

BFCCPS Organizational Task Force
Status Update
August 10, 2006

In late spring, the Board of Trustees formed a task force -composed of parents, faculty, and Board members - to assess the organizational structure of the school. The goal of this task force is to create a set of recommendations and best practices that are intended to enhance BFCCPS' ability to fulfill its mission. This is a short update on the progress of this task force.

Three subgroups within the task force have been formed that will allow the task force to more quickly complete its work: the Survey subgroup; the Job Function Inventory subgroup; and the Alternative Structures and Best Practices subgroup.

Right from the start, the task force agreed that obtaining input from BFCCPS staff and parents was a critical prerequisite to identifying the relevant issues and concerns of the BFCCPS community and to the next step of developing valid recommendations. The members of the task force have been meeting throughout the summer to create comprehensive surveys for staff and parents that will be the centerpiece of our data collection efforts. *The survey is expected to be available online and will provide for totally anonymous responses.* Parents will be receiving notification and instructions via email and regular mail. BFCCPS staff will be receiving their instructions on August 29.

Concurrently, the Job Function Inventory subgroup is compiling a list of key job functions covered by BFCCPS staff and will look to identify any functions that are missing, no longer needed, or people agree should be done by a different role. Staff currently working in selected roles will be interviewed, but ideas from any staff member are truly welcomed by the subgroup.

Finally, the Alternative Structures and Best Practices subgroup is investigating what organizational structures have worked and have not worked in schools similar in size and nature to BFCCPS. Best practices for school leadership and structure from leading educational research and practitioners are being compiled by the subgroup.

Information and conclusions from all three subgroups will be combined and synthesized to develop preliminary recommendations that will be presented to the BFCCPS community in the early fall for review and feedback. The final set of recommendations will then be presented to the full Board of Trustees, who will make the final decisions on what, if anything, will be adopted.

Schedules of meetings, meeting minutes, subgroup plans, and the timeline for the task force are available on the BFCCPS website. Any and all questions and comments are welcomed and can be sent to the task force chairperson, Anna dos Santos, at anna.dossantos@comcast.net.