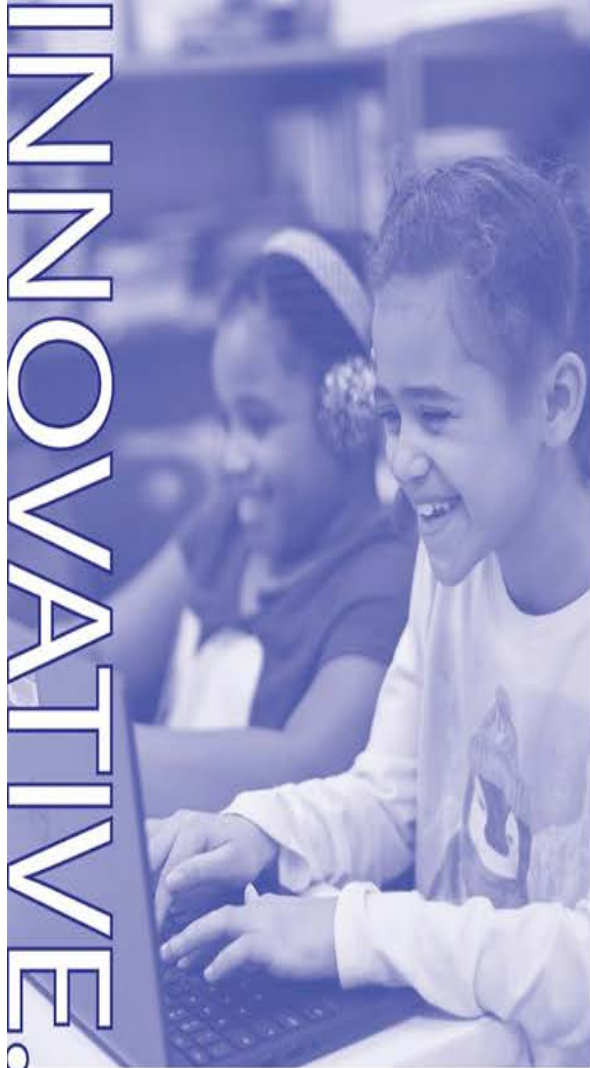


INNOVATIVE.



ENGAGING.



RELEVANT.



Realignment of Services

Dr. Lyle Evans, Assistant Superintendent
for Human Resources and Administrative Services
Dr. Thomas Taylor, Executive Director of School
Administration

Presented to School Board • Feb. 7, 2017



Chesterfield County Public Schools



Realignment of services

Key considerations

- Identify more efficient practices
- Create more effective teams
- Enhance focus on instruction and organizational development
- Improve response times for constituents
- Foster better cross-team collaboration
- Encourage autonomy and innovation





