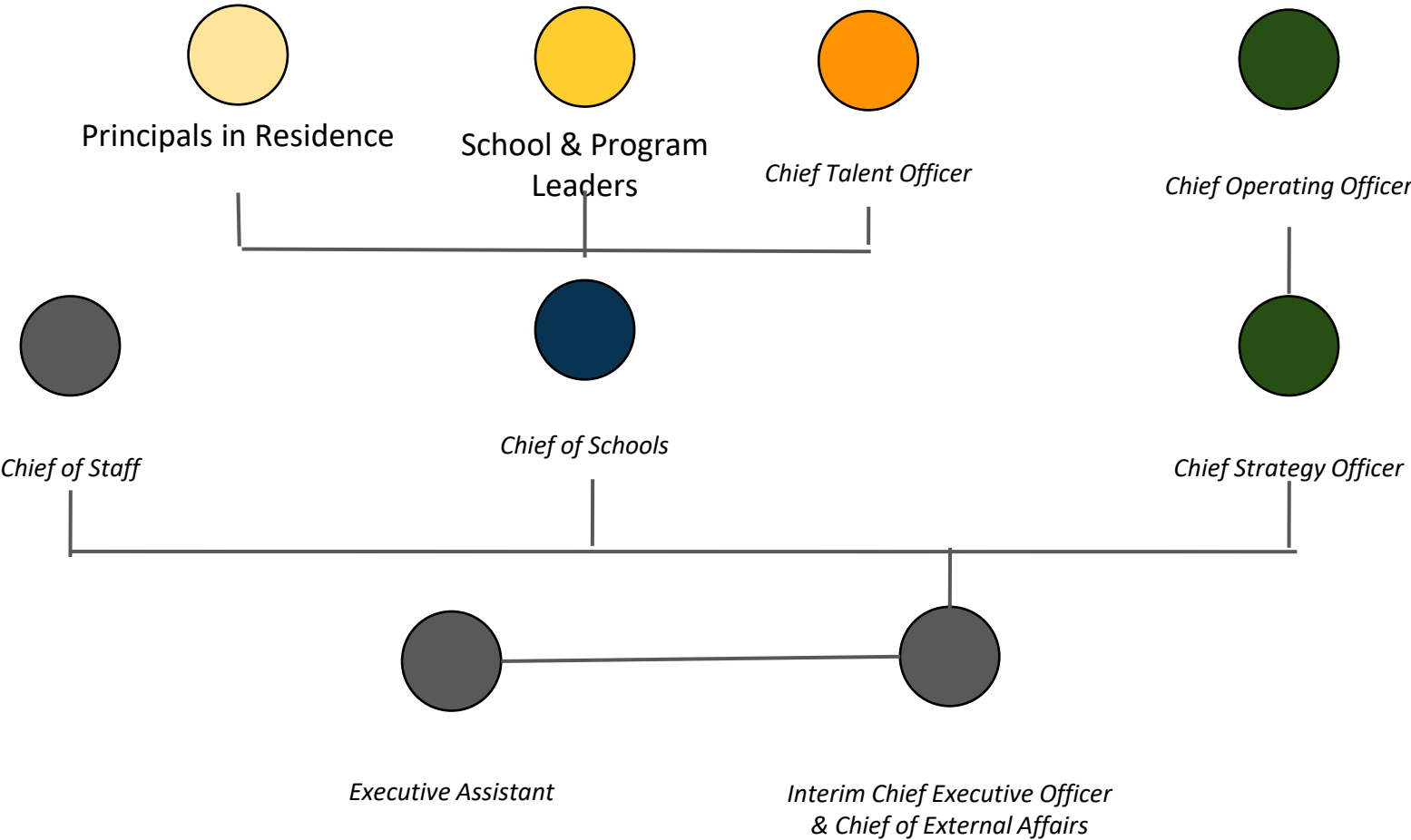


# Team: Create & Support Team Chief & School/Program Leaders Reporting Structure



Key:  
PT- Part-Time  
Split Colors-Have roles on multiple teams



Create and Support Team '21-  
'22

# Organizational Charts





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## Section Three: Explanation of Titles

