Natrona County School District #1
Organizational Assessment
Fall 2009
Internal and External Stakeholders...
The Students...
Leadership – Strengths

- Superintendent is visible, accessible, and approachable throughout the community.
- Leadership involved stakeholders in the district planning process.
Leadership – OFIs

- Visibility and accessibility of Central Services staff are limited and often absent.
- While the district has developed goals to drive the district to excellence, most staff don’t know their role in making them a reality.
- While the district has developed values and beliefs, not all leaders are modeling them.
- While goal teams have been developed, they are creating more confusion than they are providing direction.
The district has developed an initial strategic planning document with 5 goals.
Strategic Planning & Results – OFIs

- Plans across the district are being used inconsistently to drive the work as well as monitor progress.
- Not all staff feel supported by central office administrators.
- While a Communication Plan for the district has been drafted, it is not evident that it is being used to drive the work.
Curriculum & Teaching – Strengths

- Resources are being directed to schools based on data and needs.
- Data is driving interventions for some students.
Curriculum & Teaching – OFIs

- The lack of an aligned K–12 curriculum is creating issues for staff and students.
- While there is a lot of professional development being offered, follow-up to ensure implementation and fidelity is inconsistent.
Customer service has become a focus of the district.
Although efforts have been made to improve communication, many gaps still exist.

Stakeholders don’t feel that their voice is being heard in the district.
Staff is a strength and asset of the district.
Stellar People – OFIs

- While the district has improved the hiring process, cycle time is still an issue.
- The lack of a district-wide scheduling calendar is allowing multiple meetings to be scheduled at the same time.
- While the district has numerous recognition initiatives, staff desire a simple, heartfelt “thank you.”
- There is an “us” and “them” mentality between Central Services and the schools.
- While meetings are more focused, there are too many and people aren’t sure what happens to the results.
The restructuring of Human Resources has improved its effectiveness.
There is a strong feeling across the district that funds are being used inefficiently and inequitably.

While there has been a focus on being more efficient and effective, processes are not in place to drive consistency. Additionally, the processes that are in place are often times not followed.
Accountability – Strengths

- Staff has access to data in user-friendly formats.
- Data is available in a quick and timely manner.
Accountability – OFIs

- While the district is working to provide strategic direction and accountability models, there is still work to be done to move the district forward.
- While data is being used across the district, not all schools are using it to change instruction or drive interventions.
- While a lot of operational data is being collected, it is not being used for continuous improvement.