

## **BOARD MEMBERS' QUESTIONS ABOUT THE FADSS REPORT**

### ***How is it determined who serves on the Cabinet?***

The FADSS team made a recommendation regarding which members of district leadership to include on the Superintendent's Cabinet based on the configuration in other districts. In the recommended configuration, the number of district staff members included in Cabinet will be reduced to ensure that no one's time is encumbered unnecessarily. The rationale is that department heads will be present and that they will communicate information to those who report to them.

Dr. Stewart has decided not to support the FADSS recommendation to add principals from elementary, middle, and high school levels because he does not want to remove principals from their buildings any more than necessary. Principals' attendance at Cabinet meetings would require them to miss a good portion of two Friday mornings per month. He further believes that area superintendents, as immediate supervisors of principals, are in a position to carry the voice of principals to Cabinet meetings.

Ultimately, the decision of who should serve on the Superintendent's Cabinet rests with the Superintendent.

### ***Is FADSS recommending that HR not be a standalone, but MIS should be?***

The FADSS team recommended that Human Resources move from being a division to a department and that it be included under the "pillar" that will be known as Operational Services; Dr. Stewart has agreed.

Dr. Ciranna researched the HR reporting structure in other districts and found a variety of configurations.

- Human Resources reports to the Superintendent in Orange, Duval, Polk, Lee, and Brevard counties.
- In Hillsborough County, HR reports to one of two Deputy Superintendents. Everyone reports to one of them, and the deputies report to the Superintendent.
- In Palm Beach County, HR reports to the Chief Officer of Administration. Palm Beach also has a Chief Academic Officer, and everyone reports to one or the other. The Chief Officer of Administration and the Chief Academic Officer report to the Superintendent.

While the FADSS team recommended that Technology and Information Services be included under Operational Services as well, Dr. Stewart believes that this department supports the work of all departments and therefore will be recommending that it become a "pillar" on its own, reporting directly to him.

### ***Also, are they saying HPOs don't report to principals, Title 1 reports to Secondary?***

For the past year, managers in Michael Bessette's department have been performing their duties as if the HPO reported to them even though the principal completes the evaluation; they have worked together on this. The goal and rationale is to be consistent with cleaning standards across the district while meeting the unique needs of all sites.

As recommended by the FADSS study and supported by Dr. Stewart, the Director of Title I will report directly to the Associate Superintendent of Teaching and Learning.

***Are they recommending some Supervisors to be 11 months? Which ones?***

This is Dr. Stewart's recommendation and it is based on a potential cost savings to the district that can translate into pay raises. He is recommending that all content supervisors be converted to 11-month contracts through attrition.