



Getting the Most out of Your School Team:

Evaluating your School's Organizational Structure

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Purpose



- ✦ To increase organizational capacity and outcomes
- ✦ To align human resource management
- ✦ Minimize organizational risk

Key Term: Organizational Effectiveness

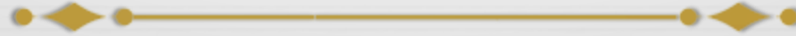


- ✦ **Organizational** effectiveness is the concept of how effective an **organization** is in achieving the outcomes the **organization** intends to produce.

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?

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- ✦ What prompted discussions regarding organizational effectiveness?
- ✦ How did you determine areas of improvement?
- ✦ What are they key factors leaders and boards should consider when exploring 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 accountability

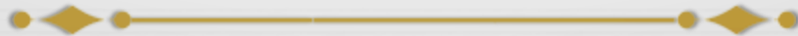
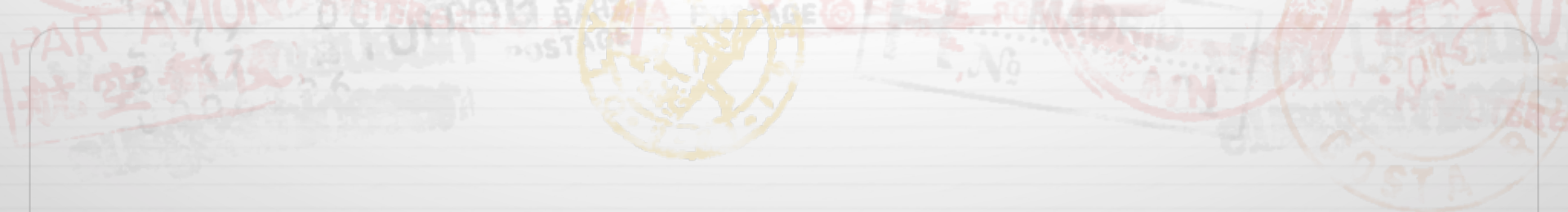
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- ✦ What structural changes did you make as a result of talking through the organizational structure and work streams?
- ✦ What changes are still needed?
- ✦ How do you plan to assess organizational effectiveness going forward?

Change Management





Q&A

