

CTO

Matt Kuhn



**Study
and
Plan**

**Build
Culture and
Collective
Efficacy**

**Create
Demand
for Change**

**Redefine
Roles and
Form
Synergistic
Groups**

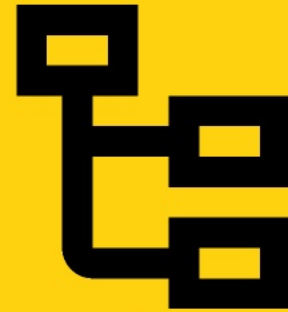
**Create and
Reinforce
New
Standards**

Reorganizing Your Technology Division

Study and Plan



What are the functional and dysfunctional areas of your current organization?



What are the best organizational structures to optimize your resources?

Needs Assessment Exercise

Group up with a few others around you.

One at a time, share your answers to these critical questions:

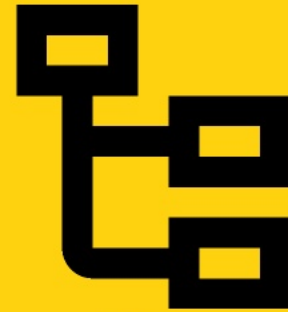
- 1. What are the weakest technical and human aspects of your current organization?**
- 2. Are staff members familiar with their job descriptions and are they accurate, reasonable, and relevant?**
- 3. Does the district view your organization as critical for achieving its goals?**

Answers to questions like these will inform your organizational and advocacy planning.

Study and Plan



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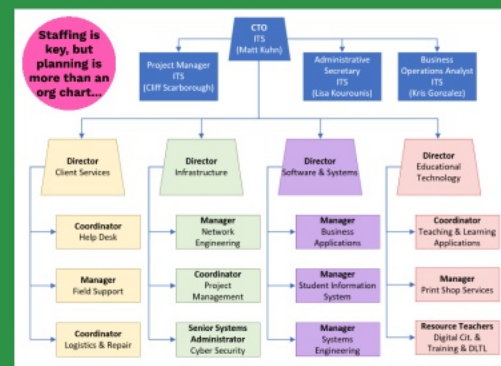
What are the best organizational structures to optimize your resources?

