



# **Scottsdale Unified School District 2012 Organizational Alignment**

## **Improving Scottsdale School District Through Empowerment**

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Superintendent**

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# Why Look at Reorganization?



**Leaders who are shaping the work of their organizations must:**

**Hire, retain, and develop highly effective employees for every position.**

- **Align some services, i.e.: administration, student services, eLearning.**
- **Facilitate economies of scale – Efficient & Effective**
- **No Disruption of Educational Programs**
- **Improve fiscal status – reduce expenditures**

# Vision and Mission of SUSD



## Vision

**"A community that engages, educates and empowers all to excel."**

## Mission

**"To deliver a world-class education promoting the highest level of academic achievement, creativity and personal growth that will inspire greatness in today's students and tomorrow's leaders."**

## Tag Line

**"Engage, educate and empower every student, every day."**

# Values

- **Excellence** - we strive for unsurpassed achievement, challenging students to reach their personal best.
- **Collaboration** – we work together and partner with our community, united by a shared responsibility to educate our students.
- **Leadership** - we seek to inspire and engage, recognizing that we are developing tomorrow's leaders today.
- **Character** – we aspire to instill integrity, respect and responsibility in all that we do.
- **Creativity** - we pursue innovation and exploration in our curriculum and our classrooms.

# Strategic Areas and Priority Goals

## Strategic Areas

1. Communication and Community Partnerships
2. Optimal Class Sizes and Learning
3. Teacher Quality and Professional Development
4. Technology Improvements and Integration
5. High Standards and Accountability
6. School Safety and Student Support

## Goal Statements

- To improve public awareness and foster relationships that result in strong support, community/business partnerships, volunteerism and community pride.
- To establish optimal class sizes and differentiated Personalized opportunities resulting in a more personalized learning environment.
- To recruit and retain highly effective teachers and invest in their professional development.
- To enhance the use of technology that develops student readiness to compete in a global economy
- To establish high standards through increased academic rigor and relevance which instill a passion for lifelong learning.
- To cultivate a safe, structured, and supportive learning environment which enables students to grow and achieve.

# BUILDING A SUCCESSFUL LEADERSHIP TEAM

**Our district is on the threshold of a new era. The energy and talents of teachers, administrators, parents, students, and our community need to be focused on school improvement to create synergy on a scale that will enable us to achieve excellence for all students.**

**Support, hard work, and commitment of all stakeholders are key elements in helping us move forward as we implement a student-centered approach to teaching and learning.**

- **Opportunities to capture economies of scale and reduce or eliminate duplicative functions**
- **Streamline processes**
- **Empower Staff to make local decisions**

**Few if any initiatives survive without the moral and resource support of the people at the top of an organization.**



# Leadership Team

- **Succession planning is now shifting to 'project planning with key talent'- in other words the use of many individuals being sought for key roles that are willing to be as fully crossed trained as possible to be truly utility players.**
- **The best succession planning is based upon full scale competency development - not simply archiving present knowledge and re-writing job descriptions that often lead to a replay of past use of stale ideas and little in the way of future innovation.**