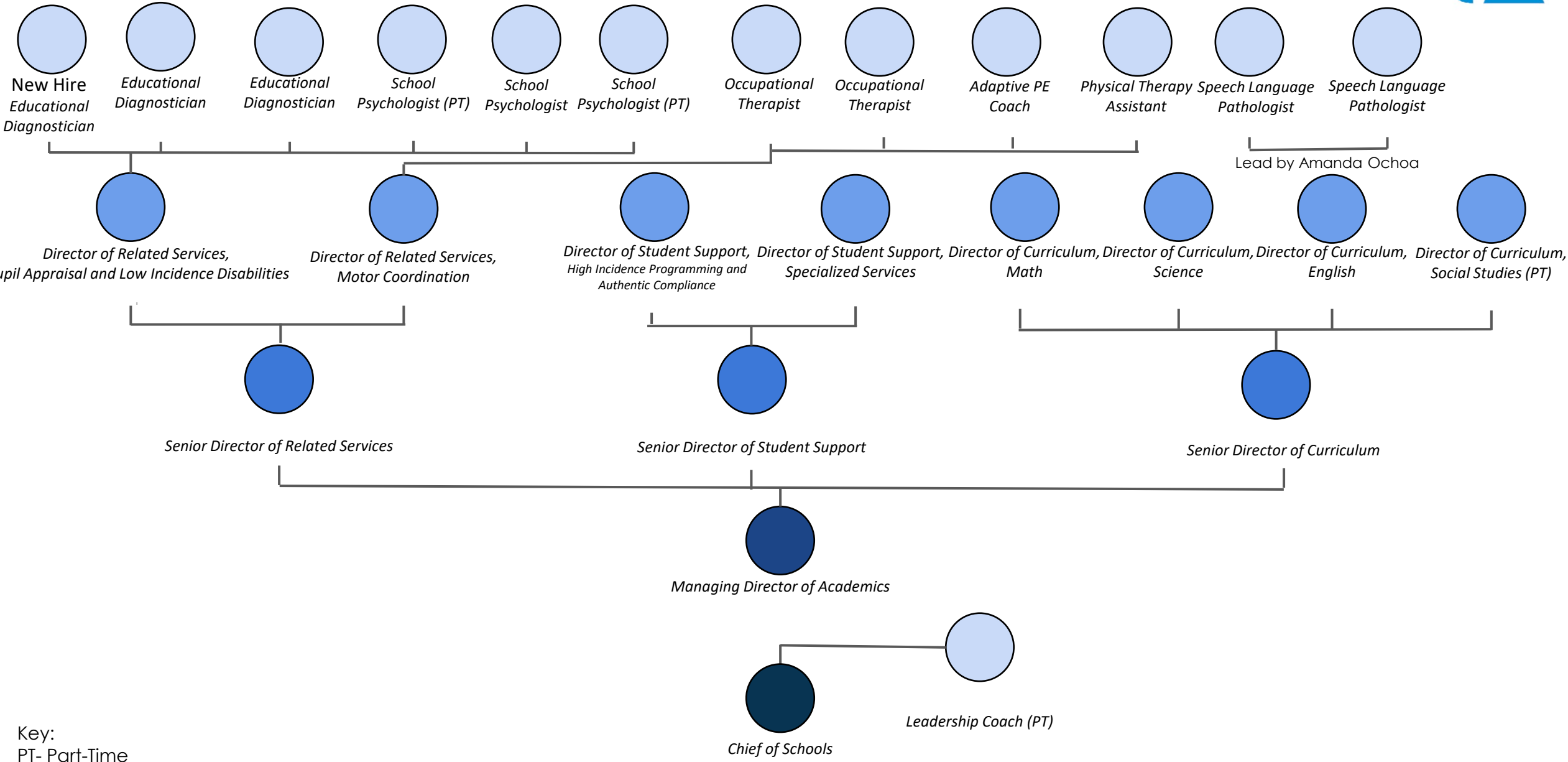


# Academic Program Team (APT)



**Collegiate** Academies

# Team: APT