Organizational and Advocacy Planning

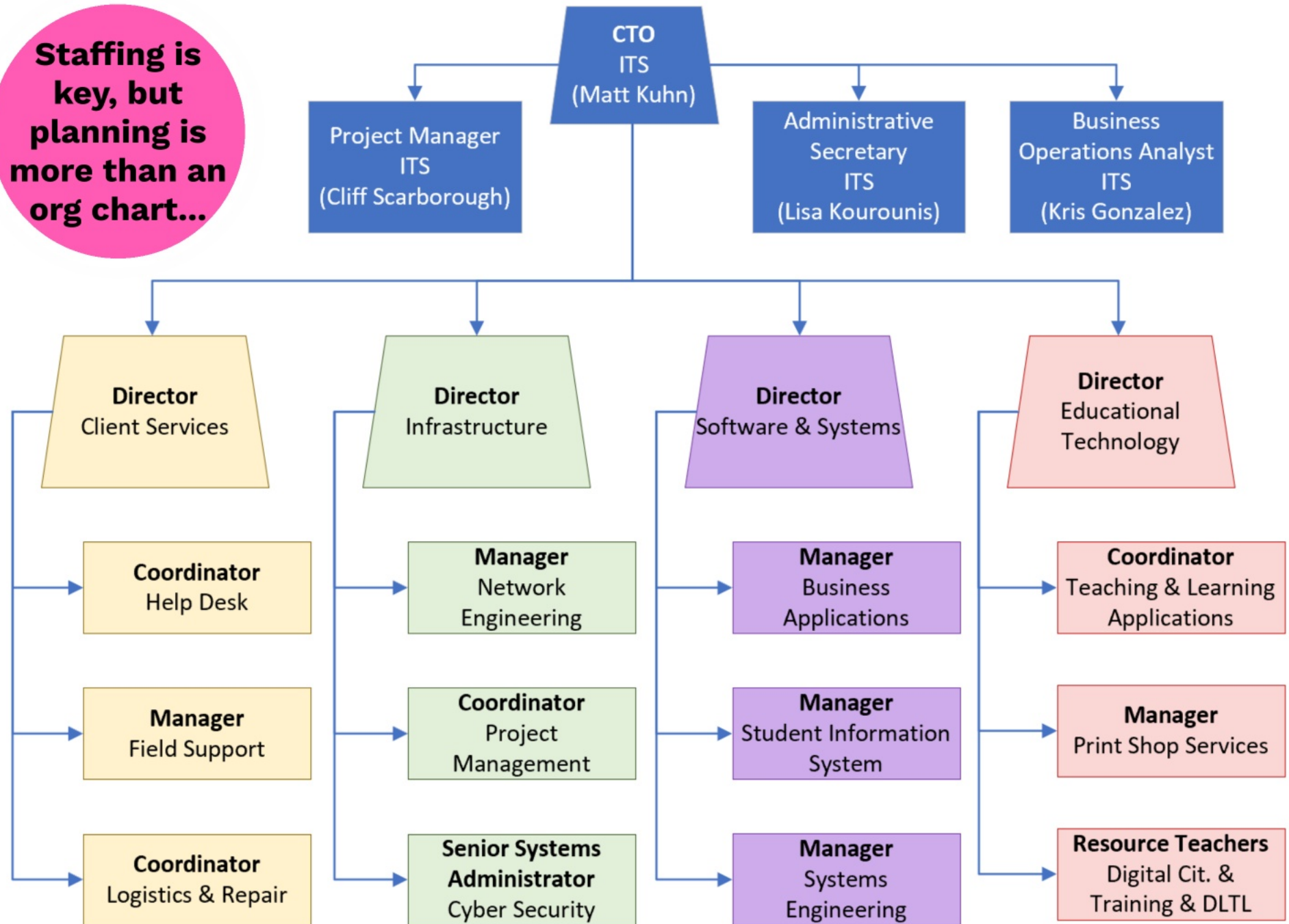
You will need a plan ready to propose including the resources and support you will need.

Prepare to meet with and persuade many positional and informal leaders in multiple stakeholder groups.

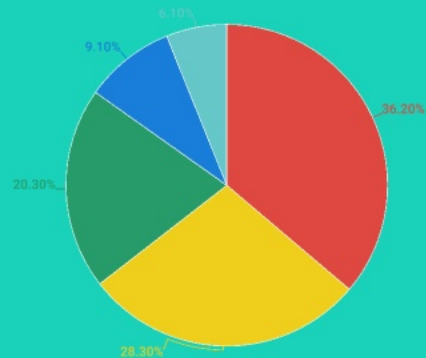
Who's support would you need to be successful in implementing your plan?



Staffing is key, but planning is more than an org chart...



Reorganization Sub-Plans



Hybrid Work
Schedules



Training



Policy



Facilities and
Logistics

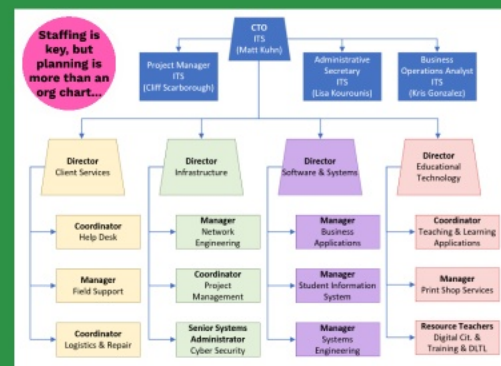
Budgeting and
Cost Tracking

Organizational and Advocacy Planning

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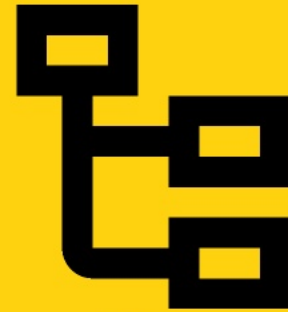
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Reorganizing Your Technology Division

Demand for Change

Describe the difference between the current reality and the potential future.