Realignment of Services

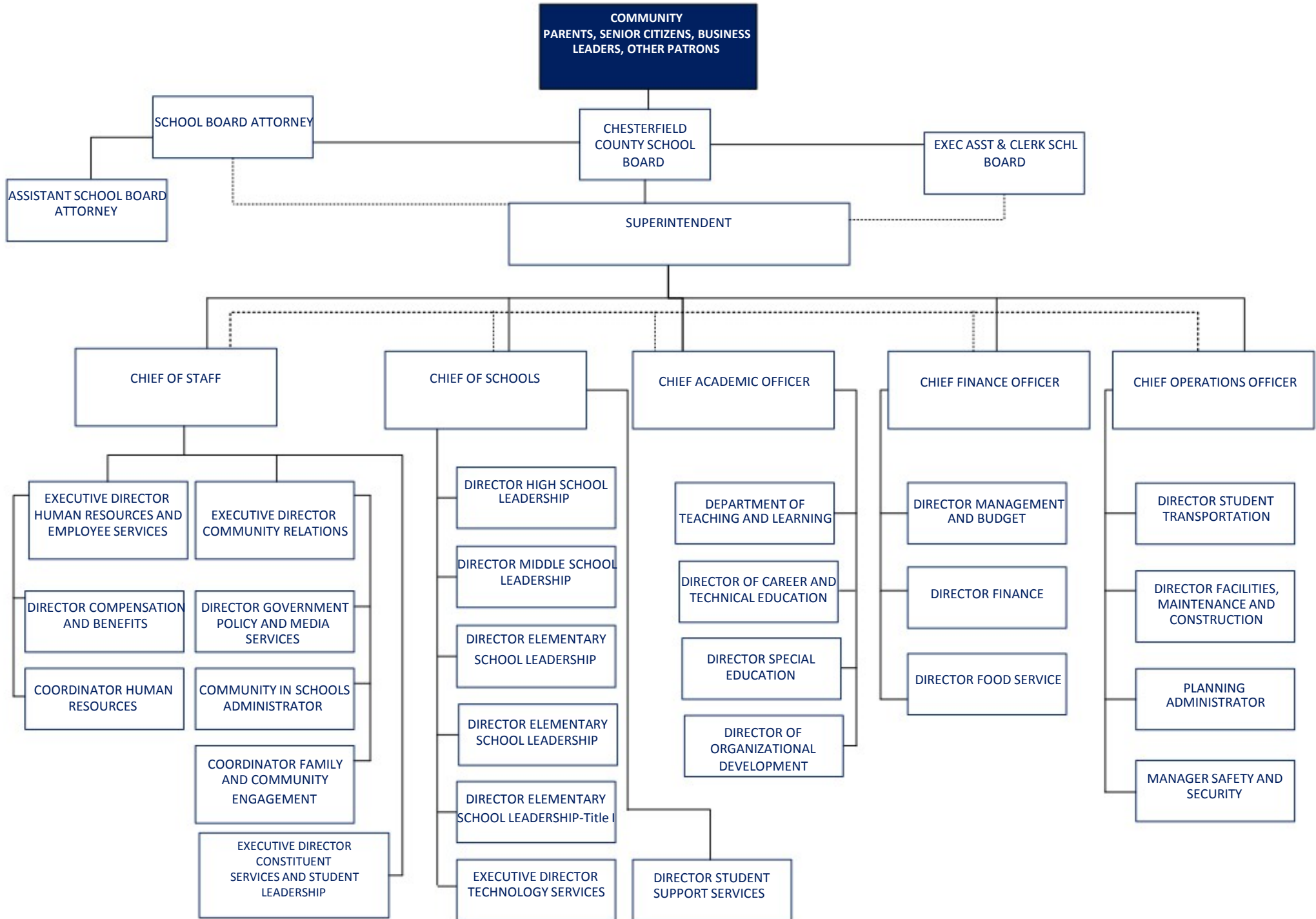
Recommendations / Input

- Grant-funded third party consultant
 - Consultant was asked to make proposals with minimal cost increases to the school division while providing better services to schools/students
- Superintendent's Transition Team
- Superintendent's Leadership Team
 - With the funding of school liaisons moving to the school level and the attrition of support staff proposed in the budget, the realignment plan should reduce central office expenditures (vacancy salaries are TBD)
 - The HR team is projecting costs and will have a final report by 2/23



