

Getting the Most out of Your School Team:

Evaluating your School's Organizational Structure

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Your advocate for better schools.

Purpose

- To increase organizational capacity and outcomes
- To align human resource management
- Minimize organizational risk
- Avoid burnout, turn-over and negative effects of organizational dysfunction

Activity: Draw your Org Chart

- Take a few minutes to sketch out your schools organizational chart (to the best of your ability)
- What questions do you have about your school's org chart?
- Discuss your org chart with a neighbor at your table.
- Whole group-

Assessing Organizational Effectiveness

- When should schools start thinking about organizational effectiveness?
- How can charter boards and administrators evaluate organizational effectiveness proactively?

Key Term: Organizational Effectiveness

- **Organizational** effectiveness is the concept of how effective an **organization** is in achieving the outcomes the **organization** intends to produce.

Key Term: Management Systems

- A **management system** is the **framework** of **policies, processes** and **procedures** used by an organization to ensure that it can fulfill all the tasks required to **achieve** its **objectives**.

Key Term: Teamwork

How does teamwork impact organizational effectiveness?



Essential (Table Discussion) Questions:

- How do you ensure that people in mission critical positions do not burnout due to lack of support, lack of resources, improperly designed roles, lack of accountability and feedback
- When and how does your board conduct discussions regarding organizational effectiveness?
- How do you determine areas of needed improvement?
- What are the key factors leaders and boards should consider when exploring organizational effectiveness?
- Does your board have a method for measuring organizational effectiveness?

Key Considerations

- Set priorities
- Alignment of systems to mission / vision
- Roles & responsibilities
- Organizational structure – does it align with key priorities?
- Processes
- Internal communications
- Internal capacity
- Internal accountability
- **What else?**

Essential Questions:

- What structural changes would you make as a result of talking through the organizational structure and work streams?
- What changes are still needed?
- How do you plan to assess organizational effectiveness going forward?

Change Management



Case Study: Georgia Cyber Academy

- Since recently taking the leadership role at GCA, what organizational changes have you made and why?
- What additional organizational changes do you plan to make to increase effectiveness?
- Describe your approach to change management with the programmatic, staffing and operational changes you have made so far?
- How will you know your organizational changes are effective and producing desired outcomes?

Exit Ticket:

- What are your next steps to measure organizational effectiveness at your school?
- What additional information would you like on this topic?

Q&A



Thank
you!!