

Restructuring for Student Achievement

RSA Update Briefing



February 18, 2016



RSA Questions from DoDEA Employees

- The purpose of this update is to provide answers to questions DoDEA employees may have about Restructuring for Student Achievement (RSA), and to keep you informed on its progress.

Question 1

Why are we changing, and what makes this change different than DoDEA's past changes?



Question 2

All I ever hear about is Education. What about the changes to the business and support functions?



Question 3

When is this all going to happen anyway?



Question 4

What about me? Why can't you tell me now what will happen to me?



Question 1

Why are we changing,
and what makes this
change different than
DoDEA's past
changes?



Part 1: Why?

Why are we restructuring?

- DoDEA approved two priorities to improve student achievement
- **Restructuring for Student Achievement (RSA) helps achieve Priority 2**

Priority 1

College and Career Readiness



Strengthen DoDEA's standards-based educational system by transitioning to:

- 1) college- and career-ready standards that are infused with rigor and relevancy; and
- 2) a common standards-aligned curriculum, instructional framework, and assessment system

Priority 2

Restructuring for Student Achievement

Establish the organizational capacity to uniformly improve student achievement and school operations

Purpose and Scope of RSA

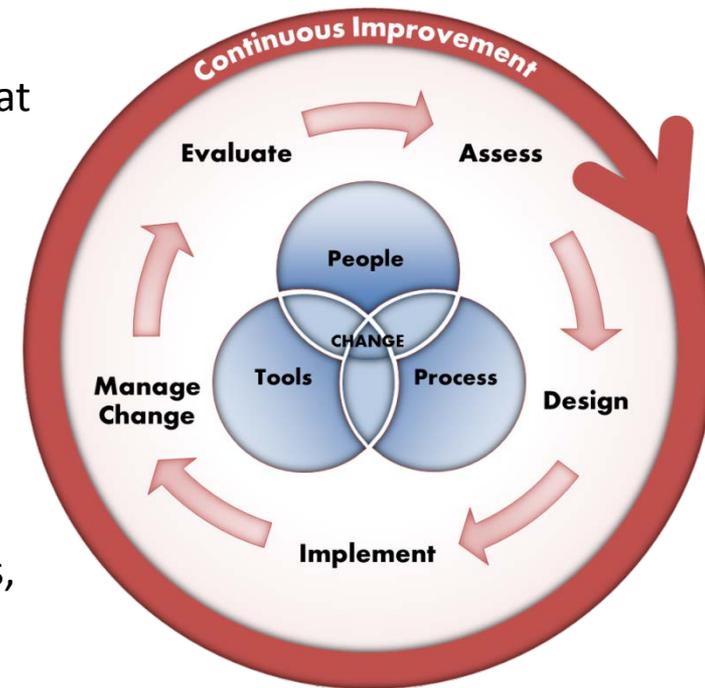
- **Purpose**
 - To better support schools and become a standards-based education system with aligned curriculum, instruction, assessments and professional development
 - Realign full-time positions to meet DoDEA's priorities
- **Scope**
 - Limited to above-school level workforce DoDEA-wide; Only a very small portion of the DoDEA workforce is impacted
 - Some positions may have different functions or will be relocated, and some may have a different supervisory chain

DoDEA Makes It Possible!