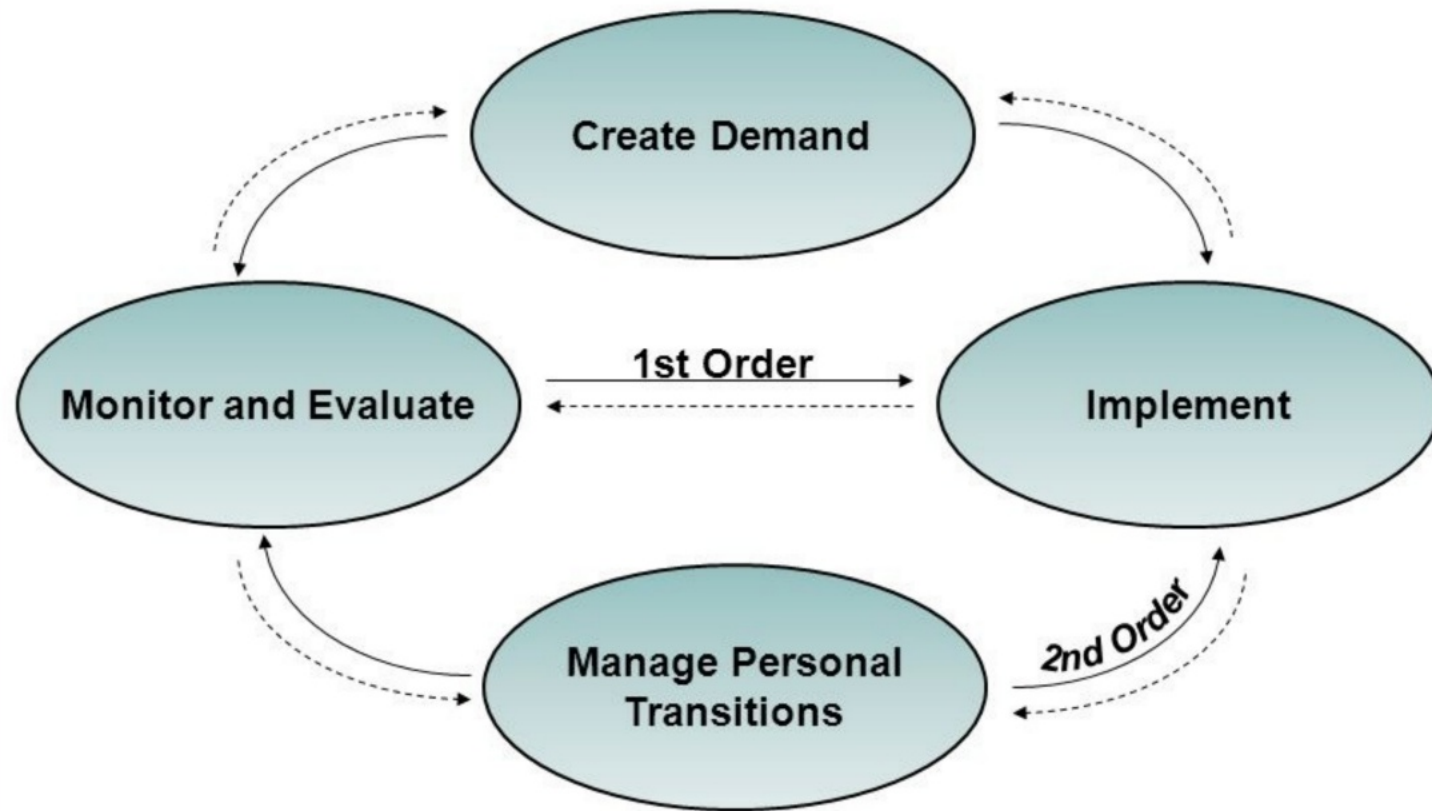
Manage expectations by planning for an implementation dip.



