

**Board of Education**

**Agenda Item Title:** 2015-2016 Central Office Reorganization (Phase I)

**Presented by: (Quick Summary Abstract)** Dr. R. Stephen Green,  
Superintendent

**Requested Action:** It is requested that the Board of Education approve the Phase I portion of the Central Office Reorganization to include the reclassification of existing positions, creation of new positions, and the realignment of existing positions; included within the approval are two senior level personnel appointments.

The requested action includes the following:

**Reclassification of Existing Positions**

- a) Chief Academic & Accountability Officer (formerly Deputy Superintendent of Curriculum & Instruction)
- b) Chief Human Capital Officer (formerly Chief Human Resources Officer)
- c) Executive Director, Exceptional Education (formerly Director, Exceptional Education)
- d) Executive Director, Professional Learning & Leadership Development (formerly Director, Professional Learning)

**Creation of New Positions**

- a) Chief Communications & Community Relations Officer
- b) Deputy Superintendent, Student Support & Intervention
- c) Executive Director, Student Advancement
- d) Director, Charters, School Governance, & Flexibility

**Realignment of Existing Positions**

- a) Direct report of (5) Regional Superintendents to the Superintendent
- b) Decentralization and local autonomy to Regional Superintendents to include wraparound support of human capital, curriculum, technology, facilities/transportation management, and finance management.

**Appointment of Personnel for Senior Level Positions**

- a) Appointment of Dr. Vasanne Tinsley as the Deputy Superintendent of Student Support & Intervention
- b) Appointment of Leo Brown as the Interim Chief Human Capital Officer

**Rationale:** The DeKalb County School District reorganization enables the District to operationalize the Strategic plan and supports the realignment of the core business of improving the teaching and learning experience for increased student achievement. This is a means to that end. Central to this restructured design is the reallocation of resources that flattens the layers of bureaucracy and decentralization, placing critical human capital and other services in the field. In addition, it supports the triangulation of services between the superintendent, regional superintendents and auxiliary support. Therefore through the elimination of unnecessary functions, the elevation of key functions and services, the reclassification of key positions and functions, and the creation of new positions; the reorganization of operational services supports the goal of policy governance which is to provide the ends, means, interpretation, and monitoring of all resources of the District.

**Details:** The details are included in the Requested Action.

**Summary:** In accordance with Board Policy CGB – Administrative Personnel Positions, the 2015-2016 Central Office Reorganization (Phase I) includes the reclassification of existing positions, the creation of new positions, the realignment of existing positions and the appointment of two senior level positions.

**Financial Impact:** See attached Fiscal Impact Analysis-District Restructure and the Change Analysis which outlines the Cost Benefit Analysis, Transitional financial impact (FY2016), Cost neutral (FY2017), Contractual obligations (FY2016), additional potential savings through annual attrition and Division Audits findings and recommendations.

**Contacts:** Dr. R. Stephen Green, Superintendent

**Supporting Documents (list and attach to recommendation):**

1. Fiscal Impact Analysis – District Restructure
2. Candidate Resumes  
Dr. Vasanne Tinsley  
Mr. Leo Brown

**On-line Documentation (Specify URL):**

**Status:** Reviewed by General Counsel (Nelson Mullins) for legal compliance.

**Implementation Date:** The Central Reorganization (Phase 1) will go into effective immediately after Board approval. Actual placement of any external

candidates will be effective upon a mutually agreed upon start date as determined by the candidate and the Superintendent.

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