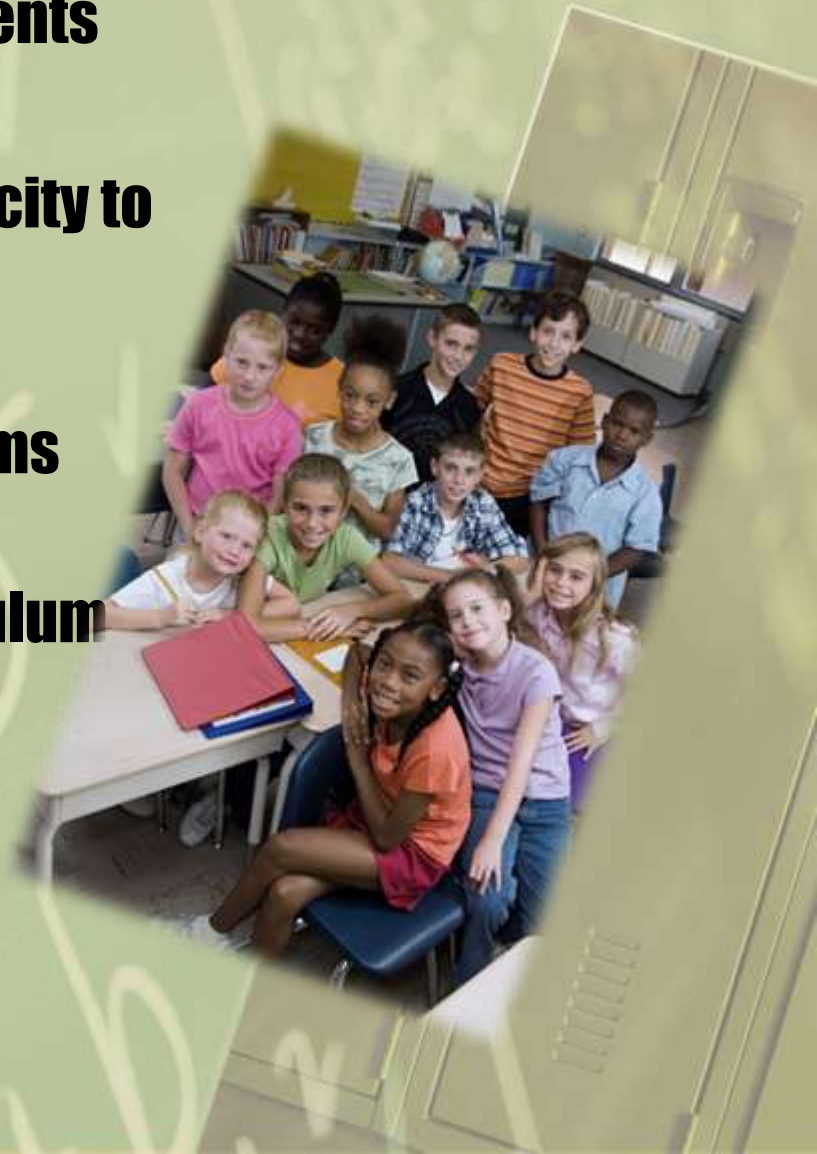
# Leadership Team

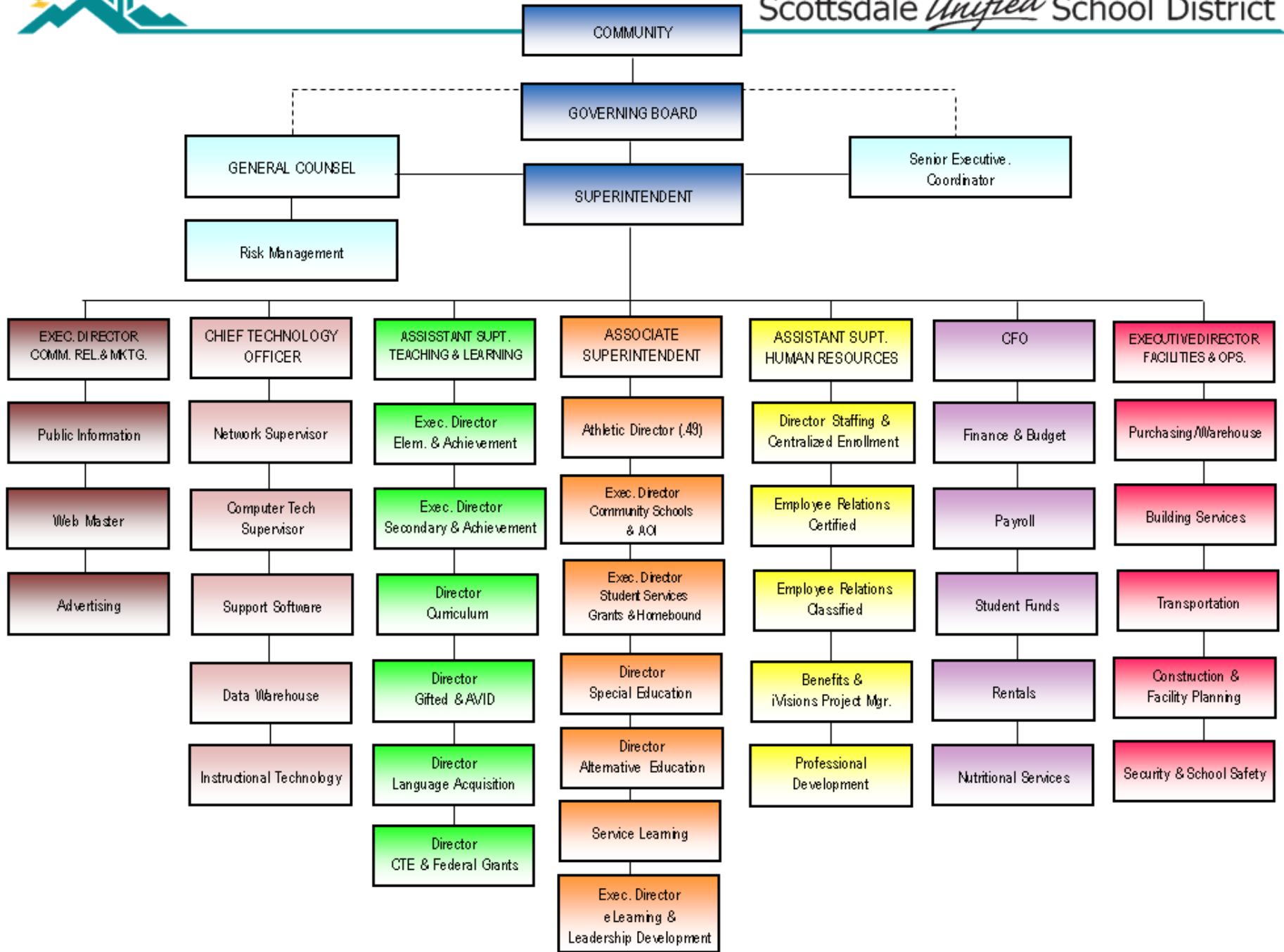
- **The success of our team will be measured by the extent to which we improve the education of students in each school.**
- **Successful collaboration will....**
  - Allow for a commitment to unity on the part of all team members
  - Provide a chance to learn from and work with others
  - Act together toward common goals
  - Deal with conflict openly and consider differences of opinion to be important
  - Be efficient and productive
  - Share in accomplishments equally and proudly
  - Provide opportunities for feedback