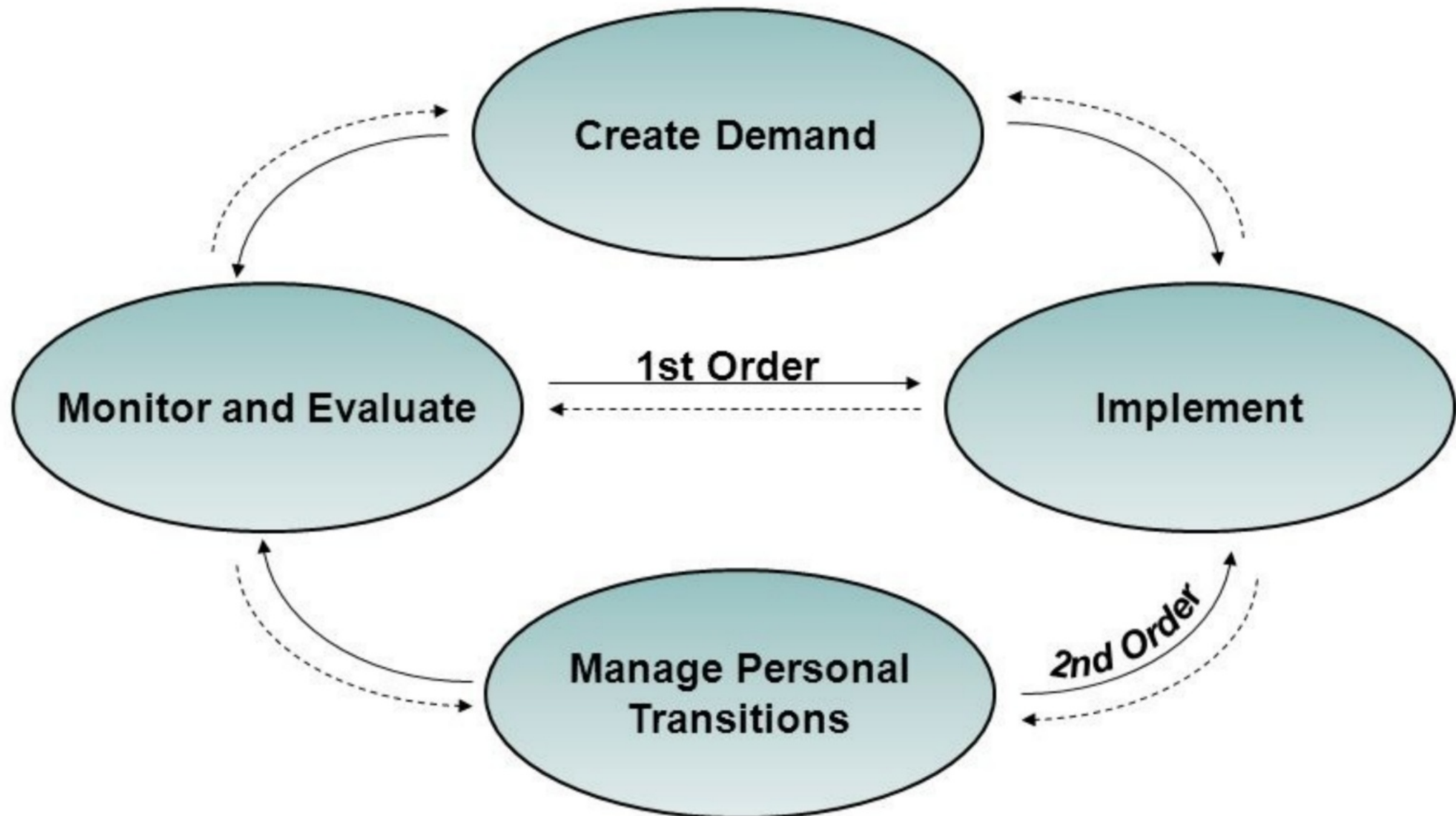
**Managing
1st & 2nd
Order
Change**

Change is Not the Same for Everyone

Phases of the Change Process



Phases of the Change Process



Demand for Change

Describe the difference between the current reality and the potential future.

Manage expectations by planning for an implementation dip.



**Managing
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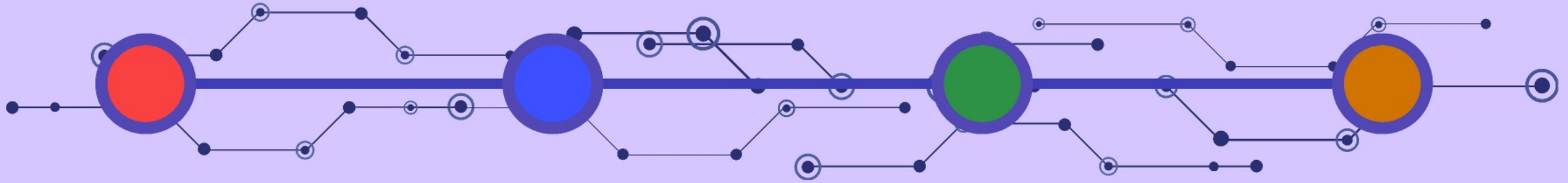
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Reorganizing Your Technology Division

Departments & Teams



Infrastructure

- Network Engineering
- Cyber Security
- Project Management

Client Services

- Help Desk
- Field Services
- Logistics & Repair

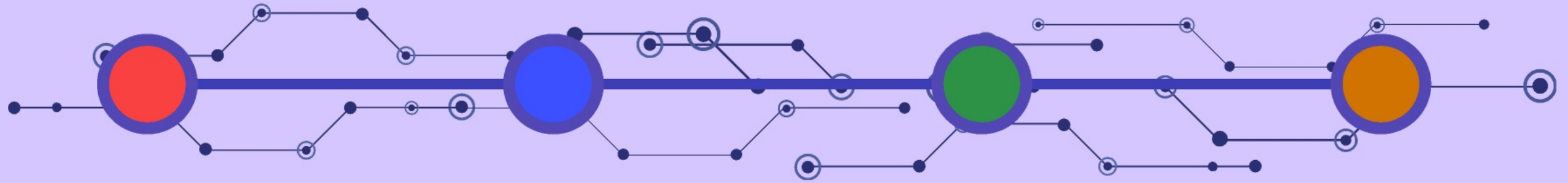
Software & Systems

- Systems Engineering
- Business Applications
- Student Information Systems

Educational Technology

- Professional Development
- Student Accounts Administration
- Publishing & Duplicating

Departments & Teams



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Everyone deserves a reasonable and relevant job description.
Keep them up to date.

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Reorganizing Your Technology Division

Building Culture and Collective Efficacy

Culture - a collection of attitudes, beliefs and behaviors that make up the regular atmosphere in a work environment.

Collective Efficacy - when a team of individuals share the belief that through their unified efforts they can overcome challenges and produce intended results.