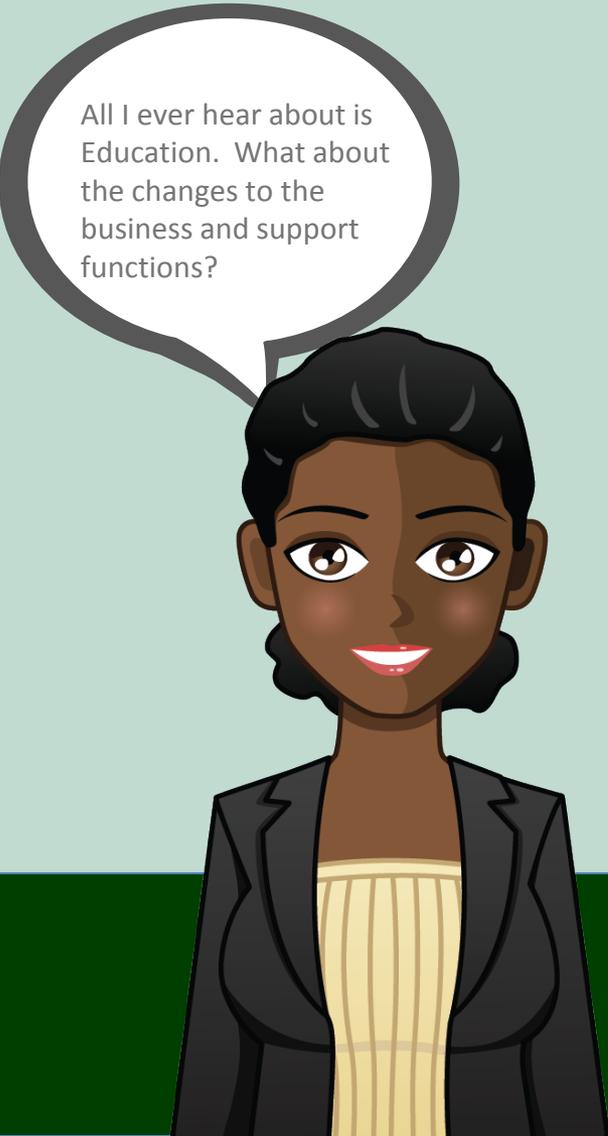
- Implement a common standards-aligned curriculum, instructional framework, and assessment system
- Realign resources to priorities
- Establish systems for imbedded professional development
- Enhance instructional leadership capacity
- Provide for systemic accountability
- Ensure reduced layers for efficiency
- Encourage innovation
- Create collaborative networks

How is this change different?

- DoDEA is not just “changing to change,” we are changing to improve based on data and priorities
- RSA includes designing and implementing processes that enable continuous improvement. This includes:
 - Performance metrics
 - Program and system monitoring
 - Accountability systems
 - Internal communication processes
 - Feedback systems
 - Data tracking and informed decision making
 - Leadership development
- DoDEA is now codifying all changes in formal processes, legislative changes, regulations and policies
- RSA is a collaborative process with input from HQ and the field



Question 2

A cartoon illustration of a woman with dark skin and hair, wearing a grey blazer over a yellow top. A speech bubble above her head contains text. The background behind her is a light green shape with a jagged right edge.

All I ever hear about is
Education. What about
the changes to the
business and support
functions?

Part II: What about Finance & Business Operations (F&BO)?

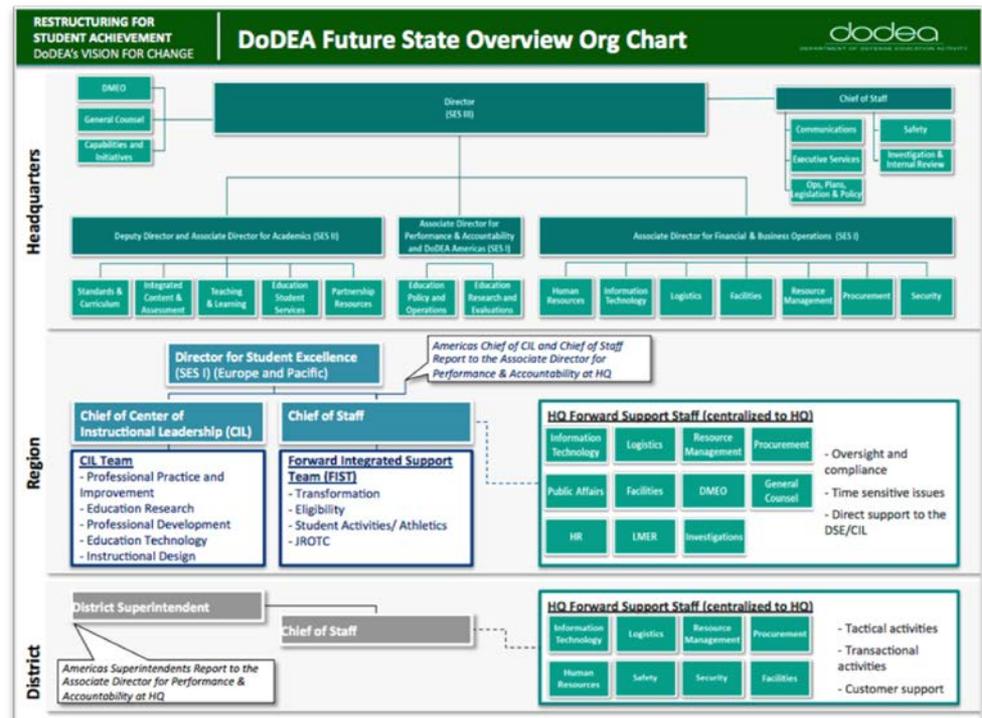
RSA F&BO Structure

The new structure of the Finance & Business Operations Directorate:

- Centralizes F&BO functions at all levels under functional chiefs at headquarters
- Forward-deploys key resources to the district and regional levels where they are needed

For an overview of the F&BO and Education functions, follow the link below:

<http://www.dodea.edu/Restructuring/upload/DoDEAfutureStateOverviewOrgChart.pdf>



F&BO personnel from all levels met in Southbridge, MA, Feb. 1-5, 2016, to discuss next steps for RSA. The group:

- Included representatives from Resource Management, Procurement, HR, Safety, Security, Logistics, IT, Chiefs of Staff, Education Operations Managers, and senior leadership
- Created F&BO organizational charts and functional gap analyses, along with fluid timelines for execution
- Named Tiger Teams to tackle some of the work begun at Southbridge
- Committed to transparency and continued communication throughout the RSA implementation process

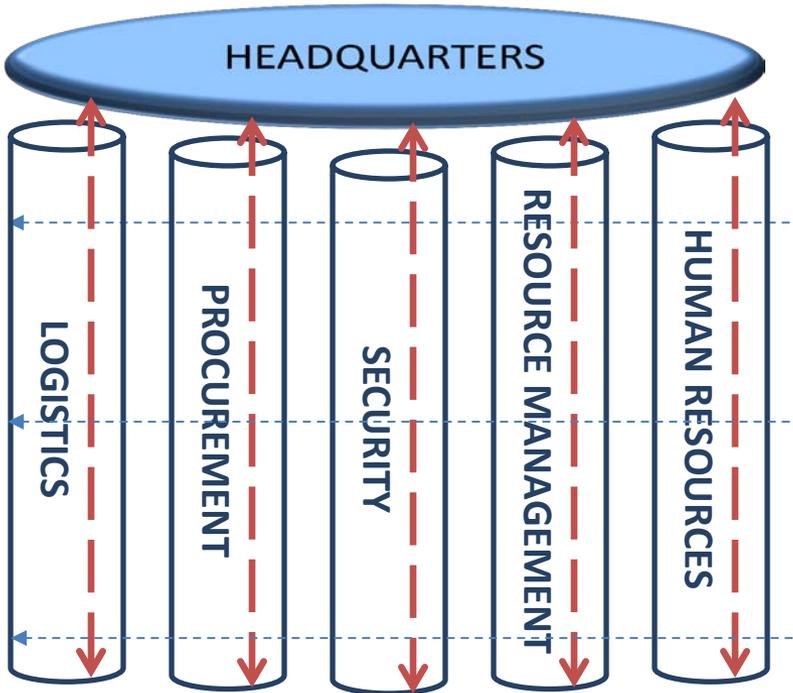


Centralization

- F&BO functions will centralize in summer 2016
- Advantages to F&BO centralization:
 1. Saves time in resolving issues
 2. Better defines responsibility for actions
 3. Depends largely on general consensus
 4. Clear and direct decision making
 5. Economy in operation – Minimizes operation cost by leveraging skilled, qualified and experienced members

