

**New Orleans Public Schools  
Five-Year Strategic Plan for Reform  
1999-2000 through 2003-2004**

**Department/Area: CEO's Office**

**Name of Initiative/Plan: Structure & Organization**

**Goal #1: To align the functions of the District with its mission to ensure student achievement. (Aligned with Goals 2000/USDE, LEARN/SDE, and DIR/NOPS)**

**Current Team Leader: CEO**

STRATEGIES	START DATE	COMPLETION DATE	PERSONNEL RESPONSIBLE	OUTCOMES
1. Select a Superintendent (CEO), who will be responsible for the day- to-day operations of the District and accountable for overall management and performance of District personnel and student achievement.	May, 1998	March, 1999	Orleans Parish School Board Community Input GNOEF	Leader who possesses the skills to reorganize and administer the District to ensure student achievement
2. Select a management team to assist the CEO in carrying out the mission of the District to improve student achievement.	October, 1999	January, 2000	CEO	Effective leadership team selected
3. Develop and implement a plan to restructure the District, by function, to carry out the District's mission to improve student outcomes.	April, 1999	September, 1999	CEO and Management Team	District restructured
4. Leaders (cluster) to work effectively and efficiently with principals to carry out the District mission to ensure student achievement.	October, 1999	January, 2000	CEO	Team selected Support provided to schools
5. Do a needs assessment to determine the need for an in-house legal department	April, 1999	September, 1999	CEO	Reduction of legal costs and litigation Improved relationship with vendors

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6. Conduct quarterly reviews of the strategic plan for the District to ensure timely and effective implementation, with appropriate adjustments.	January, 2000	Ongoing through 2004	CEO	Quarterly reports published Progress of implementation evaluated
7. Revise the Policies, Regulations and Bylaws manuals (two volumes) of the NOPS, per study conducted in August, 1998, and other policies per the District-wide re-organization in all areas of District operations.	May, 2000	May, 2004	CEO Designated NOPS personnel	An updated policy manual, aligned with the District-wide re-organization plan