Culture

Collective Efficacy

Building Culture

Recognitions

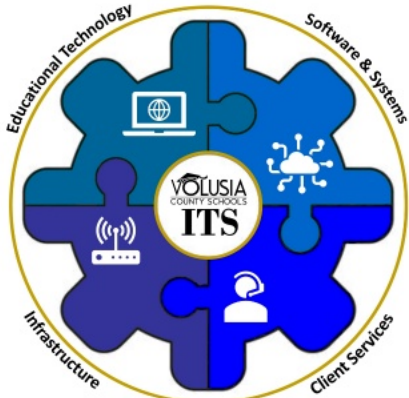


Vision and
Operating
Principles

Symbolism



Information Technology
Services Division



Empowering the future of VCS with innovative technology today



Celebrations

Building Culture and Collective Efficacy

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Culture

Collective Efficacy

Building Collective Efficacy

- Set and maintain high ethical standards and a collective sense of moral purpose.
- Provide the necessary resources and training in an organized manner.
- Build administrative support from Cabinet and the Board.
- Show gratitude and celebrate wins, big and small.
- Ensure trust and reasonable autonomy.
- Make sure all leaders have a voice.
- Build collaborative teams.
- Protect staffs' time.



Collective Efficacy Activity

1. Pair with a person near you
2. Take turns asking each other these two questions:
 - What areas of your organization do staff feel efficacious?
 - What areas do they feel unconfident about?
3. If you both answered the same in any area, be prepared to share that similarity with the whole group when called upon.



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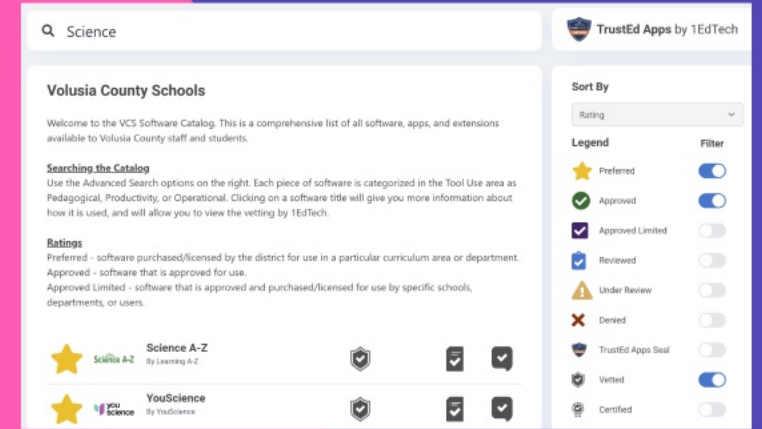
Reorganizing Your Technology Division

Standards

Staff and Student Hardware



Software Compatibility and Curricular Alignment



Operating Procedures (SOPs)