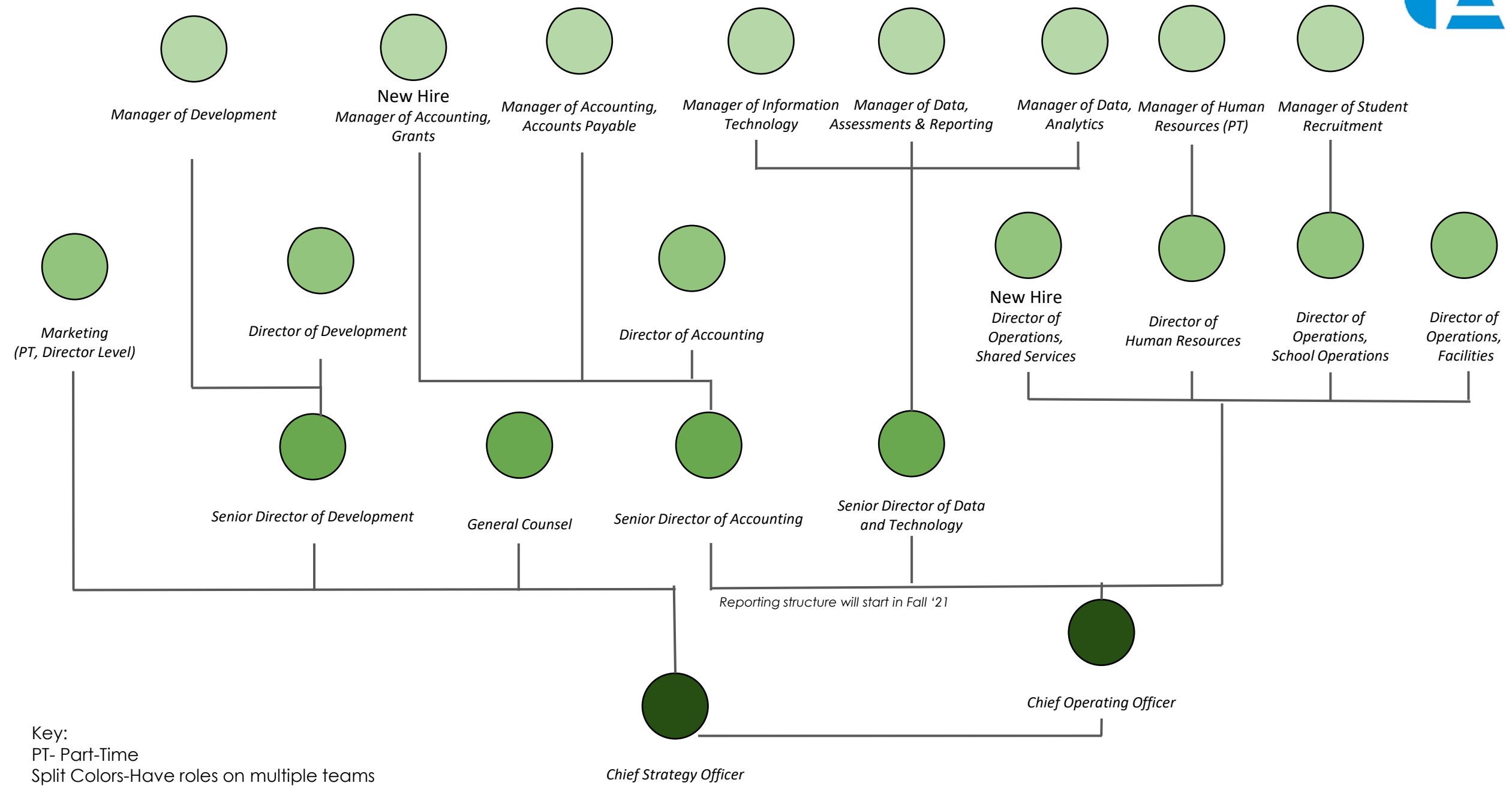


Key:  
 PT- Part-Time  
 Split Colors-Have roles on multiple teams



# Advancement, Finance