

## ADMINISTRATION GOALS

It is the goal of the District to redesign and restructure the central office to support the schools, to establish measurable goals and benchmarks across the District linked to an accountability framework, and to improve management-labor relations. The Chief Executive Officer will report at least annually to the Board regarding these goals.

The District intends to achieve these goals through the following activities:

- Defining the roles and responsibilities of the Executive Cabinet;
- Organizing administrative and supervisory staff to provide clearly defined lines of authority and accountability;
- Articulating defined tasks, sharing vision/mission/goals and new organizational structure with various constituencies;
- Reallocating space to support the reorganization of offices and units of operation;
- Recruiting additional staff to fill supervisory and administrative vacancies;
- Establishing procedures to ensure ongoing communication, lateral as well as vertical, among all facets of the organization;
- Developing and/or updating written guidelines which are “user friendly” and enable schools and administrative staff to access services in a timely and efficient manner;
- Establishing clear performance objectives for every department in the central office based on school needs and strategic initiatives;
- Developing individual work plans to meet performance objectives;
- Evaluating individuals based on objectives and work plans and providing clear rewards and sanctions;
- Revising principal evaluations of the central office with input from schools to align with the School Performance Indicators to ensure the central office assessment is based on data from the customers.

[Adoption date: September 6, 2001]

LEGAL REFERENCES

Educating Cleveland's Children: Strategic Initiatives for the Cleveland  
Municipal School District

CROSS REFERENCES

GCL, PROFESSIONAL Staff Development Opportunities