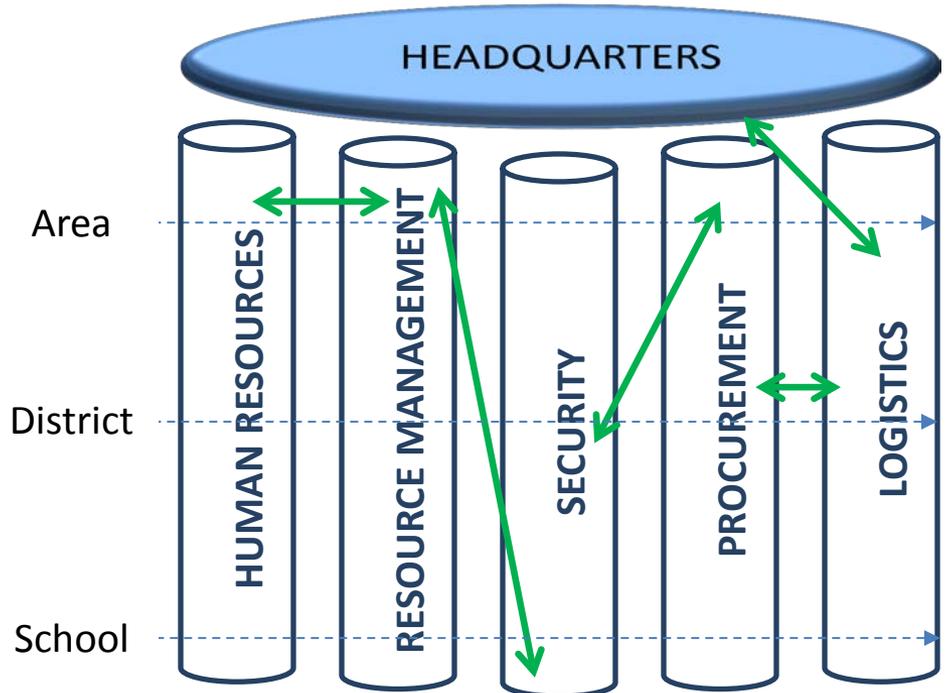
The goal of RSA is to centralize, not stovepipe/create silos

 Stovepiped/ Siloed DoDEA



Communication and interactions remain *within* each function

 Centralized DoDEA



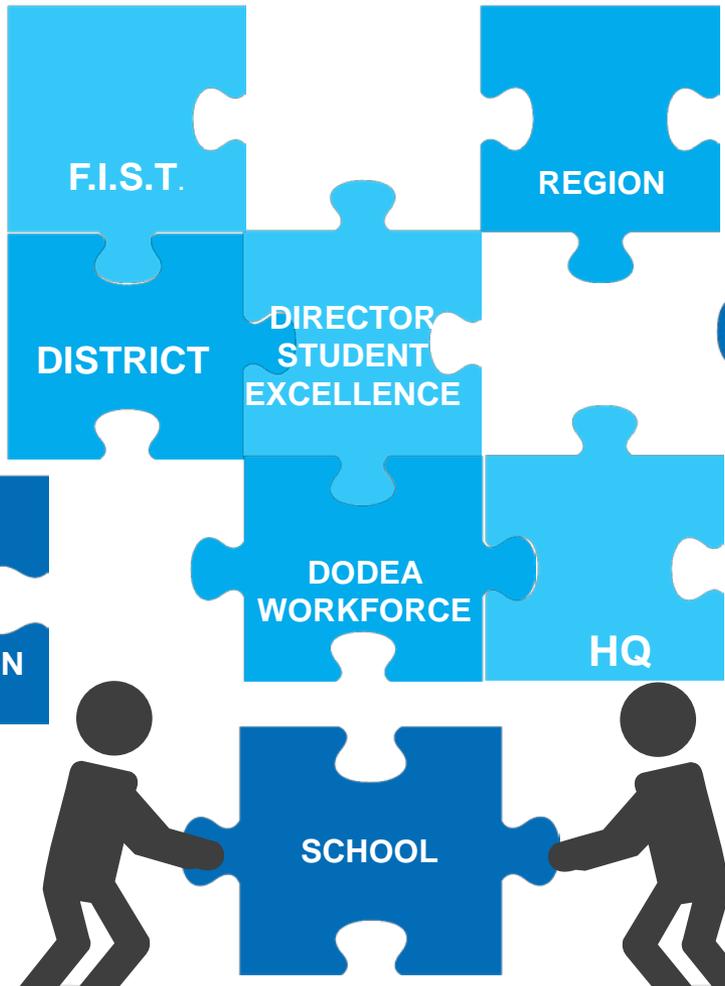
Functions **communicate and interact** with each other to execute policy and direction established by HQ

How does this all fit together?

