



Organizing for Success

Superintendent's Update



**A Relentless
Focus: The
Success and
Achievement
of Our
Students**

Academics

- **Summer School** and **City Recreational Center Partnership** with City started on Monday
- Several **core Curriculum and Instruction positions posted** on district website
- Analysis of **Partnership School strategies** taking place
- Announcement of **new testing calendar** for 2017-18 with fewer assessments
- 2017-18 focus on **curriculum audit** of reading and math; Identification of new adoption for 2018-19 with **new materials and training**; Development of **new diagnostic systems** for 2018-19
- Expansion of **training on the new standards** with a focus on K-2 due to new legislation on 3rd grade retention
- Exploring one to **one device deployment** at select sites for this school year

Operations

- **Posting of vacant positions, reorganization of central office** to better support schools
- Analyzing **options for RFP on districtwide facility** survey of school buildings
- Preparing for **opening of schools**, including one on one meetings with each principal with all departments
- Exploring **options to relocate HR and Family and Community Engagement** departments outside of the Fisher Building
- Preparing to initiate **board policy review and Strategic Planning development**

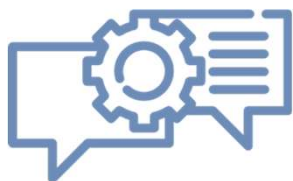
Talent

- Restructuring HR to **prioritize the recruitment of teachers**
- Shifting **all administrative contracts to one year without individual perks**
- **Filling vacant principal positions** through posting and stakeholder feedback
- **Posting specific AP positions** by school for principal selection
- **Interviewing and selecting district level positions** that have been posted

Finance

- **Selecting a full-time CFO** by end of July, early August
- Submitting a **detailed plan with timelines** to Finance Committee for Budget and Finance Restructuring
- Shift budget and finance office **from use of contracted service to full time employees** by next year to increase accountability, internal ownership, and sustainability
- **Integrate workflow** of various departments to increase productivity and accountability
- Develop a sense of **ownership around accuracy and timeliness** of payments
- Create **greater accountability and transparency** with department and school level budgets
- **Analyzing details of revenue and expenditures** districtwide
- Conduct **zero-based budgeting** process and align 2018-19 budget to new Strategic Plan

Priorities Prior to the Start of the 2017-2018 School Year



Dialogue

Engage with stakeholders to understand priorities and context.

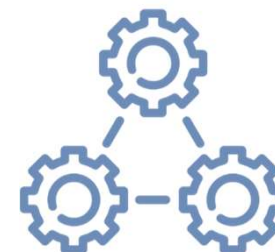
Board Members
Teachers
Principals
Families
District Staff
Detroit Federation of Teachers
Business Leaders
Philanthropic Organizations



Team

Build a best-in-class leadership team.

Aggressively recruit top internal and external candidates to serve in senior leadership positions. Build a team that wants to lead on behalf of students, families, educators and our city.



Foundations

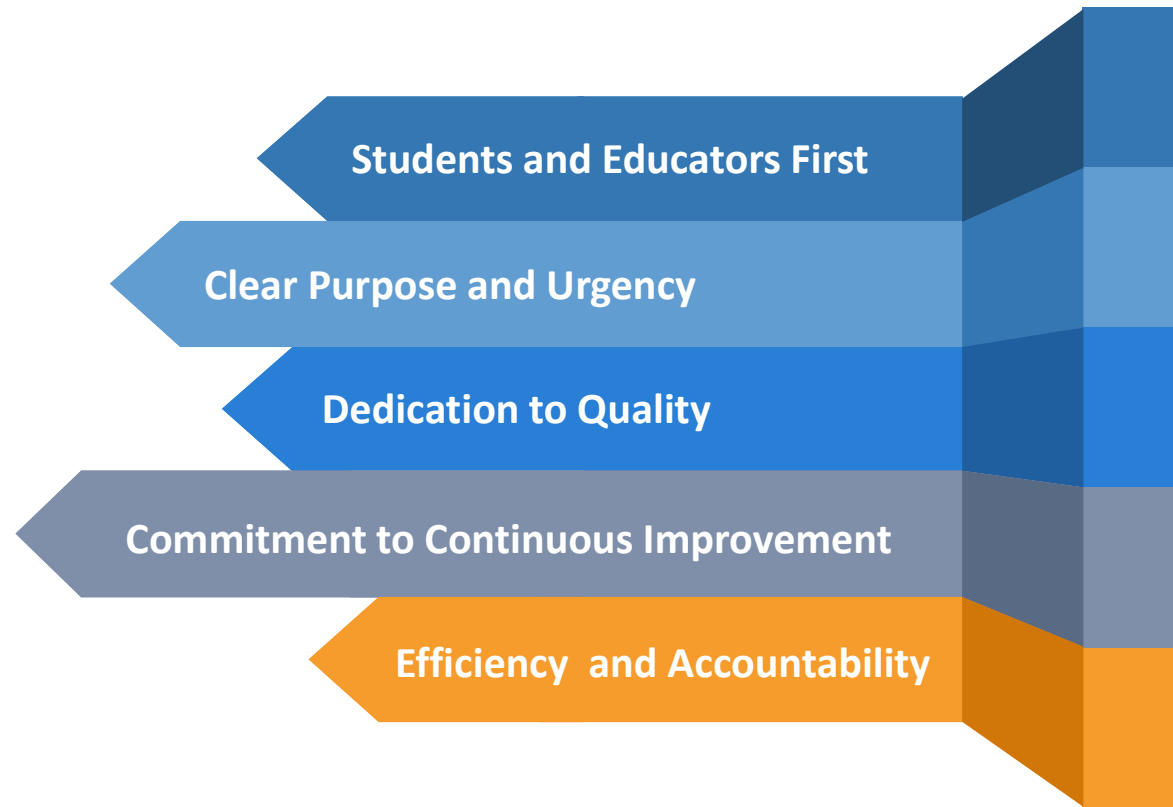
Lay groundwork that positions us for long-term success.

