

Leadership Structure:

The Board has been engaged with a consultant from the Wisconsin Association of School Boards (WASB) in a study of our current leadership structure. In short, the study revealed that our current structure is neither sustainable nor the most effective way to support building leadership and staff district-wide. The main factors which lead to this conclusion included enrollment growth, the number of district employees, scope of responsibilities and the change to a new continuous improvement-focused governance structure.

With Dr. Gorrell's retirement, the board finds this as an opportune time to reconfigure our leadership structure. The Board is responsible for defining that new structure to best meet the needs of our district and ensure it is aligned with our strategic plan. Specifically, that structure is designed to meet the following objectives:

- Ensure equity through all levels of decision-making
- Emphasize instructional leadership
- Ensure accountability for carrying out the strategic plan
- Provide additional support for building-level leadership and staff
- Increase engagement with staff, families, community and students

To accomplish these objectives, the Board has identified the following leadership structure effective starting the 2021-2022 School Year. You can view the new organizational structure in its entirety on the link in your original email. Highlights of this structure include the following:

- The creation of three Assistant Superintendent positions
- The creation of a Director of Elementary Education
- The creation of a Director of Secondary Education
- The creation of a Student, Family & Community Engagement position

The Board is committed to achieving this new leadership structure and minimizing its fiscal impact. This structure will be achieved largely through position reassignment and adjustment of roles and responsibilities. We acknowledge, however, there will be some fiscal impact as this structure adds a net of two positions. We believe this new structure is necessary given both our growth and the ambitious goals and objectives we have established for the district.

The Board is committed to ensuring the fiscal obligations that accompany this new structure will in no way reduce teaching positions or positions that provide direct services and supports to students. As the Board continues to phase in its new equitable resource allocation model, we will continue to prioritize the investment of our resources in the areas of highest need, that translate most directly to stronger support for our students and staff.