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# Oneida City School District Reorganizational Plan

2019-2020

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# Rationale

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The Oneida City School District has seen a dramatic increase of students and families that need various support services including academic, social, emotional, health, and welfare needs.

- Our student population has fallen by 25% in the past 10 years, with our enrollment shrinking to 1900 students.
- The District's graduation rate has fallen to 73%, seven points below the state standard of 80%.
- Our community has seen a dramatic increase in poverty over the last decade, with 54% of our students considered economically disadvantaged and 23% of our students living in poverty.

The changing dynamics within the school district in regards to increasing poverty, declining enrollment, low graduation rate, increase crime and violence, and a drug use epidemic is necessitating the district to look at a new administrative structure to improve student learning outcomes and help students reach their fullest potential. Oneida City School District needs to provide a more responsive organization of our administrative staff.

# Current Structure

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Superintendent

Assistant Superintendent for Finance

Assistant Superintendent for Instruction

Administrator for Technology and Special Programs

High School Principal

Middle School Principal

Four Elementary Principals

Three Assistant Principals / Athletic Director

# Proposed structure

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Superintendent

Assistant Superintendent for Finance

**Administrator for Curriculum, Instruction, & Assessment**

Administrator for Technology and Special Programs

**Executive Principal**

Middle School Principal

Four Elementary Principals

Three Assistant Principals/ Athletic Director

# Specifics of proposed structure

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Eliminate the Assistant Superintendent for Instruction and replace with the district wide position of Administrator for Curriculum, Instruction, & Assessment.

- The Administrator for Curriculum, Instruction, & Assessment will focus on curriculum, instruction and assessment throughout the district and some duties of the Assistant Superintendent will move to the Superintendent.

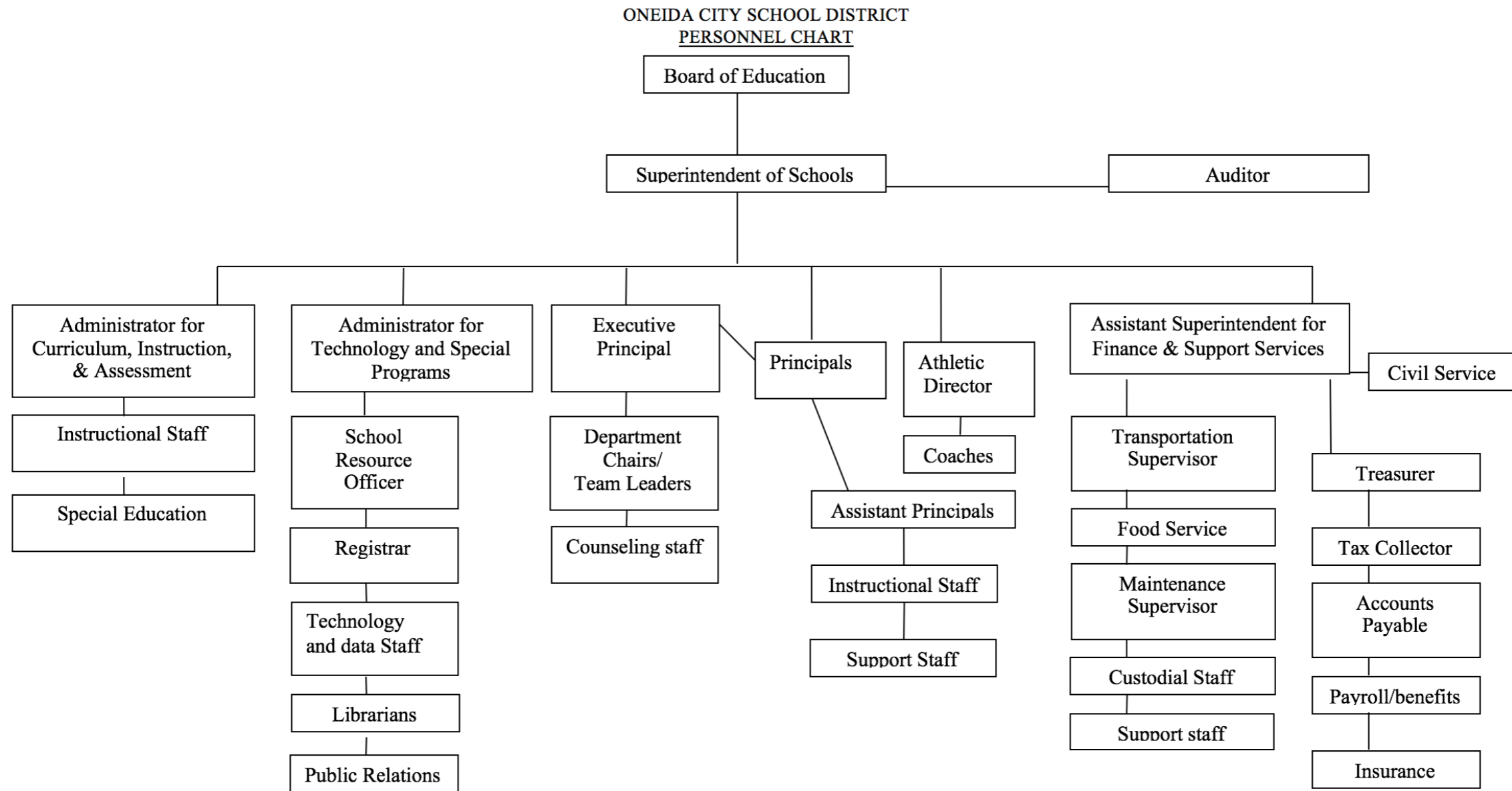
Eliminate the High School Principal position and replace with a district wide and building position of Executive Principal.

- The Executive Principal will service the High School and have K-12 responsibilities to provide and facilitate a continuous support for students in the areas of social and emotional developmental learning, career / college readiness, school climate / student engagement, and attendance.

Each Elementary Principal will have an additional responsibility (nursing, UPK, ESL, & homeschooling)

# Specifics of proposed structure

## ADMINISTRATIVE PERSONNEL- new proposed



# Fiscal Implications

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## CURRENT

Superintendent  
Assistant Supt. for Finance  
Assistant Supt. for Instruction  
Admin. for Tech. & Special Programs  
High School Principal  
Middle School Principal  
Four Elementary Principals  
Three Assistant Principals/ AD

\$1,509,050 overall cost  
without benefits

## PROPOSED

Superintendent  
Assistant Supt. for Finance  
Admin. for Curr., Instr., & Assessment  
Admin. for Tech. & Special Programs  
Executive Principal  
Middle School Principal  
Four Elementary Principals  
Three Assistant Principals/ AD

\$1,464,504 overall cost  
without benefits

# Timeline

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- **January 8-** BOE meeting 1<sup>st</sup> discussion about reorganizational plan and feasibility
- **February 12-** BOE meeting 2<sup>nd</sup> discussion about reorganizational plan and feasibility
- **March 12-** BOE meeting to finalize reorganization if we decide to pursue.
- **March 13-** advertisements for new positions
- **April - May-** interview process
- **July-** Start date from new positions



# Proposed new structure

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With the new proposed structure, the district will be able to:

- Provide a system that is more responsive to the changing and increasing needs of our community and families.
- Improve school conditions for student learning by providing social and emotional developmental supports for students, providing effective transitions from elementary school to middle school and from the middle school to high school, improving school climate, making discipline practices more positive, and increasing student engagement
- Help students reach their fullest potential.

# Questions from the Board of Education