Streamline Organizational Structure
Complete teacher CBA
Prioritize teacher recruitment & hiring
Ensure a smooth opening of schools
Support for Partnership Schools

Stakeholder voices are clear.

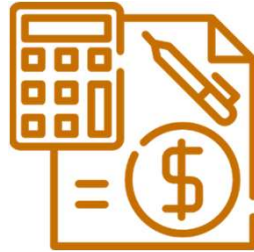
Stakeholders have been clear and consistent about what they want and need from the central office.

Board Members
Teachers
Principals
Families
District Staff
Detroit Federation of Teachers



Our reorganization responds to those voices and our focus on the success of our students.





Budget

Free up financial resources to better support schools.

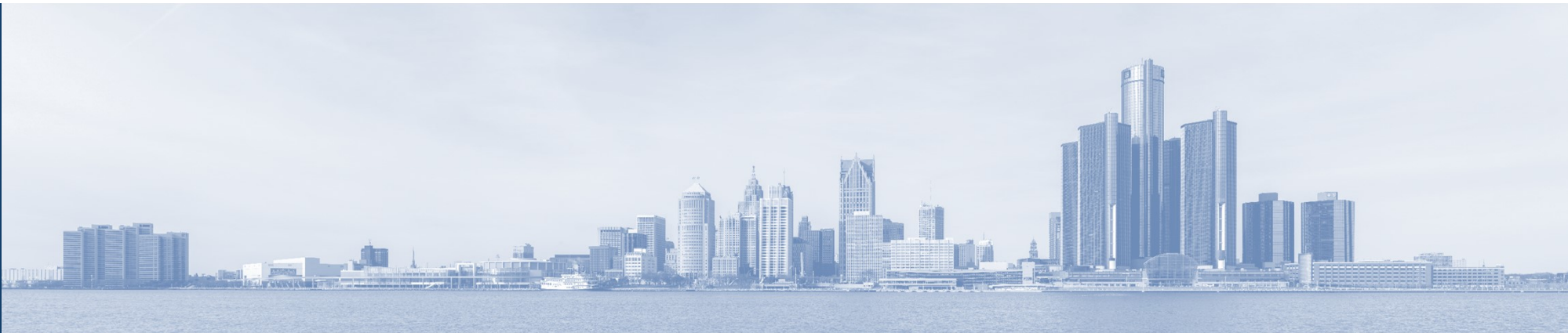
The reorganization will generate more than \$5 million of revenue, which will be provided to schools to improve technology access, programming, and teacher and principal professional development.



Staffing

Give schools increased access to certified teachers.

The reorganization places 60 fully certified teachers back in schools to mitigate vacancy challenges, give more student access to strong teachers, and bolster school leadership teams.



Retain and Elevate Local Talent

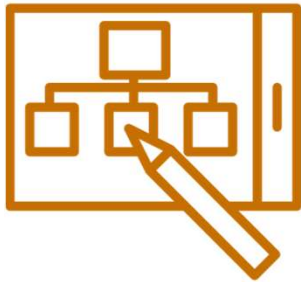


**Recruit Executive
Leaders who are
Superintendent
Ready**

**Search for High-
Potential Leaders
Through Interview
Process**

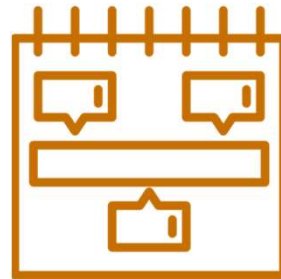
Our leadership team will model (and be held accountable for) the traits and values our stakeholders are calling for:

- A laser-like focus on serving students and schools
- A sense of urgency around our work
- An unwavering dedication to quality
- A commitment to serve, problem solving, humility, reflection, and continuous improvement



Increase Ownership

The new structure removes duplicative positions at the district level to clearly define the vision, duties and responsibilities of all staff.



Streamline Communication

Eliminating the network structure will tighten the connection between schools and the central offices staff, encourage shared accountability, while removing communication bottle necks.



Focus on Achievement

To improve student achievement, we need to radically revise our approach to teaching and learning with an infusion of new talent. We will be relentlessly focused on improving instruction and establishing new ways of work.

**By prioritizing
schools,
leadership and
quality in our
reorganization
we are
establishing a
students-first
culture.**



High-Level Timeline

Continue to meet with stakeholders to understand context and lay the groundwork for long range improvement.



Analyze & Plan

Fall/Winter
2017-18

Focus on building systems to ensure all efforts support instructional improvement in schools.



Implement

2018-19
School Year

Summer
2017

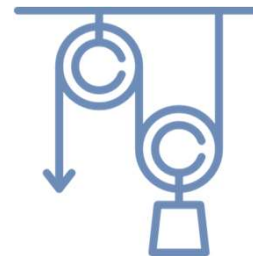
Engage & Prepare



Analyze our way of work across divisions and generate a strategic plan to drive improvement.

Spring/Summer
2018

Build



Implement key reforms to fulfill the commitments in our strategic plan.

Speramus Meliora; Resurget Cineribus