

ORANGE SOUTHWEST SUPERVISORY UNION

A DECADE OF HISTORY

OSSU ORGANIZATIONAL CHART 2002

OSSU BOARD

RUHS BOARD

RES BOARD

RTCC BOARD

BTREEBOARD

BFIELDBOARD

POLICIES &
PROCEDURES

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PROCEDURES

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PROCEDURES

SUPERINTENDENT

Principal
Staff
Maintenance
Technology
Food Services
Finance
Transportation

Principal
Staff
Maintenance
Technology
Food Services
Finance
Transportation

Principal
staff
Maintenance
Technology
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CHALLENGES 2002

- **Governance:**

- OSSU Board Played Relatively Insignificant Role
- Boards Did Not Follow a Governance Model
- Most Board Activity Not Related to Governance
- Local Boards Trying to Manage Complex Systems Independently of One Another (Redundancy 6X)
- No Common Vision & Mission (Guiding Goals)
- No Monitoring of Organizational Outcomes

CHALLENGES 2002 Continued...

- **Policies & Procedures:**

- 6 Separate Documents (1 for each school)
- Not current (most a decade since last review)
- Out of Compliance with Federal & State Regs
- Out of Compliance with Organizational Practice
- No Identified Outcomes (ENDS) or Indicators of Progress for School System
- High Level of Grievances (Board/Union Distress)

CHALLENGES 2002 Continued...

- **Operations:**

- No Strategic Plan (Reactive not Proactive)
- Budgets Growing in Excess of 7% Annually
- No to Little Capital Reserves
- 6X Everything (Curricula, Technology, Facilities, Food Services, Financials, etc... Many components missing)
- Heavily Overstaffed (30%+)
- High Staff Turnover (Underpaid)
- 5 Superintendents in 7 Years

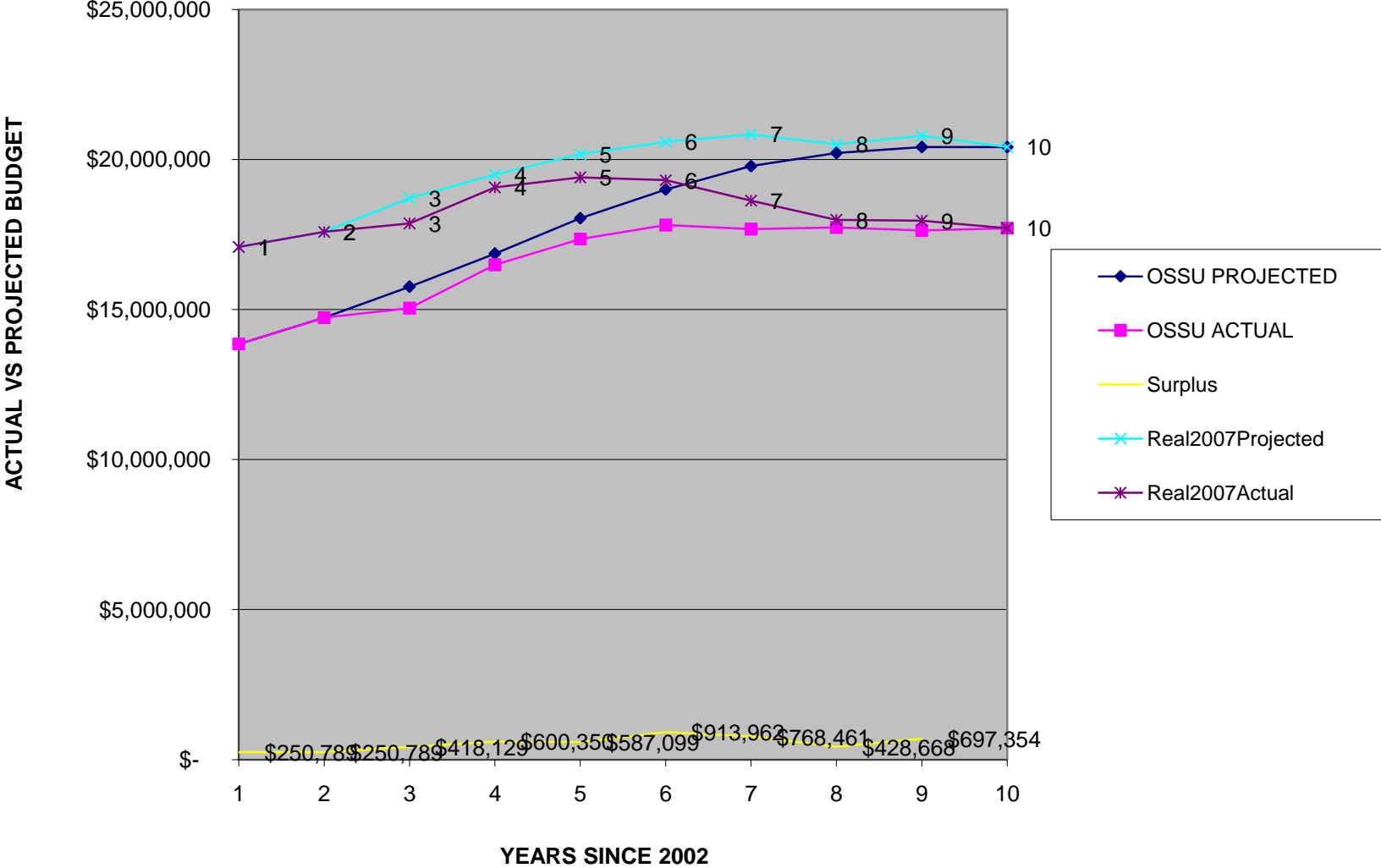
GUIDING PRINCIPALS

- Become Purposeful (Proactive not Reactive)
- Keep Education De-Centralized
- Centralize Business Functions
- Right-Size the School System
- Become Effective & Efficient
- Decisions Based on Best Practices & Evidenced-Based Research (not misperception)

OUTCOMES

- Student outcomes have steadily increased
- Saved nearly \$16 million
- Established \$4 million in reserve funds
- Invested \$2 million in technology for schools
- Invested \$4 million in facility upgrades
- All staff competitively compensated

OSSU ACTUAL VS VT STATE AVERAGE INCREASE



OSSU ORGANIZATIONAL CHART 2011

OSSU BOARD

VISION & MISSION
POLICIES & PROCEDURES

OSSU LOCAL SCHOOL BOARDS
Brookfield Braintree
Randolph RUHS RTCC
RTCC

SUPERINTENDENT OF SCHOOLS

CENTRAL OFFICE

CFO Payroll/GL/AP
Special Education Director Medicaid
CFP Title Grants Transportation Director
Maintenance Director Purchasing
Technology Director Food Services Director

SCHOOLS

Principals/Directors
Braintree School Brookfield School
Randolph Elementary School
Randolph Union High School
Randolph Technical Career Center
VIP Raven

**OSSU ORGANIZATIONAL CHART
RED CONSIDERATION**

OSSU BOARD

**VISION & MISSION
POLICIES & PROCEDURES**

SUPERINTENDENT OF SCHOOLS

CENTRAL OFFICE

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