



Georgia Division of Family and Children Services

Expansion of Field Operations Management Structure

Director

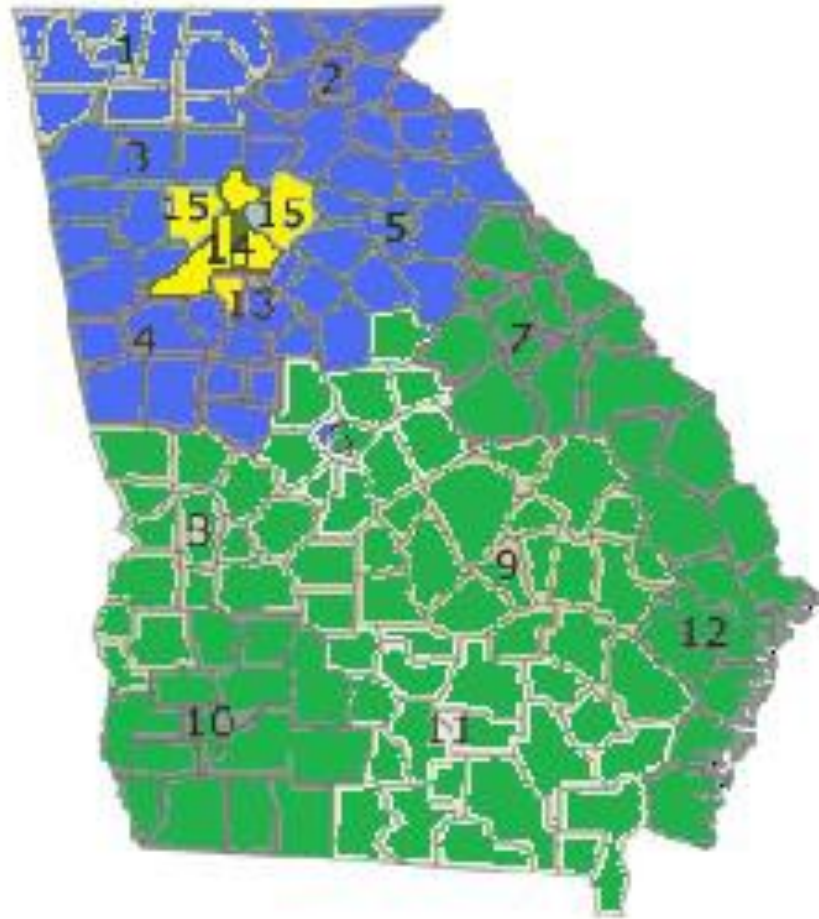
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Objective

- In an effort to further increase the operational effectiveness of Field Operations, **three districts will be developed**. These districts will include Regions 1 – 5, Regions 6 – 12, and the five metro counties including Fulton, Dekalb, Cobb, Gwinnett, and Clayton. Each district will be supervised by a District Director that will assume direct responsibility and supervision for day to day operations for their districts.
- As a part of this expansion, Region 13 will be transitioned into Regions 4, Region 5, and the new metro district. **The following county specific moves will occur:**
 - Henry County will move to Region 4
 - Rockdale County will move to Region 5
 - Clayton County will move to the new metro district (along with counties in Regions 14 and 15)
 - Cherokee County will move to Region 1



New District Structure



Benefits

- Increase in Field Operations command and control structure.
- Increase in cohesion and consistency between regions within districts.
- Increase in internal district work sharing and the allocation and deployment of staff resources internally within districts to equalize workloads.
- Increase in the accountability of regions and metro counties through district meetings, cadence calls, quality assurance reviews, and data tracking.



Benefits

- Increase in the development of Regional Directors and Metro County Directors through more management conferences and one-on-one meetings.
- Increase in consistency of the structure, utilization, and expectations of regional Field Program Specialists and other Regional Support Network staff within districts.



Considerations

- Changes required in SHINES.
- Changes / adjustments required in budgeting and fiscal systems.
- Community outreach and awareness initiatives regarding the changes.
- Identification and appointment of District Directors (note that James Binnicker is already in such a role)