# Potential Positive Outcomes

- **Greater focus on serving students**
- **Greater flexibility - more capacity to serve students**
- **More specialization of programs**
- **More opportunities for curriculum and staff development**







Exec. Director  
Community Schools /AOI

- Early Childhood
  - ◊ Cholla
  - ◊ Oak
- Kids Club/Childcare
- Enrichment/Summer School
- Operations & Licensing
- AOI
  - ◊ Registration/Testing/Transcripts Coord.
  - ◊ IT Program Coordination Coordinator
  - ◊ Teachers

Exec. Director  
Student Services  
Homebound & Grants

- Health Services
- Support Services
  - ◊ Social Workers/SPI
- Intervention Services
- Grants Coordinator
- 504 Coordinator
- SRO's
- Clinical Services Coordinator
- McKenney Vento Coord.
- Homebound Coordinator

Exec. Director  
Secondary & Achievement

- H.S. Principals
- M.S. Principals
- Guidance
  - ◊ College & Career
- MS/HS Accountability
- Record Keeping Guide

Director eLearning  
Leadership Development

- Teachers
- Counselors & Testing
- IT Project Manager
- Registrar/Admin. Coordinator
- Support Staff—Labs
- Credit Recovery

Instructional Technology  
Locate @ MDA

- Director
- Instructional Tech. Coaches (4)

Exec. Director  
Elementary & Achievement

- Elem. Principals
- Research & Evaluation (Accountability)
  - ◊ ADM Reporting
- Testing
- SIMAR

# Reduction of FTE

Eliminated Positions	DAC	Description	Proposed		Current Salary	
			FTE	FTE	Amount	Savings
	High School Services	Executive Director of High Schools	1	0.51	\$ 101,845.00	\$ 51,940.95
	Sierra Vista Academy	Teacher OFS k-6	1	0	\$50,966.00	\$50,966.00
	Elementary School Services	Executive Director of Elementary Ed	1	0	\$ 98,588.00	\$ 98,588.00
	Business Services	Assistant Superintendent	1	0	\$ 141,092.00	\$ 141,092.00
	Human Resources	Teacher on Assignment SEA Release	1	0.5	\$ 55,129.00	\$ 27,564.50
	Career Ladder	Teacher on Assignment StaffDev	1	0.5	\$ 77,987.00	\$ 38,993.50
	Community Schools	Early Learning Coordinator	1	0	\$70,137.00	\$70,137.00
	Sierra Vista Academy	Administrative Support Assistant Princ	1	\$1.00	\$18,497.12	\$18,497.12
		<b>Reduction of FTE</b>		<b>4.49</b>		<b>\$ 497,779.07</b>