, Operations, & External Affairs (AFOX)





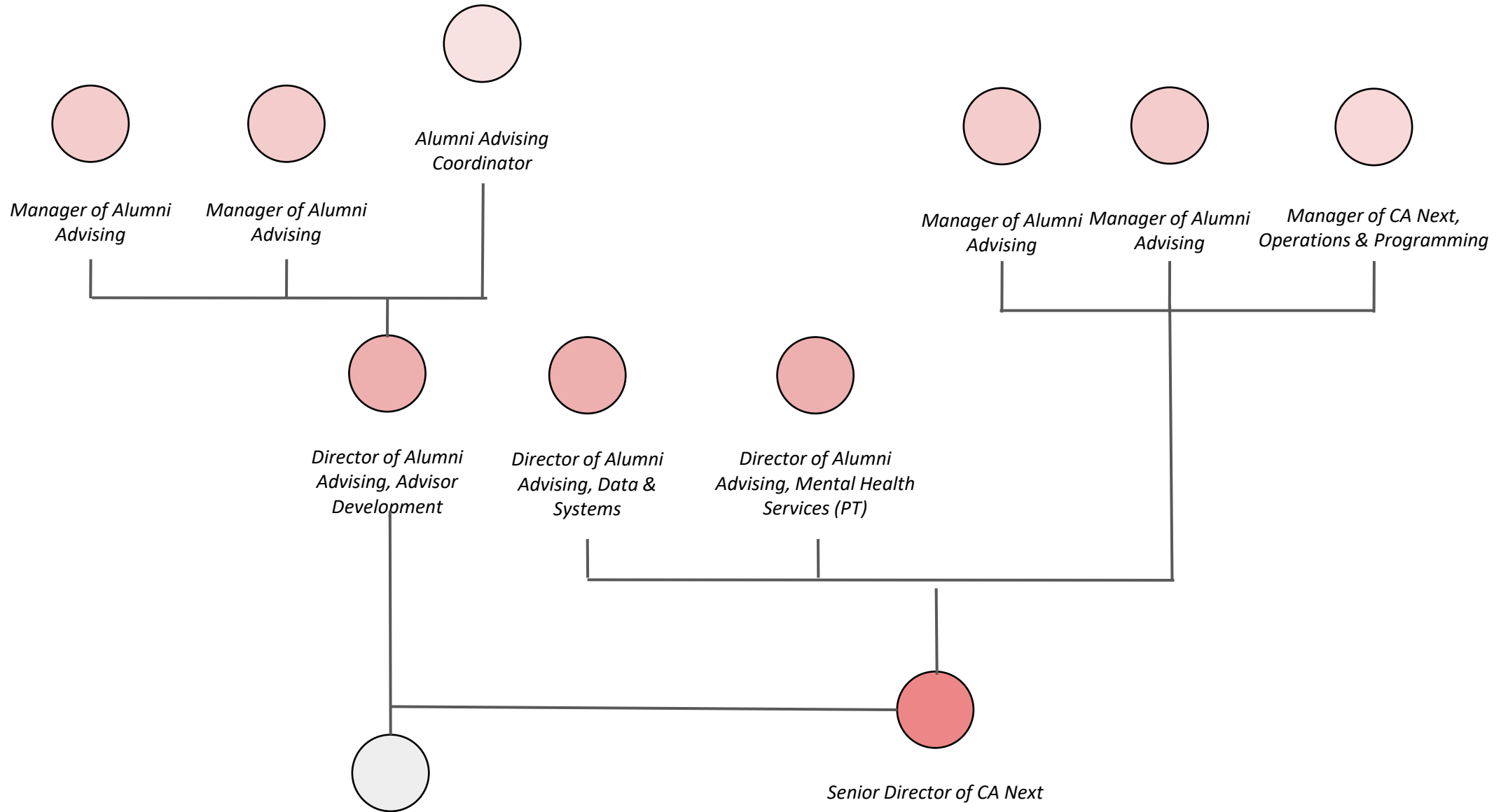


# CA NEXT





# Team: CA Next