Functional business units worked on 4 outcomes in Southbridge to put the puzzle together

1 Roles & Responsibilities

Teams verified the roles, responsibilities and decision authorities by echelon



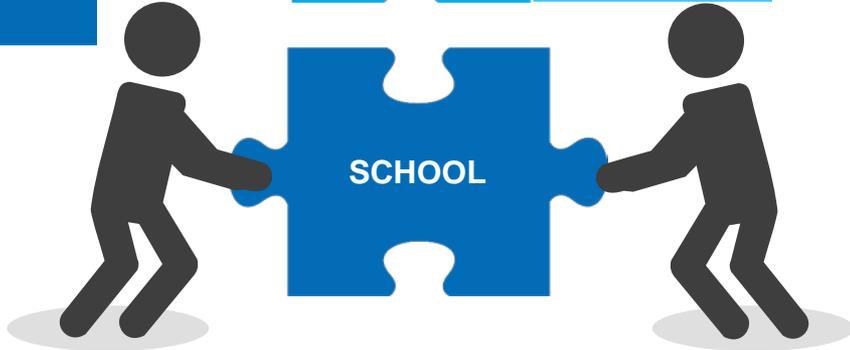
3 Tiger Teams

Named Tiger Teams to begin the work identified at Southbridge



2 Gap Analysis

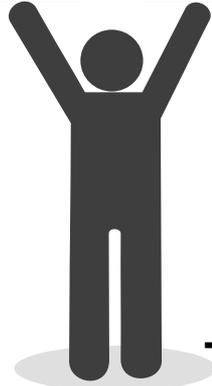
Analyzed current state and future state work to identify any gaps that need coverage



4

Time Line

Captured major milestones to begin construction of a fluid time line for execution



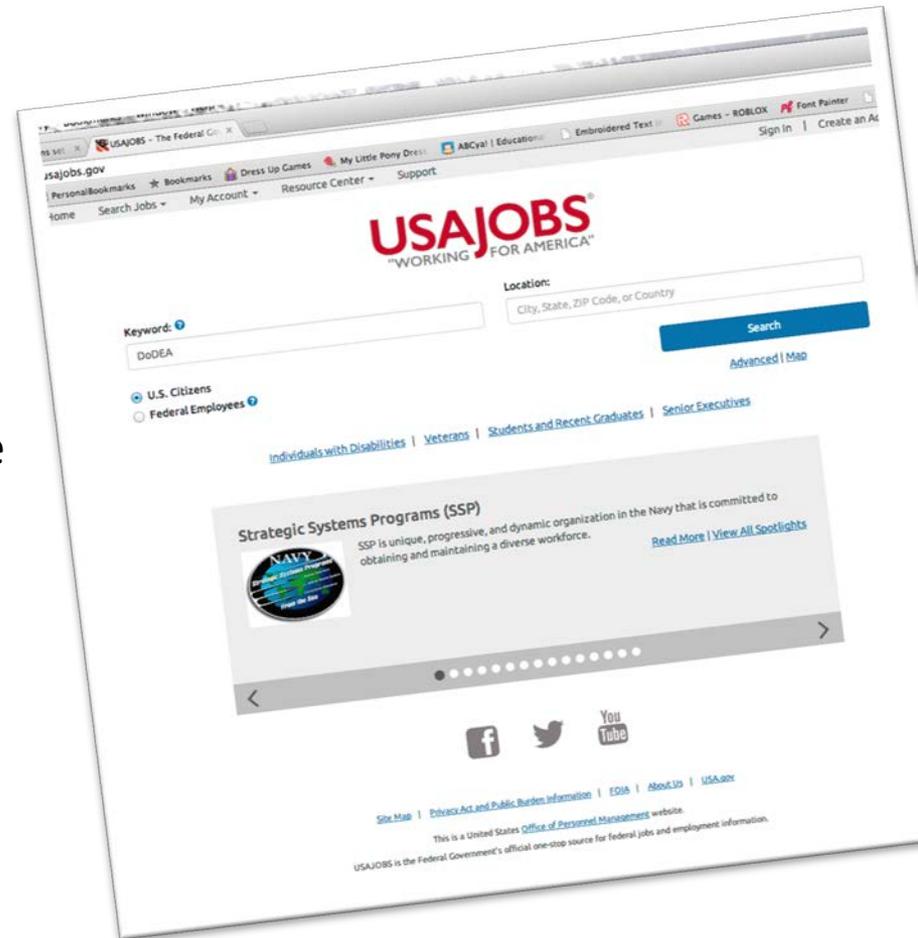
F&BO Targeted Tiger Teams

- DoDEA functional teams identified the need for specific Tiger Teams for target achievement
- Find a listing of Tiger Teams by function here: http://www.dodea.edu/Restructuring/upload/FBO_TigerTeamRoster.pdf
- Please contact your functional chief or email the RSA team to learn more or participate in a team (RSA.pmo@hq.dodea.edu)