# Addition of FTE

New Positions	DAC	Description	Proposed	Proposed Salary		Increase
			FTE	Amount		
	Human Resources	Coordinator of Classified Services	1	\$	70,137.00	\$ 70,137.00
	Student Services	Program Specialist Intervention Strategies	1	\$	56,542.00	\$ 56,542.00
	Instructional Technology	Director of Instructional Technology	1	\$	80,300.00	\$ 80,300.00
	eLearning	Executive Director of eLearning and Leadership Dev	1	\$	98,588.00	\$ 98,588.00
	Secondary	Executive Director of Secondary and Student Achiev	1	\$	100,000.00	\$ 100,000.00
	Human Resources	Director of Professional Development/ Career Ladder	0.5	\$	40,150.00	\$ 40,150.00
		<b>Addition of FTE</b>	<b>5.5</b>	<b>\$</b>	<b>445,717.00</b>	<b>\$ 445,717.00</b>



# Total Increases/Adjustments

Transferred Positions	DAC	Description	Proposed		Current Salary		
			FTE	FTE	Amount	Projected Salary	Increase
	Human Resources	Associate Superintendent	1	1	\$ 112,915.00	\$ 120,000.00	\$ 7,085.00
	Elementary School Services	Assistant Superintendent of Human Resource	1	1	\$ 98,588.00	\$ 103,000.00	\$ 4,412.00
	Middle School Services	Executive Director of Athletics	1	0.49	\$ 101,845.00	\$ 49,904.05	N/A
	Student Services	Executive Director Student Services, Grants, Ho	1	1	\$ 95,882.00	\$ 95,882.00	N/A
	Student Information (SIMAR	Director of Elementary Schools and Accountabi	1	1	\$ 85,191.00	\$ 91,000.00	\$ 5,809.00
	Student Information (SIMAR	Student Information Coordinator	1	1	\$ 74,409.00	\$ 74,409.00	N/A
	Navajo Elementary School	Principal of Elementary School	1	1	\$ 76,469.00	\$ 80,708.00	\$ 4,239.00
	Human Resources	Director of Staffing and Centralized Enrollment	1	1	\$ 80,300.00	\$ 81,800.00	\$ 1,500.00
	Mohave Middle School	Principal of Middle School	1	1	\$ 76,388.00	\$ 78,755.00	\$ 2,367.00
	Mountainside Middle Schoo	Principal of Middle School	1	1	\$ 85,976.00	\$ 88,555.00	\$ 2,579.00
	Pueblo Elementary School	Principal of Elementary School	1	1	\$ 83,560.00	\$ 85,976.00	\$ 2,416.00
		<b>Total Increases/Adjustments</b>					<b>\$ 30,407.00</b>

Contract Adjustments	DAC	Description	Proposed		Current Salary		
			FTE	FTE	Amount	Projected Salary	Increase
	Communications Department	Executive Director Communications and Marke	1	1	\$ 84,466.00	\$ 89,466.00	\$ -
		Supplemental			\$ 5,000.00		
	Curriculum Services	Director of Curriculum & Professional Dev	1	1	\$ 68,680.00	\$ 85,191.00	\$ 11.00
		Supplemental			\$ 8,500.00		
		Supplemental			\$ 8,000.00		
	Facilities and Building Servic	Director of Facilities & Operations	1	1	\$ 85,190.00	\$ 90,190.00	\$ (10,000.00)
		Supplemental			\$ 15,000.00		
	Business and Finance Servic	Director of Financial Services	1	1	\$ 95,882.00	\$ 98,882.00	\$ (12,000.00)
					\$ 15,000.00		
						<b>Total</b>	<b>\$ (21,989.00)</b>

# Reorganization Financial Impact

Total Net Increase FTE		1.01	
Cost Savings of Salaries			\$ 43,644.07
Benefit Cost Savings (19.5%)			\$ 8,510.59
<b>Total Cost Savings</b>			<b>\$ 52,154.66</b>

# Open Positions – to be Posted and Interviewed

- Executive Director Secondary & Achievement
- Principal – Coronado High School
- Principal – Pueblo Elementary
- Principal – Cheyenne Traditional
- Principal – Pima Elementary
- Assistant Principal – Hohokam Elementary
- Assistant Principal (Athletic Director) – Chaparral HS
- Assistant Principal (Student Services) – Chaparral HS



# Questions

