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JCPS Organizational Review Calls for Tighter Organization-More Focused Alignment

The results of an organizational review of the Jefferson County Public School System outline recommendations for realigning its central office staff and key functional roles to better support students in the classrooms. Citing “organizational drift from its core mission” over time, the report presented today, outlines 20 specific findings and 18 recommended actions.

“The Board of Education began its thorough review process of the overall organizational quality and effectiveness of our system earlier this year,” said Steve Imhoff, chairman of the JCPS Board of Education. “After a few short months of hard work, we now have a detailed assessment of improvements we can make to our organizational structure and look forward to receiving the results of the curriculum audit in January.”

Called for by the first recommendation of the Curriculum Management Audit, the organizational review examined JCPS’ central office structure and operational support systems. The report is intended to identify ways the school system can better support principals and teachers by eliminating central office redundancies, better focusing roles and responsibilities within key departments, and more effectively aligning senior management who report to Superintendent Donna Hargens.

“This very detailed review of how we do business is a direct result of engaging nearly 300 members of our community in a serious, but sincere conversation about how we can improve as a school system,” said Dr. Donna Hargens, JCPS superintendent. “I will be working with my new management structure to implement the recommendations of the Curriculum Management Audit as well as this organizational review to ensure we are maximizing the impact of every dollar spent educating our children in Jefferson County.”

The findings of the organizational review were presented during a public briefing held Tuesday by Dr. Fenwick English of the University of North Carolina Chapel Hill, and Dr. William Poston formerly of Iowa State University.

Click to read the [Executive Summary of the Organizational Review](#), or the [entire report](#).