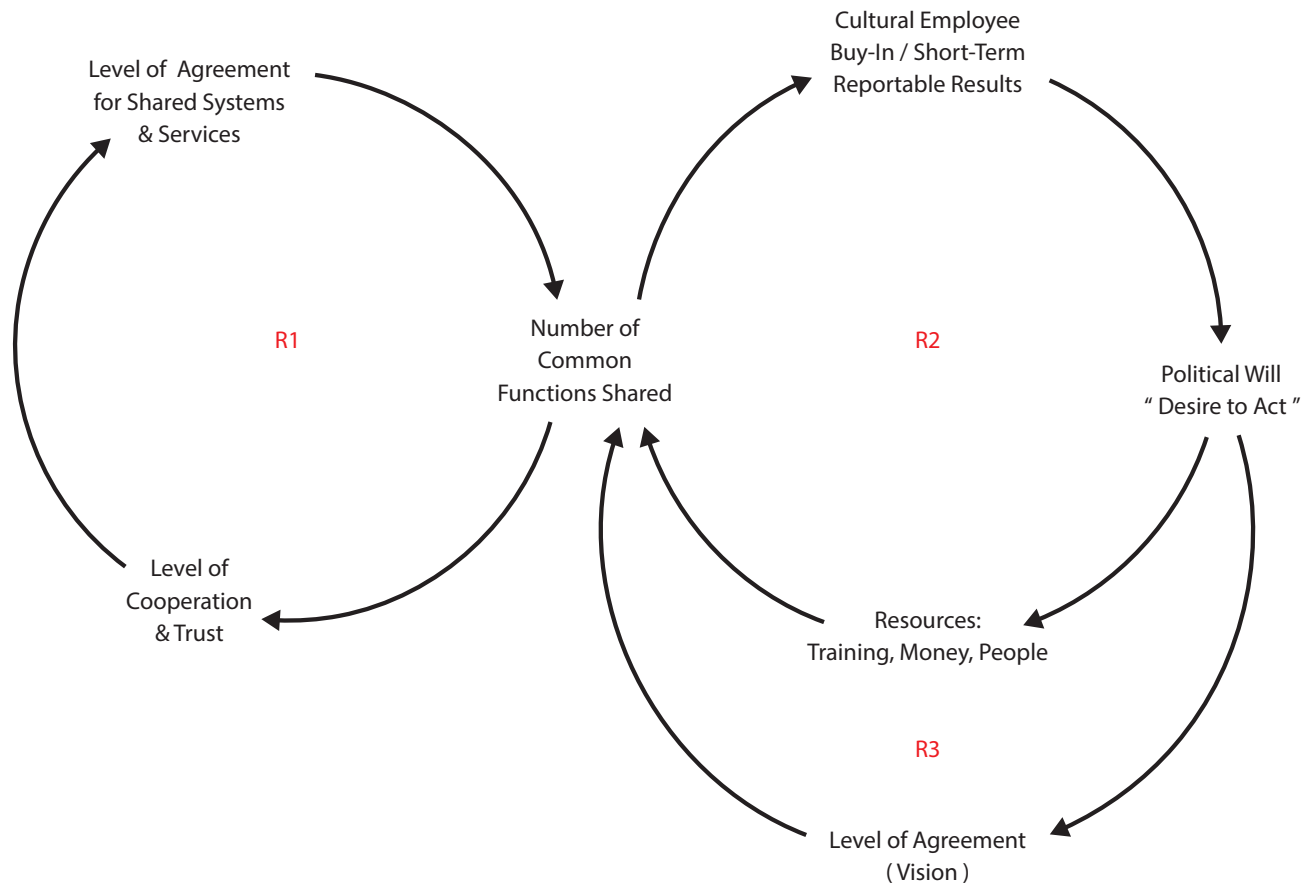




## WHY DO WE CONTINUE TO STRUGGLE TO PROVIDE “COMMON FUNCTIONS” COOPERATIVELY BETWEEN THE CITY & SCHOOL DEPARTMENT?

### HIGHEST POINT OF LEVERAGE FOR CHANGE:

Level of Agreement on Shared Vision



#### R1

As the number of common functions shared between the city and school department go up the level of cooperation and trust between the city and school department goes up which increases the number of common systems and structures which in turn increases the number of common functions shared between the city and school department.

#### R2

As the number of common functions shared between the city and school department go up the level of employee buy in and number of short term reportable results increase which leads to an increase in political will (the desire to act) which leads to an increase in the amount of resources available which in turn increases the number of common functions shared between the city and school department.

#### R3

As the number of common functions shared between the city and school department go up the level of employee buy in and number of short term reportable results increase which leads to an increase in political will (the desire to act) which increases the level of agreement on shared vision which in turn increases the number of common functions shared between the city and school department.