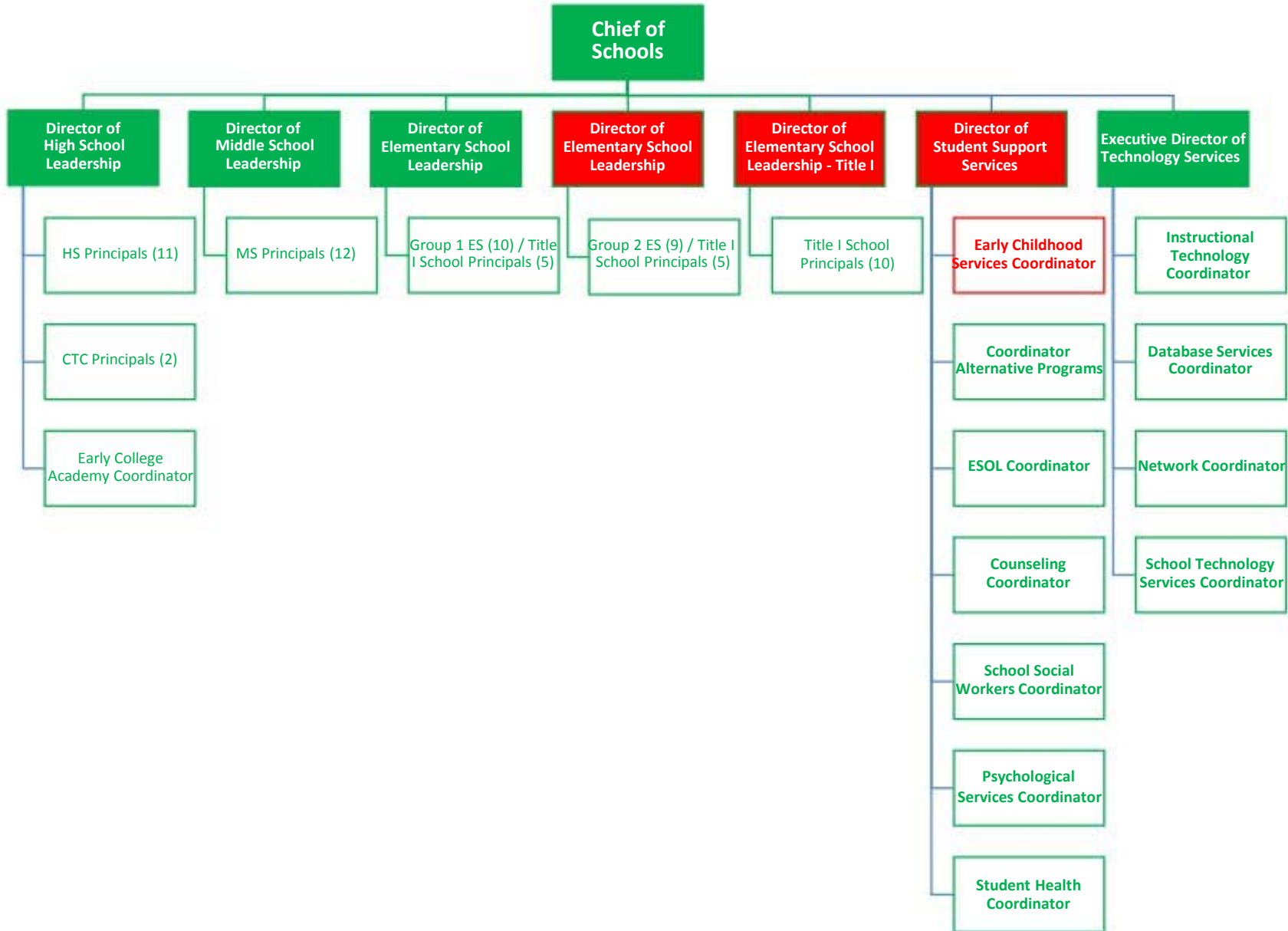
CHESTERFIELD COUNTY PUBLIC SCHOOLS PROPOSED 17/18

Executive Staff



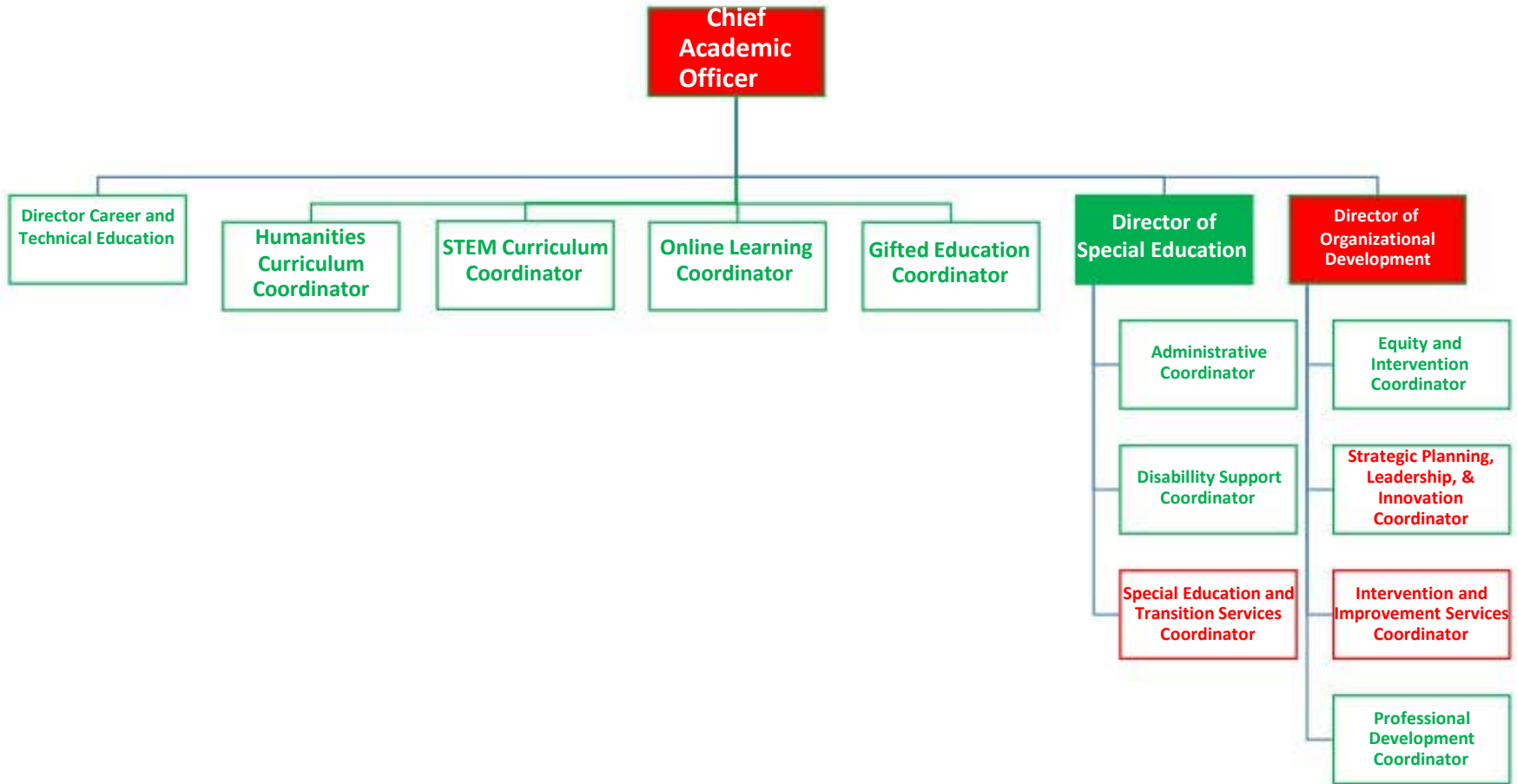