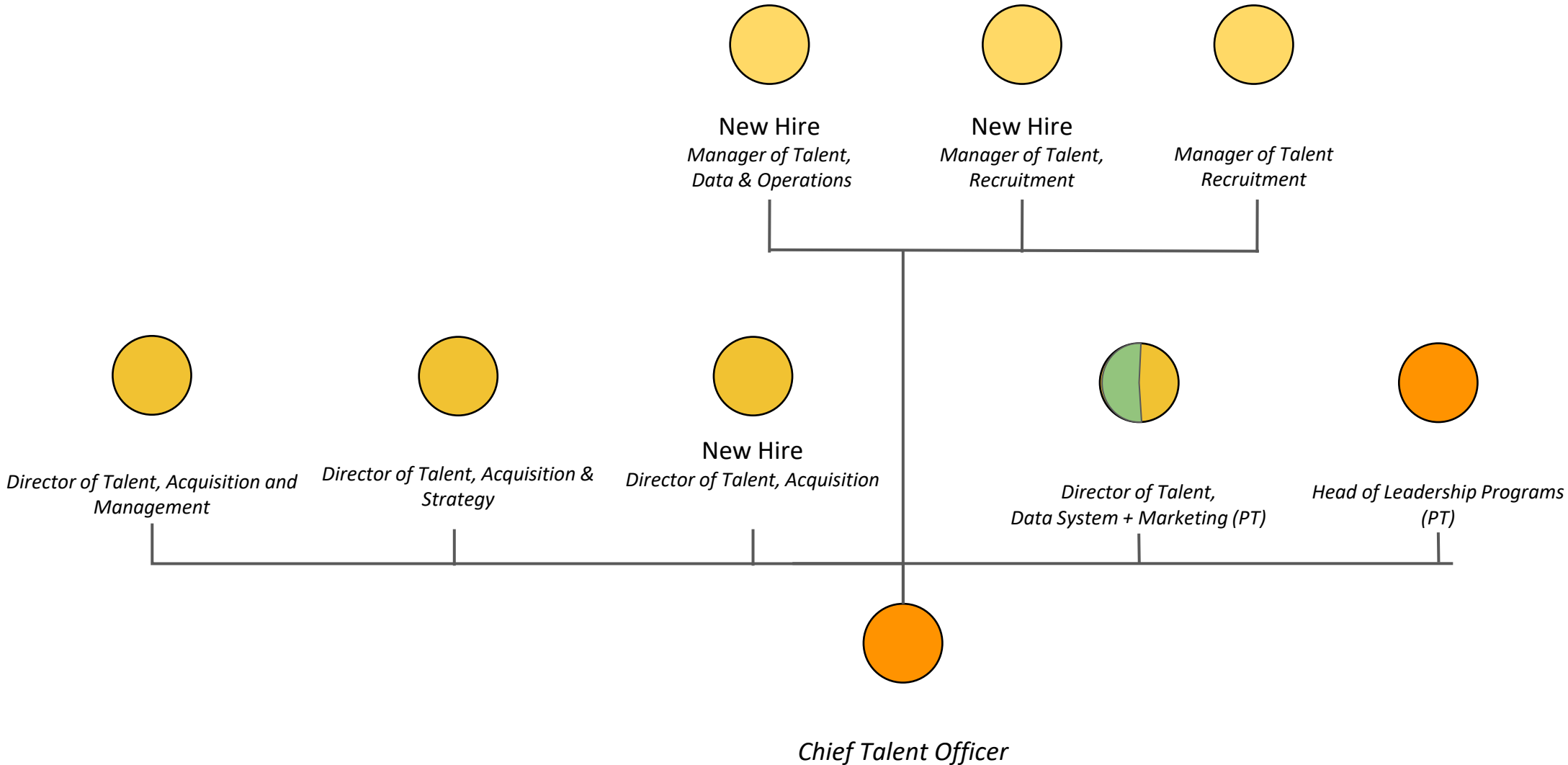
Key:  
PT- Part-Time  
Split Colors-Have roles on multiple teams  
Chief of Staff