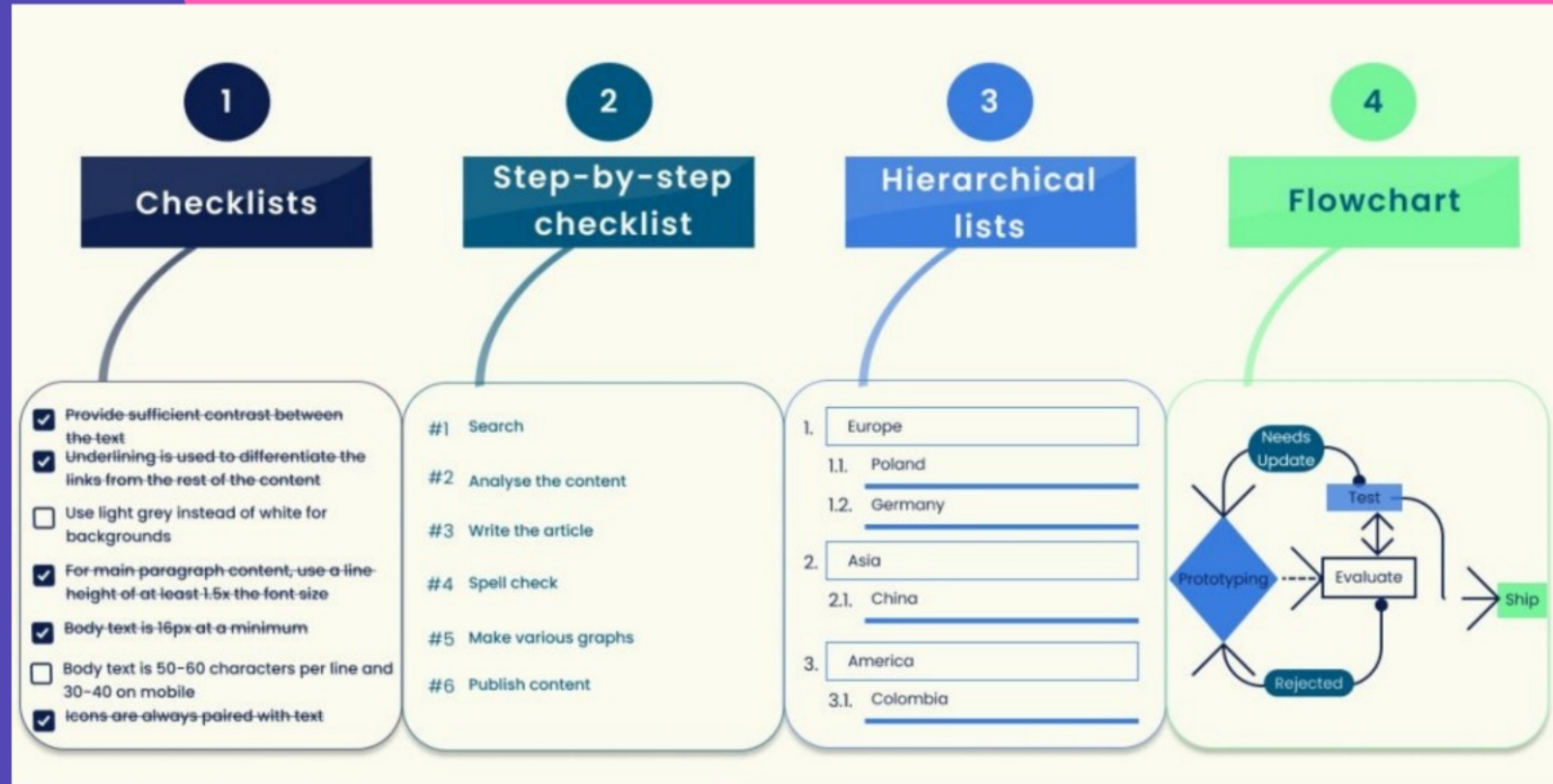
Classroom Audio/Visual



Staff and Student Hardware



Operating Procedures (SOPs)



Standards

Software Compatibility and Curricular Alignment

🔍 Science









TrustEd Apps by 1EdTech

Volusia County Schools

Welcome to the VCS Software Catalog. This is a comprehensive list of all software, apps, and extensions available to Volusia County staff and students.










Searching the Catalog
Use the Advanced Search options on the right. Each piece of software is categorized in the Tool Use area as Pedagogical, Productivity, or Operational. Clicking on a software title will give you more information about how it is used, and will allow you to view the vetting by 1EdTech.

Ratings
Preferred - software purchased/licensed by the district for use in a particular curriculum area or department.
Approved - software that is approved for use.
Approved Limited - software that is approved and purchased/licensed for use by specific schools, departments, or users.

	Science A-Z By Learning A-Z			
	YouScience By YouScience			

Sort By
Rating

Legend

	Filter
 Preferred	<input checked="" type="checkbox"/>
 Approved	<input checked="" type="checkbox"/>
 Approved Limited	<input type="checkbox"/>
 Reviewed	<input type="checkbox"/>
 Under Review	<input type="checkbox"/>
 Denied	<input type="checkbox"/>
 TrustEd Apps Seal	<input type="checkbox"/>
 Vetted	<input checked="" type="checkbox"/>
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Classroom Audio/Visual



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