

CSC Meeting

Monday, May 22, 2017

Start time 4:08pm

5 Parents, 2 teachers, Exec principal, and Parent Liaison are present

Lisa- Elementary Instructional Superintendent was here to present information about options for hiring an elementary principal.

The full search process for hiring a principal is:

Here is the process for hiring a principal:

1. Prescreen candidates, candidate pool
2. The CSC will pick candidates for the, Principal Selection Committee and must be representative of the diversity of the school (Traylor Academy example shared)
3. Finalist engagement (Learning walks, site visit and community forum, and a superintendent interview.)

We received a handout detailing this process.

There were concerns about how much the selection committee has to say about who is picked due to the fact that the superintendent makes the final decision.

Will the district go forward with someone different than the Principal Selection Committee have advanced? Lisa replies that she has heard of it happening, but has never been a part of a selection where someone outside of the candidate pool was named, but the superintendent makes the final hiring decision. Lisa says the decision of who advances to learning walk and community forum is done by consensus and the top 2-3 candidates are the only ones who advance to the final steps (Learning walk and community forum). If the candidate that the Principal Selection Committee wants is not advanced to the superintendent it could be due to lack of instructional expertise.

Pete Castillo and Lisa have discussed options and are looking at naming an interim principal because of the time crunch. Last time it took 5 weeks to complete a search for a principal. This time when we did a preliminary search, we had only one qualified applicant. There are several interim principal candidates- one of them might have already have a full time position. Currently, there is only one candidate with experience in both arts and elementary education experience. Lisa explains that in other schools facing similar situations they have either named an acceptable candidate for the interim position. This person might then also be a good fit as the long term full time principal, or named as an experienced principal to focus on certain tasks for one year to help the school, this is usually in case of potential school closures etc. Two local elementary schools have had interim principals recently, one decided to hire the interim, one hired a different principal after the interim year.

The CSC has to decide today whether to move forward with the interim principal Lisa and Pete have interviewed and feel is a good fit, or to move forward with a full search. There are no options to meet this person prior to making this decision. A community forum meeting with the interim principal is not possible, but we would do a meet and greet for parents to meet with this person. Once the interim principal is named, a meet and greet would be scheduled as soon as possible.

The person Lisa and Pete are recommending has experience teaching and arts experience. He taught music and theater for 14 years. He has taught in a TNLI school, and has been as assistant principal for 4 years. His current principal feels he is ready to be a principal. Pete feels confident in his experience and their ability to work well together. Lisa says everyone speaks highly of him including his IS. He has built in more parent engagement nights at his school and is very interested in the position as KCAA.

An elementary teacher reported to the CSC that she sees the biggest priorities for the elementary are to support our ELA students and teachers, the principal being more present before and after school and at lunch, arts integration, and

building adult culture. The proposed interim principal is aware of these challenges and feels his current practices and priorities will fit well at KCAA.

In December, we will need to decide whether to do a full search for a permanent principle or we would have the option to offer the interim principal the position. In the event that we conduct a full search, the interim principal will search for other positions. This means we might lose the possibility of hiring the interim principal by conducting a full search.

The assistant principal position is currently on hold. The interim principal must be involved in hiring and structuring the support staff to support them in leading KCAA for the upcoming school year.

We discussed if we need an elementary principal instead of just an elementary assistant principal (like middle and high school have). Lisa thinks we do need an elementary principal. Pete agrees. The CSC would like to look at budget options about hiring an assistant principal or filling other roles with those funds.

We had full consensus among CSC to move forward with naming an interim principal.

Lisa will connect with assistant superintendent of elementary school after CSC meeting with the recommendation. Additional next steps include reaching out to candidate, compensation etc. A question was raised about if the interim would be paid less, and if it would be possible to bring the library position back.

An announcement to the community discussing the interim principal and the upcoming meet and greet will be sent out by the end of next week.

Other items:

Dance and music positions are at .6 in elementary

Theater position is open in elementary

AP HS is on medical leave but we will have an AP

Elem has 2 positions open

HS has 1 open

End time 5:23