# Talent



**Collegiate** Academies



Key:  
PT- Part-Time  
Split Colors-Have roles on multiple teams

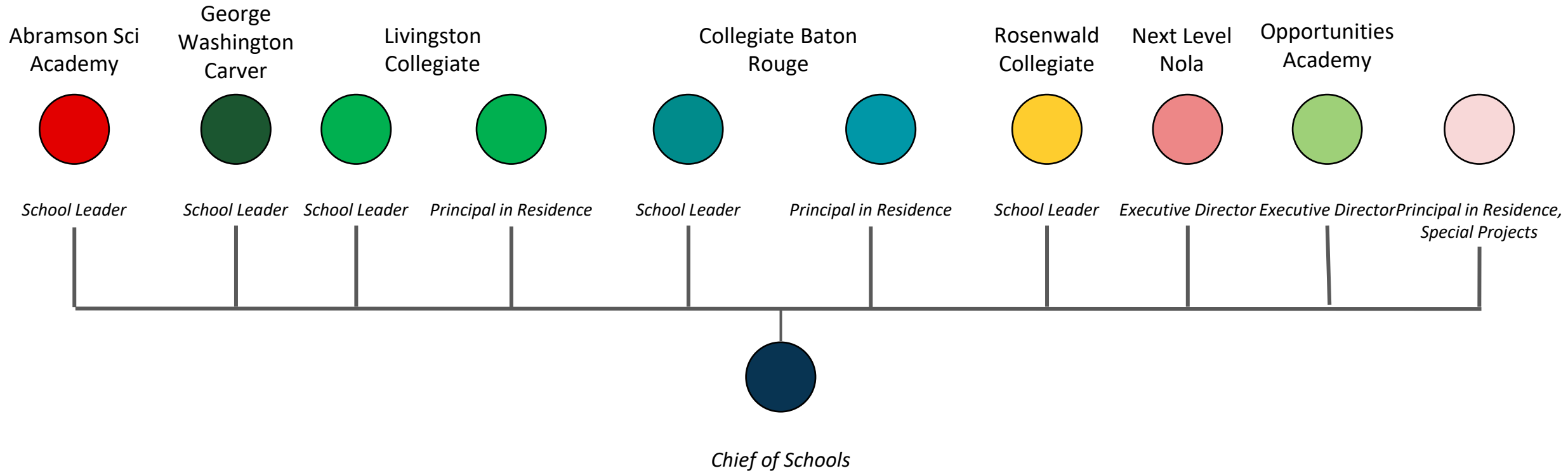


# Leadership



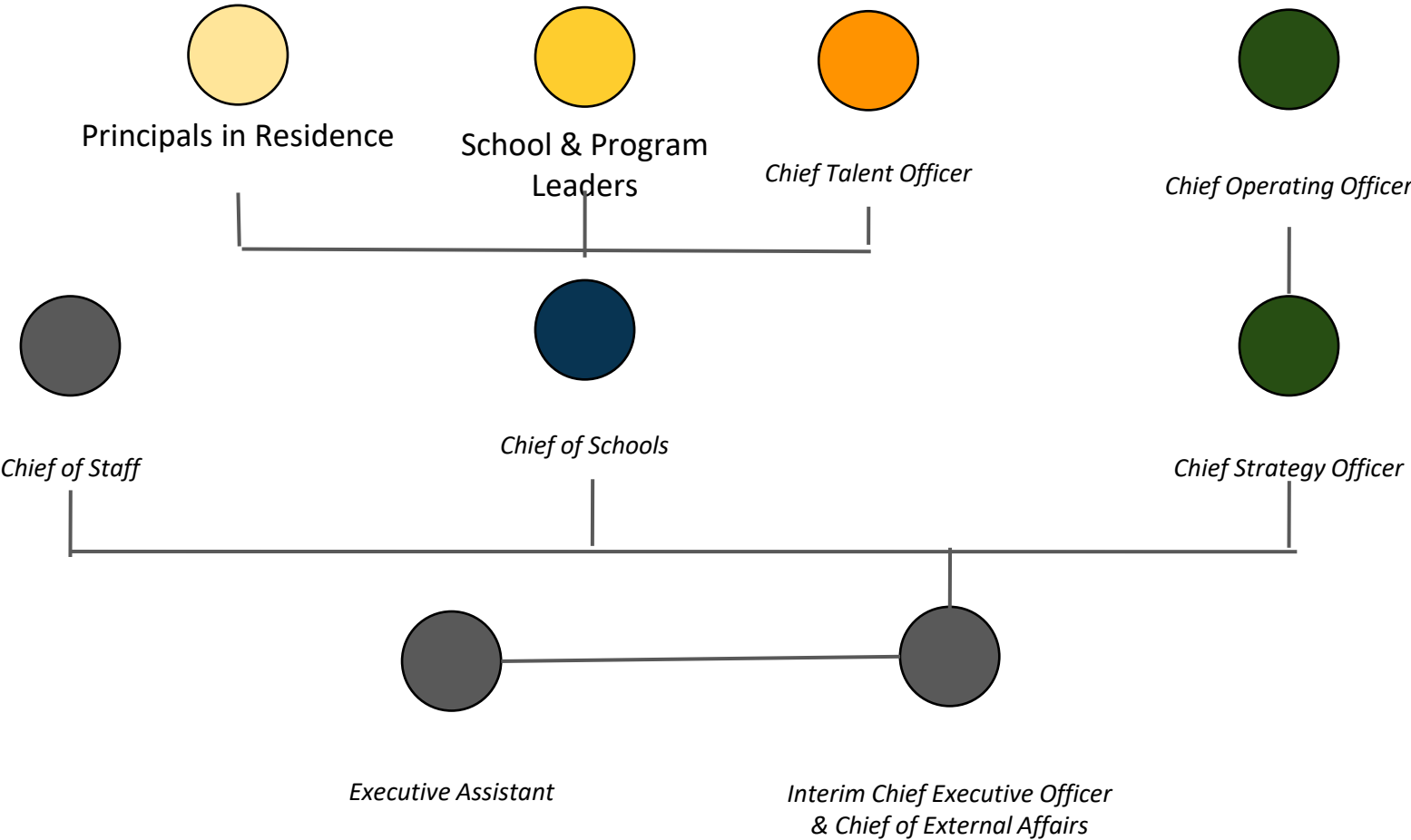
**Collegiate** Academies

# Team: School & Program Leaders



Key:  
PT- Part-Time  
Split Colors-Have roles on multiple teams

# Team: Create & Support Team Chief & School/Program Leaders Reporting Structure



Key:  
PT- Part-Time  
Split Colors-Have roles on multiple teams



# Leadership & Management Meeting Spaces





# Network & CST Leadership Spaces

Structure	Purpose	Participants	Example Topics
<b>NLT (Network Leadership Team)</b>	<ul style="list-style-type: none"><li>• Org wide strategic problem solving + planning</li><li>• Org wide smaller ad hoc problem solving</li></ul>	<ul style="list-style-type: none"><li>• Chief Schools (lead)</li><li>• SLs + EDs</li><li>• Chiefs</li><li>• Mng Dir of Academics</li><li>• (Network DEIA Co-Lead)</li></ul>	<ul style="list-style-type: none"><li>• GPA problem-solving</li><li>• Salary Equity Project</li><li>• North Star Revisions</li><li>• Philosophy on ____</li></ul> <p>Note: Teammates can submit topics for this mtg using the <u>NLT Form</u> by Tues EOD. MB will make decisions on agenda by Wed EOD.</p>
<b>LT (Leadership Team)</b>	<ul style="list-style-type: none"><li>• Schools &amp; Programs support + planning across CST functional teams</li><li>• CST strategic problem solving + planning</li></ul>	<ul style="list-style-type: none"><li>• Chiefs</li></ul>	<ul style="list-style-type: none"><li>• CST Hiring</li><li>• Orientation Planning</li></ul> <p>Note: Teammates can submit topics for this mtg by talking to their manager and/or chief</p>
<b>Manager PD</b>	<ul style="list-style-type: none"><li>• CST leadership development</li><li>• CST culture development</li></ul>	<ul style="list-style-type: none"><li>• Chief of Staff (lead)</li><li>• CST Managers</li></ul>	<ul style="list-style-type: none"><li>• Teammate eval prep &amp; best practices</li><li>• CST mission map</li></ul> <p>Note: Teammates can submit topics for this mtg by talking to Katz</p>