Proposed Realignment

Division of School Leadership and Support Services

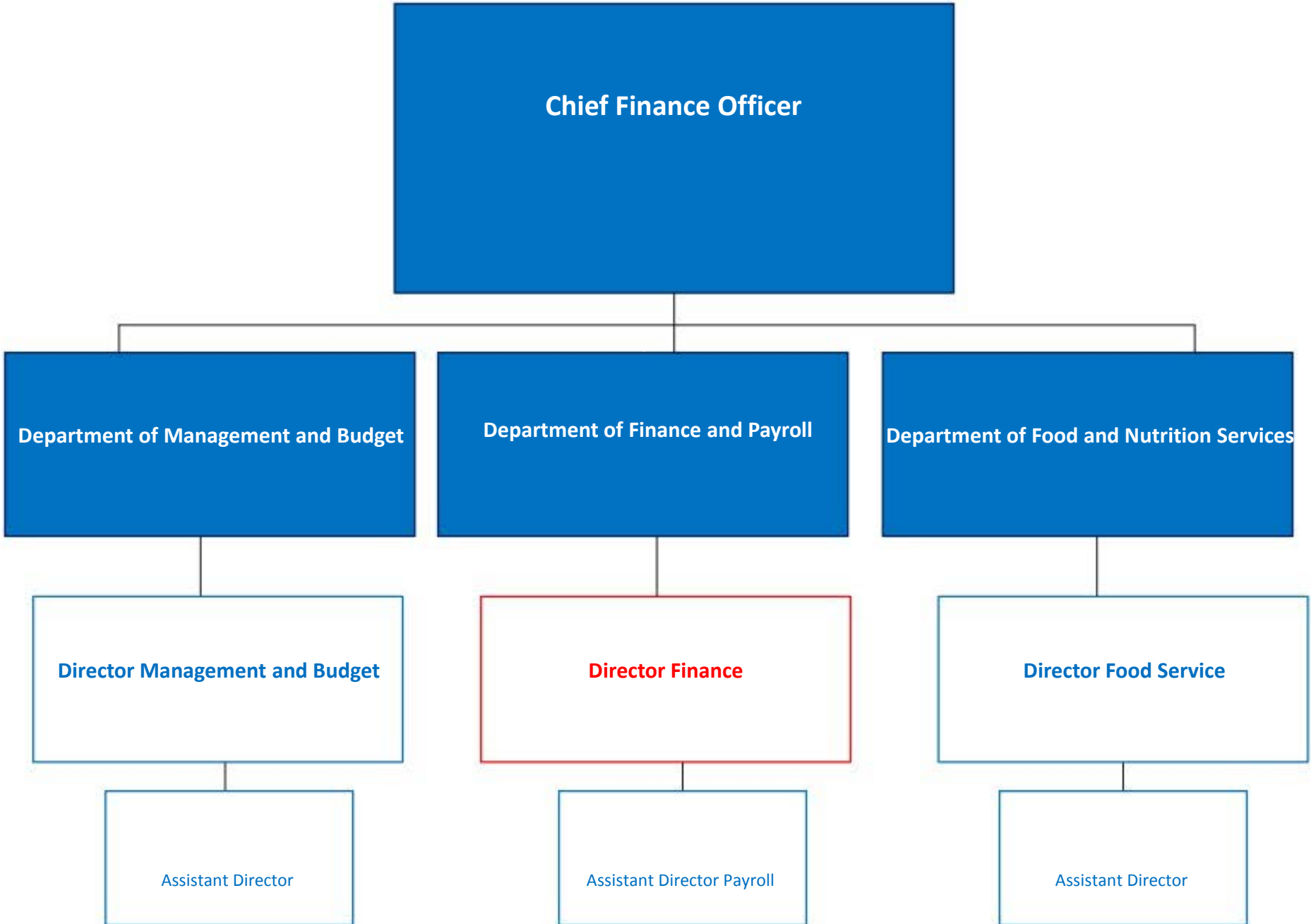


Proposed Realignment

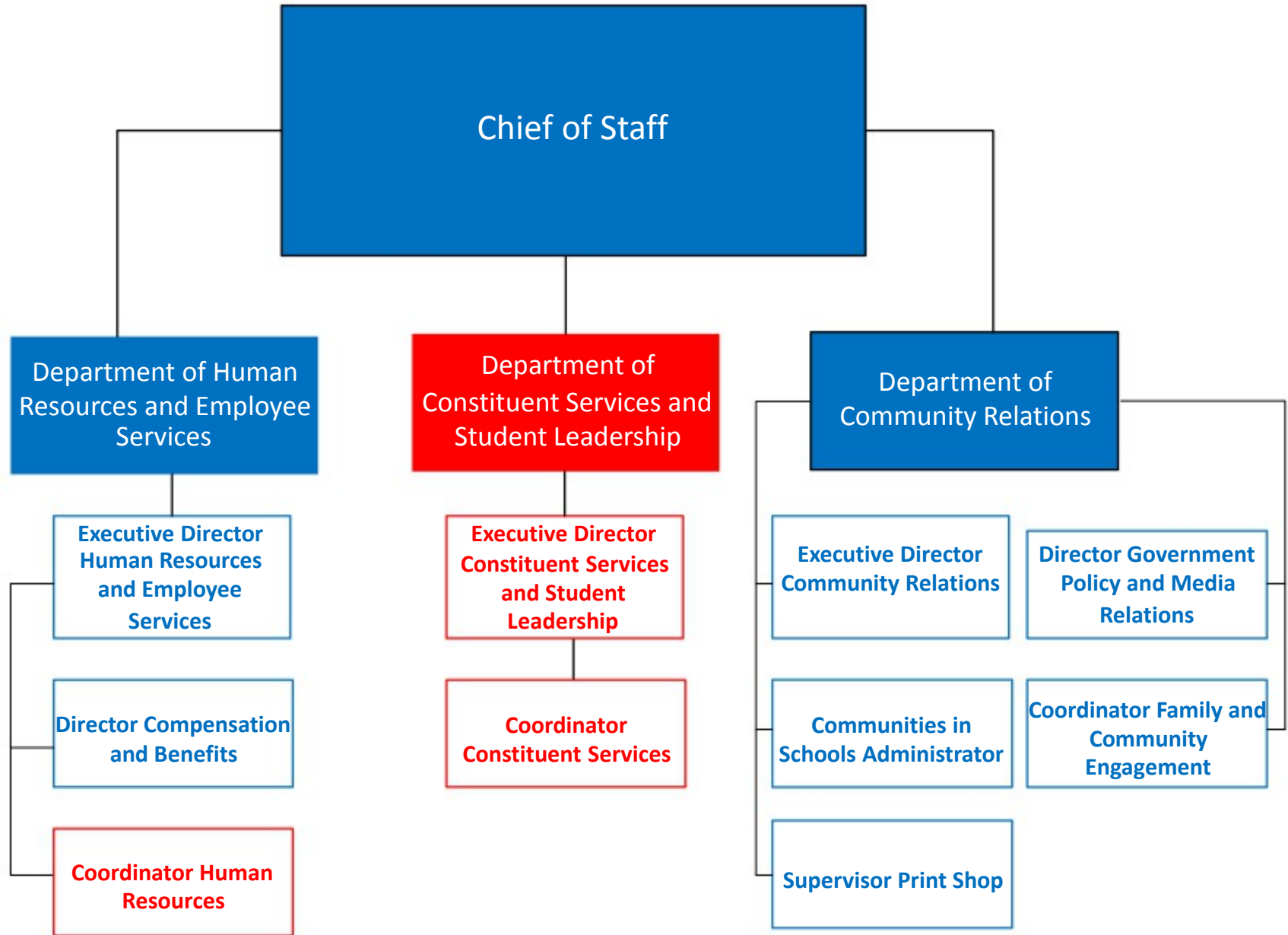
Division of Student Learning and Organizational Development



**CHESTERFIELD COUNTY PUBLIC SCHOOLS PROPOSED
Division of Business and Finance**



**CHESTERFIELD COUNTY PUBLIC SCHOOLS PROPOSED
Division of Human Relations**



**CHESTERFIELD COUNTY PUBLIC SCHOOLS PROPOSED
Division of Operations**

