 2.1.1: Identify gaps and overlaps in committee structure.
- 2.1.2: Gather information that will facilitate the reorganization of the District's committee work.
- 2.1.3: Propose and implement a new committee structure.

Strategy 2: Implement effective modes of communication across District schools, committees and stakeholders.

- 2.2.1: Improve communication about committees in order to recruit members from all constituent groups.
- 2.2.2: Maintain ongoing dialogue relating to committee work via district website.
- 2.2.3: Institute an employee newsletter.

Strategy 3: Modify district schedules to facilitate collaboration.

- 2.3.1: Design master schedules that allow for common planning time.
- 2.3.2: Reexamine school calendar to increase time for staff development and committees.