State of Rhode Island and Providence Plantations
DEPARTMENT OF EDUCATION
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Deborah A. Gist
Commissioner

Enclosure #7

RI Board of Regents

DATE: December 3, 2009

TO: Board of Regents

FROM: Deborah A. Gist, Commissioner

SUBJECT: Approval of Table of Organization

DATE: November 30, 2009

The Table of Organization for the Rhode Island Department of Elementary and Secondary Education is being presented for Regents' approval to coincide with the submission of the FY 2009 revised and FY 2010 budgets. The organization is being restructured to reflect the priorities of the strategic plan, and to account for the current constraint on resources. Staffing this organization will require the recruitment of staff with specific expertise and the transfer of staff from one office to another. Equally important, to achieve our goals staff can expect to be assigned to work on specific projects outside of the confines of their offices. Segments of the reorganization will be completed immediately, and others will have a longer transition in order to assure a successful implementation. The major impacts of this reorganization include:

- **Within the Office of the Deputy Commissioner, create a center for accountability and quality control to build capacity for data analysis and transformation. These are two areas which need to be strengthened in order to meet the priority objectives of the strategic plan. The objectives of these efforts will be to transform schools and programs that fail to accelerate student achievement and close gaps, and to create a data-driven culture for education decision-making.**
- **Create a division focused on high-performing learning environments to ensure that all schools and programs are accelerating student achievement and closing achievement gaps. The two major efforts will be focused on academic and student support and creating a system of multiple pathways to assure that graduating students are ready for the 21st century workplace and higher educational opportunities.**
- **Create a division of educator excellence and effectiveness, which will work to ensure that all educators will be effective and committed to accelerating student performance and that all students have access to rigorous curricula aligned to internationally benchmarked standards.**

RECOMMENDATION: THAT, the Board of Regents for Elementary and Secondary Education approves the Table of Organization, as presented.