AH
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STRATEGIC OPERATIONS & TRANSFORMATION

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OPERATIONS CASE STUDY · OPERATIONAL ASSURANCE · REPUBLIC SCHOOLS, MISSISSIPPI REGION

Launching a network's first operational assurance process.

RePublic's first operational Deep Dives. How I launched a recurring inspection-and-assurance process that put common standards, calibrated scoring, and real accountability behind a multi-school region's operations.

BEFORE

- Decentralized operations across the region
- Uneven systems, school to school
- No shared way to know if a school ran well
- Quality visible only when something broke

AFTER

- **Recurring Deep Dives** across every school
- **Calibrated scoring** on common standards
- Findings tied to tracked **action plans**
- An **audit-ready** operating expectation

THE ASSURANCE LOOP I BUILT

Baseline review → **Transparent standards** → **Cross-school inspection** → **Calibrated scoring** → **Results & action planning** → **Recurring reassessment**

↺ *Every finding fed a school action plan tracked in recurring Principal/DOO and SDOO/DOO check-ins, then looped back into the next review.*

WHAT I BUILT

Operations across the region were decentralized, with uneven systems and no shared way to know whether a school was actually running well. I designed and launched the process end to end:

- **Shared standards.** Transparent compliance, facilities, and finance rubrics on a common 1–5 scale.
- **Calibrated scoring.** Teams normed scores so a rating meant the same thing everywhere.
- **Action planning & cadence.** Findings converted to plans, tracked in recurring check-ins.
- **Cross-school inspection teams.** Leaders inspecting one another's campuses, building shared judgment.
- **Leadership launch & debrief.** A structured launch and results discussion with each Principal/DOO.
- **A common language.** A shared vocabulary for operational quality across the region.

THE RESULT

My manager credited the work directly: it "gave the region and the network a **common language** to use to evaluate the quality of operations in a RePublic school." The model was adopted beyond a single campus, connected inspection to management routines, and was refined into the network's ongoing rhythm of biweekly collaboration and quarterly evaluation. The accomplishment was not running audits; it was building a **recurring operational-control and assurance process** that set common standards, surfaced variance, assigned accountability, and drove corrective action.

> *"Success isn't passing the review. Success is operating in an audit-ready state all the time, so the review needs no preparation at all."*