# Titles



# Titles



For the full Title Policy, please refer here: [DRAFT Job Titles](#)

Title/Job structure refers to the infrastructure or hierarchy of jobs within an organization. Having clear job/title structure across Collegiate Academies is the foundation of our equitable compensation design and also provides the organizational structure to build and maintain many other aspects of our talent and people practices including total rewards, workforce planning, career paths, learning and development, and succession planning.

Title/Job structure focuses on bringing together the many aspects that make up a “job”: job levels, job titling conventions, career paths, spans of control, the criteria for career movement, and equitable compensation programs based on job value. Having purposeful and standardized titles across CA make it easier to align compensation to external markets, determine internal equity, and create a clear understanding of career progression.

Aligning titles is important to our organization as a tool to create transparency and equity in the following ways:

- **Help others understand what a teammate’s role is** - Job titles should clearly communicate what type of work someone does and their career level relative to others. It’s really important that others, both internally and externally, are able to quickly understand someone’s role and responsibilities.
- **Help to ensure internal and external compensation equity** - Standardized job titles allow CA to create pay ranges that are tied to the job title, ensuring individuals who are doing the same job or within the same job level receive similar pay and benefits. Standardized job titles also make it easier to conduct market compensation analyses by matching the internal, standardized job title to external ones. That ensures that we are able to adhere to our Compensation Philosophy and that pay and benefits being offered are competitive with those offered for similar positions at other organizations.
- **Help drive retention by making career paths more clear** - Teammates who have a clear idea of the career opportunities that exist for them within CA are much more likely to stay. Standardized job titles will make it easier to communicate and explain opportunities across CA to our teammates.
- **Help make recruiting and hiring easier** - Applicants often find job postings by searching for specific job titles or keywords within a job title. Positions with titles that don’t align with standard naming conventions are much more difficult for job applicants to find, and this may result in fewer applicants for a posted position.

# Titles



COLLEGIATE ACADEMIES JOB TITLES- Create and Support Team					
To create standardized job titles across the CST, we will use the competency descriptions derived from EdFuel below to determine job levels below-					
	Manager	Director	Senior Director	Managing Director	Chief
<b>Scope:</b> What is the scope of work for this role?	Executes tasks within specific, individual workstreams	Builds & designs strategies within a functional team	Sets strategic direction for a functional team	Sets strategic direction for 3-5 functional teams (example: teaching and learning, scholar support, related services)	Sets strategy and vision for organization, ensures that organization achieves short and long-term goals
<b>Lead:</b> Who does this role lead or coach?	Self	Directly manages and/or coaches teammates within functional team at the CST and school-based level	Directly manages and/or coaches teammates across multiple teams at the CST and school-based level	Leader of 3-5 functional teams	Leader of the organization and core member of organization's leadership team
<b>Influence:</b> How does this role influence within the network?	Supports/leads initiatives within their functional team	Supports/leads initiatives across CST and school-based teams	Supports/leads initiatives across the network and provides specialized guidance to school and CST leadership. Influences across multiple functional teams.	Coordinates with other leaders to incorporate organizational priorities into planning	Ensures alignment across the organization to achieve mission and drive student and school success