As F&BO restructures, new career opportunities are becoming available. For the latest information:

- Check <https://www.usajobs.gov/> to see up-to-date listings with keyword “DoDEA”
 - Additionally, set up an auto search that will email you anytime there are new DoDEA listings
- Contact the Opportunities Office with any career or position questions or to use their professional development resources:
 - OpportunitiesOffice@hq.dodea.edu



Question 3

A cartoon illustration of a woman with short black hair, green eyes, and a pink shirt under a dark purple blazer. A speech bubble above her head contains the text "When is this all going to happen anyway?".

When is this all going
to happen anyway?

Part III: Timeline

RSA Timeline

WINTER 2016

Ed workforce shaping tools implemented; F&BO RSA planning begins; Initiate process development; Recruit for CIL positions; Finalize DSO facilities

SUMMER 2016

Initial operating capacity of RSA 11 July 2016; Start new school year with eight districts; Centralize business functions to HQ

WINTER – SPRING 2017

Begin F&BO and support function physical movements

Winter '16

Spring '16

Summer '16

Fall '16

Winter '17

Spring '17

July '17

SPRING 2016

Continue workforce shaping for Education and Bavaria; Continue F&BO working groups to centralize; Begin Education personnel physical movements; Begin CIL training

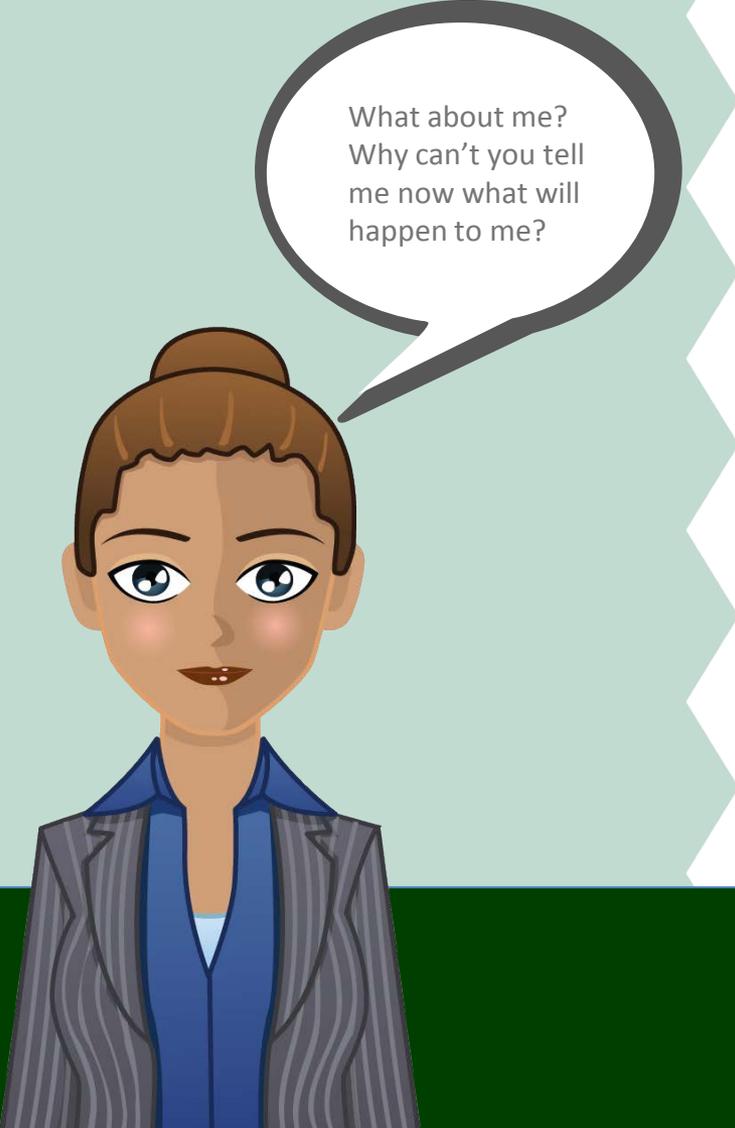
FALL 2016

Begin workforce shaping for F&BO (competitive service); Finalize processes and procedures for new structure

