



DEPENDENTS EDUCATION COUNCIL

Restructuring for Student Achievement



PRESENTED BY
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Capabilities & Initiatives

dodea
DEPARTMENT OF DEFENSE EDUCATION ACTIVITY



Honoring the Past... Embracing the Future

- It is a historical year at DoDEA celebrating 70 years of stellar education
- We are at a crossroads
 - Honoring our past and the excellent education we have provided for DoD children for 70 years
 - Throughout our history, DoDEA educators and employees have laid a tremendous foundation for our organization to continue to build upon and grow
 - Simultaneously, we embrace the future as we reach full operational capacity of the three year Restructuring for Student Achievement initiative in summer of 2017





Restructuring for Student Achievement

Premier of DoDEA's video overview

- Restructuring for Student Achievement (RSA) is focused on improving student achievement from an organizational perspective and systems approach
- Realigns resources to meet education mission requirements and moves resources closer to schools
- Enables educational leaders to focus on instructional leadership and the education mission





Recognition

- DoDEA has been recognized for its approach and accomplishments of the Restructuring for Student Achievement initiative
- DoDEA has received two awards from Non-DoD entities for our approach and achievements
- **Training Officers Consortium's Change Management Award**
 - *Awarded for significant accomplishments through training or facilitating a program or agency through a change management process.*
- **Chief Learning Officer Innovation Award**
 - *Awarded for marshaling resources and applying innovative practices, processes and/or technologies in a new and groundbreaking way to address a significant business or organizational opportunity.*





RSA Journey

Full Operational Capacity (FOC) July 2017

Implementation Phase III

- Business and support operations realignment
- Policy revision
- Unified law
- Organizational functions manual (org and functions)

Implementation Phase II

- Redistricting 14 to 8 Districts
- New naming conventions
- Field Education realignment
- Business and support operations position description revisions
- Business and support operations centralization

Assessment and Analysis of Structure & Functions

- Rebalancing study
- Focus Groups
- Analysis
- Research
- Develop holistic approach concept and structure.

Continuous Improvement & Monitoring

- Organizational Performance Management (metrics/KPIs)
- Strategic Plan
- Annual Planning Cycle

Implement Phase I

- Restructuring of Headquarters Education
- OPM revision of all position descriptions
- Leadership development
- Policy review and gap analysis
- Development of Centers for Instructional Leadership concept/model





Accomplishments

- Centers for Instructional Leadership (CIL)
 - 3 Regional Centers with forward deployed on-site support
 - Focus is to improve Instructional Leadership
 - Hiring continues
- District Capacity
 - Build educational/instructional capacity at schools
 - More educator support
 - Centralization of business functions to allow educators to focus on instructional leadership vice business
- ONE DoDEA
 - Redistricting and new naming conventions
 - Priority one: Comprehensive standards and assessments
 - Unified law draft
 - Functional roles and responsibilities for all functional areas
 - Documentation of procedures
 - Policy gap analysis





Stakeholder Benefits of RSA



Employees

- Clear roles and responsibilities
- Updated policy
- Documented procedures
- Mechanisms for training and professional development
- Mission focus
- Initiative alignment
- Integration of initiatives
- Resources closer to schools and employees

Instructional Leaders

- Job embedded professional development
- Ability to focus on instructional leadership
- Consistent, rigorous and aligned standards and assessments

STUDENTS

- **Consistent and rigorous standards and aligned assessments**
- **Ease of transition in and out of DoDEA**
- **Supports closer to schools to improve quality and rigor of instruction.**

Teachers

- Job embedded professional development
- Consistent, rigorous and aligned standards and assessments
- Clear focus
- Mechanisms for collaboration
- Resources closer to schools

Military Partners

- Consistent policy and procedures across DoDEA
- Consistent standards across DoDEA
- Clear expectations
- Focused missions and goals
- Local leadership for collaboration and communication



Questions

For more information, please contact:

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