



**Bellevue Union School District:
District Office Reorganization
for
Strategic Impact and Results**

January 21, 2025

- **Our Mission:**
 - To Inspire Learning
- **Our Vision:**
 - To engage, value, and care for our students, staff, and families.
 - To empower our community.
 - To empower our students to be learners and leaders.

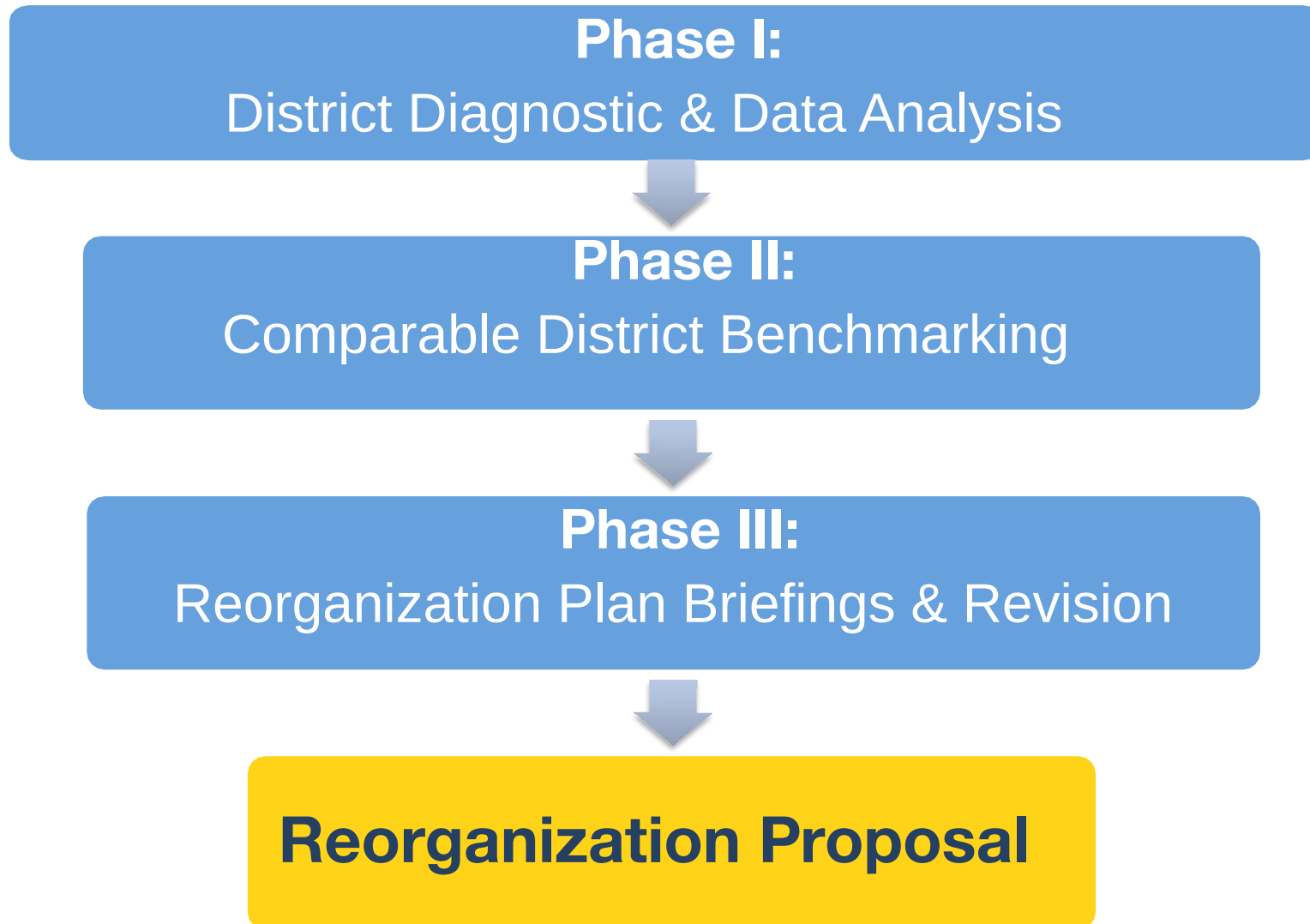
Our LCAP Goals:

- **Goal 1: Increase Student Success and Support Student Learning**
Ensure quality learning for each and every student to reach their potential.
 - **Goal 2: Increase Connectedness, Involvement, and Positive School Environment**
Ensure a positive and respectful school climate for students, staff, and families, which includes fostering a positive school culture.
 - **Goal 3: Optimize Facilities and Learning Environments for All Students**
Ensure safe, secure, accessible, and efficient classrooms, facilities, and grounds.
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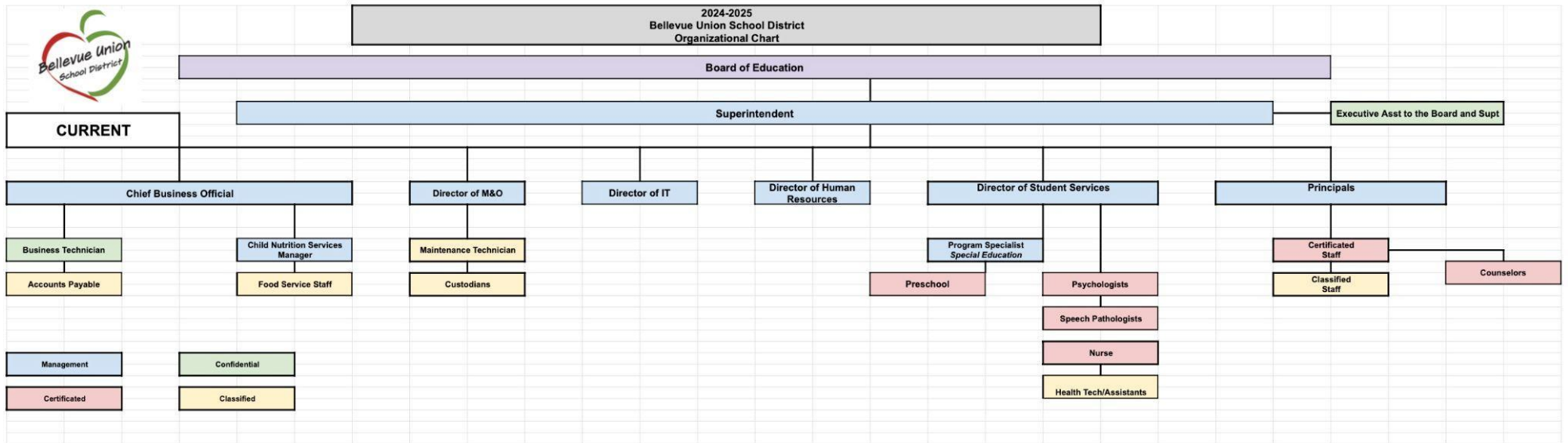
Reorganization Objectives

- Ensure all positions are filled with highly skilled employees and hold everyone accountable for the performance of both schools and the district.
- Align district office roles to provide tailored support based on specific school and student needs.
- Reduce the number of district office positions funded by the general fund to allocate more resources directly to schools.
- Provide staff and schools with timely, accurate, and relevant information to effectively meet the needs of their students.

Reorganization Plan Development Process



Current Organizational Structure



Current Management/Administrative Positions:

- (7) Superintendent - Director of Student Services - Director of Human Resources - Director of IT - Director of M&O - Chief Business Officer - Program Specialist
- (1) Child Nutrition Services Manager (Funded Separately)
- (4) Site Principals

Changes in Staffing 2022-2024

Classification	2022-2023	2023-2024	2024-2025*	% Change from 2022-2025
Classified	77	112	139	+80%
Certificated	98	101	102	+4 %
Confidential	2	2	2	0%
Administrative	16	15	12	-25%
Total Employees	193	230	255	+24%

*Since 2022-23, the following administrative positions have been eliminated: State and Federal Program Coordinator, Director of Education Services, Technology Coordinator, ELC Manager

Considerations

- **Supporting Academic Recovery, Student Well-Being, and Enrollment Growth:** Extra staff were needed to help students catch up on learning, provide mental health support, and meet the various academic and emotional needs caused by the pandemic. These staffing increases were made at the school level, not at the district level.
 - **Meeting New Reporting Requirements:** To keep up with more detailed reporting from the federal and state levels—covering things like student progress, attendance, health protocols, and safety—district staff have spent more time on reports, leaving them with less time to focus on leading their departments.
 - **Things to Keep in Mind When Reorganizing the District Office:** It's essential to look at current staffing needs, make sure roles align with district goals, think about how services will be impacted with fewer staff, and keep everyone in the loop to ensure a smooth transition.
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BUSD Reorganization: Why Do It?

- **Improved Efficiency and Responsiveness:** Reorganization streamlines processes, eliminates redundancies, and ensures that resources are allocated effectively, enabling the district office to respond more quickly and effectively to school and student needs.
 - **Alignment with Strategic Goals:** A restructured district office can better align staff roles and responsibilities with the district's strategic vision and priorities, ensuring that all efforts are focused on supporting student achievement and overall success.
 - **Adapting to Changing Needs:** Faced with new challenges and the diverse needs of our student body, reorganization allows us to adapt the district update its operations, embrace new technologies, and tackle important priorities like equity, mental health, and personalized learning.
 - **Enhanced Support for Schools:** A well-organized district office provides more targeted and responsive support to individual schools, empowering educators and staff with the resources and guidance they need to deliver high-quality education.
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BUSD Reorganization: Why Not Do It?

- **Disruption to Current Operations:** Reorganizing the district office can cause temporary disruptions, leading to confusion, delays, and a loss of focus on key responsibilities, which could impact the support provided to schools and students.
 - **Potential Loss of Institutional Knowledge:** Major changes in staffing or structure could result in the loss of experienced personnel and institutional knowledge, making it harder to maintain consistency and continuity in district operations.
 - **Resistance to Change:** Reorganization can lead to resistance from staff who are accustomed to existing processes, potentially lowering morale and creating challenges in implementing the changes effectively.
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Next Steps

- Determine operational needs (partially completed)
- Review job responsibilities and assigned duties (partially completed)
- Calculate cost savings (partially completed)
- Finalize reorganization plan
- Meet with impacted staff
- Present final plan to Board of Education

Staffing and Financial Impact

Value and impact versus cost:

- _____ current District Office positions will be eliminated
- _____ new positions will be created to support the reorganization
- A total of \$ _____ will be available for repurposing
- Of the \$ _____, \$ _____ of General Fund can be used as savings or repurposed