SUMMER 2017

Fully operational in new structure

Question 4

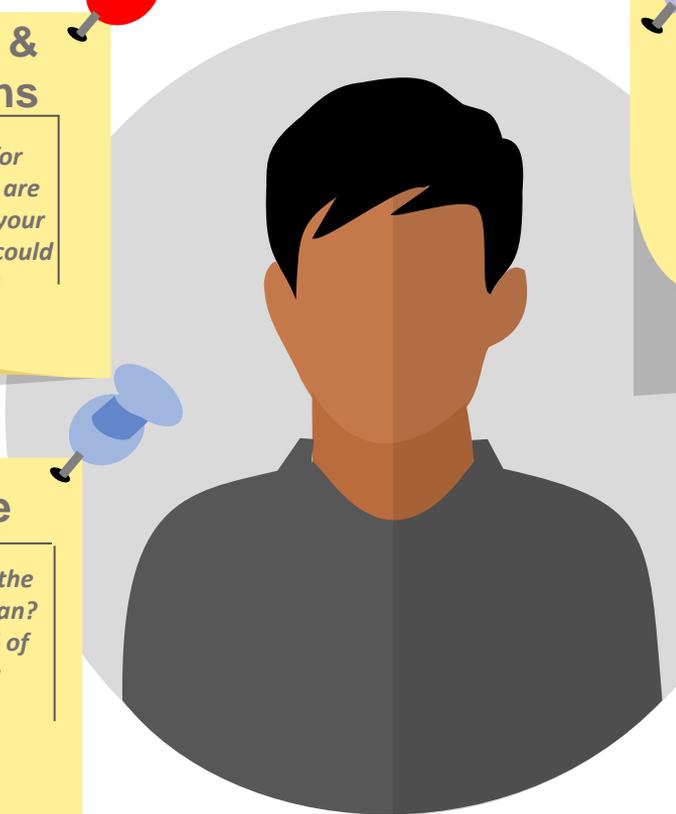
A cartoon illustration of a woman with brown hair in a bun, wearing a blue shirt and a grey pinstriped blazer. A speech bubble above her head contains the text: "What about me? Why can't you tell me now what will happen to me?".

What about me?
Why can't you tell
me now what will
happen to me?

Part IV: What about me?

How does DoDEA determine what happens to me ?

- DoDEA will use workforce shaping business rules that follow OPM guidelines to ensure fairness and consistency
- Many factors play a role in what happens to a person by workforce shaping. Below are a few:



Skill Sets & Qualifications

You may be skilled or qualified for jobs other than just the one you are working in now. It is important your record shows that because you could be placed in a different series or position instead of RIF

Transferability

How willing are you to take a position out of your competitive area in order to have a job? Also, if you are overseas, what is your rotation date? Do you have return rights to HQ or another agency?

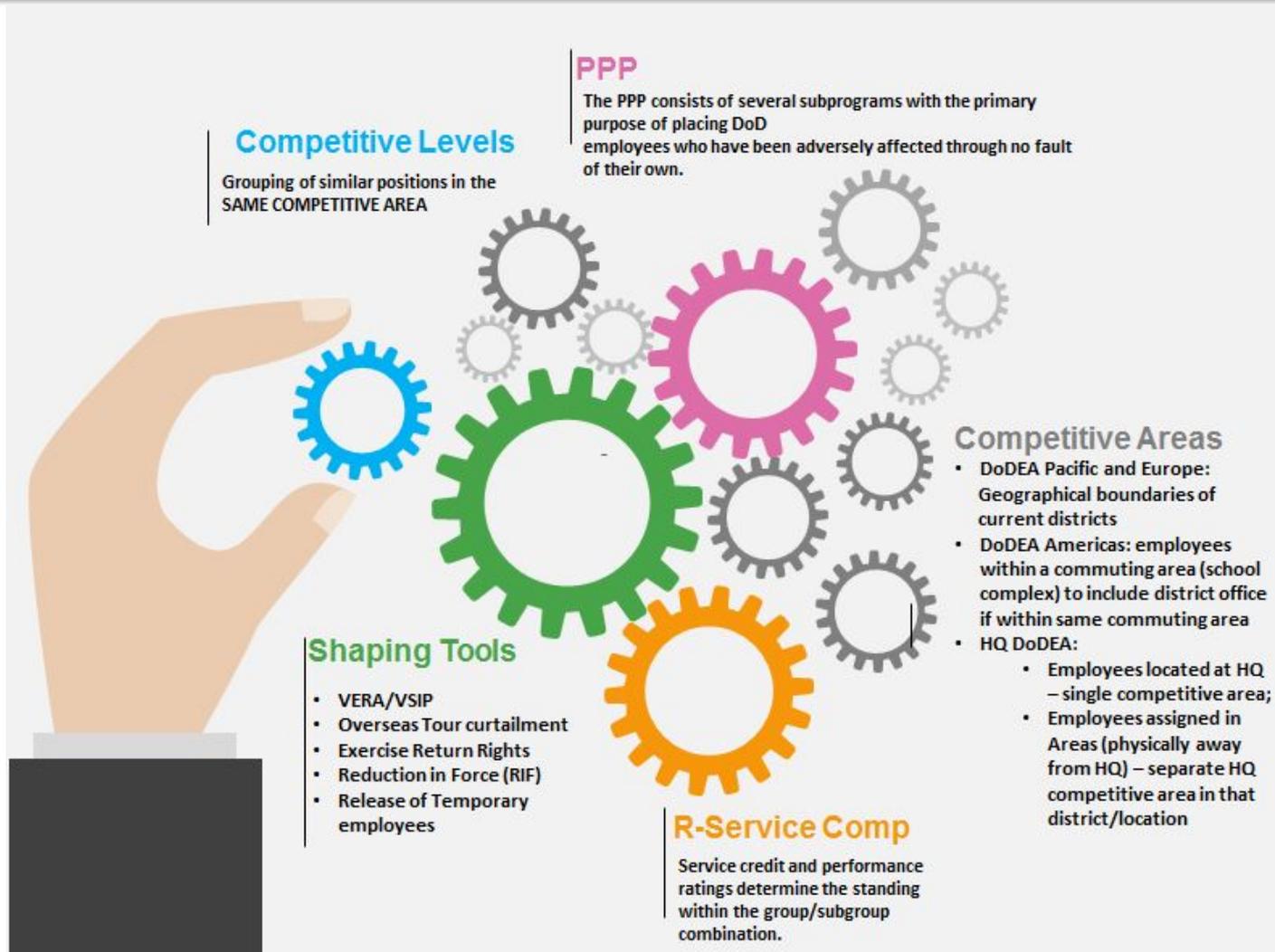
Service

How long have you been working for the federal government? Are you a veteran? How have your evaluations been? All of these play into the order in which you are placed on the retention register (what is used to place people).

Competitive or Excepted Service

If you are in an excepted service position, you cannot be moved to a competitive service position unless you have previously held a competitive service position

Workforce shaping is complex with many integrated parts



The words no one wants to hear...

“Our organization may be undergoing a RIF!”

- Employees' first thoughts are that their jobs will be abolished and they will be unemployed. BUT, a RIF is an orderly and systematic process for making necessary organizational changes.
- Actions leading up to, and during, the RIF process can actually keep people from losing their jobs. Such actions include, but are not limited to:
 - offering VERA/VSIP, hiring freeze, placement instead of RIF

DoDEA is working to minimize RSA's disruption to the workforce by sharing accurate, timely information and helping staff adjust to change.

- For RSA background materials or suggested reading and training on adapting to change, go to:
 - <http://www.dodea.edu/Restructuring/resources.cfm>
- Email any additional questions to:
 - GetTheFacts@hq.dodea.edu
 - OpportunitiesOffice@hq.dodea.edu

The screenshot shows a web browser window displaying the 'Resources' page for DoDEA's Restructuring for Student Achievement. The page features a green header with the DoDEA logo and navigation links for 'DoDEA HQ', 'Americas', 'Europe', 'Pacific', and 'Partnership'. Below the header is a navigation menu with options: 'About RSA', 'Rationale', 'Functional Changes', 'Consolidation', 'Employee Support', and 'Resources'. The main content area includes a 'Resources' section with a list of links and descriptions, and a 'Resources for Employees and Leaders' section with links to DCPAS and DLA resources. The page also features a 'Student Achievement' sidebar with a photo of a smiling woman and a 'New Study' link.