

# Lexington Elementary School

## Principal and International Baccalaureate Coordinator Vacancies

Presented to:  
Los Gatos Union School District Board of Trustees  
July 7, 2015



# Intended Outcomes For July 7<sup>th</sup> Board Meeting

1. Review feedback from teachers, staff and community members regarding the Principal and International Baccalaureate (IB) Coordinator vacancies.
2. Discussion: Board of Trustees to discuss the process, specifically the trade-offs for selection and/or appointment of a permanent or interim: (1) Principal, and (2) IB Coordinator for the 2015-2016 school year
3. Board to provide district staff and/or take action regarding the models for the Principal and IB Coordinator for the 2015-2016 school year.

## Setting Context –Where We Left Off... Principal/IB Coordinator Vacancy

- 6/19/15 District receives resignation letter from Principal/IB Coordinator effective June 19<sup>th</sup>
- 6/25/15 Regular Board meeting to discuss next steps
- 6/29/15 District staff facilitates meeting with Lexington teachers
  - In attendance: 4 teachers, 3 administrators, Board President, 1 staff member
- 6/30/15 District staff facilitates meeting with Lexington parents
  - In attendance: 7 parents, 2 teachers, 3 administrators, 1 staff member
- July 2015 Ensure smooth transition and plan effective August 1<sup>st</sup>
- August 1<sup>st</sup> Target/Goal: New team in place for 2015-2016

## Stakeholder Meetings Intended Outcomes & Completed Tasks

- ✓ Framing the priorities for 2015-2016
- ✓ Next steps for the Evaluation Visit – Spring 2016
- Principal - Permanent
- IB Coordinator Model - Permanent
- ✓ IB Coordinator - Interim with the possibility to transition to permanent
- ✓ Principal – Interim with the possibility to transition to permanent
- ✓ Next Steps: Stakeholder feedback for Board Discussion

## Determining the Priorities 2015-2016 Stakeholders' Feedback

Teachers/Staff Responses 6/29/15	Parents' Responses 6/30/15	List of Priorities
5	4	Evaluation Visit – Spring 2016
----	1	Principal – Permanent Selection
1	2	Principal – Interim Selection
3	4	IB Coordinator – Permanent Selection
3	3	IB Coordinator – Interim Selection

# Principal Model for 2015-2016 Stakeholders' Feedback

Teachers/Staff Responses 6/29/15	Parents' Responses 6/30/15	List of Priorities
-----	3	Permanent Selection
7	4	Interim Selection

# Interim Principal Model Priorities 2015-2016 Stakeholders' Feedback

Teachers/Staff Responses 6/29/15	Parents' Responses 6/30/15	List of Priorities
4	5	Full-time on-site as much as possible
6	2	One principal all year
-----	4	PYP experience
2	3	Principal/Administrative experience 50% Principal + 50% District Special Coordinator

Notes:

1. Desire to revisit the model in Spring 2016 to evaluate if model is working
2. Interim Principal with the possibility to transition to permanent-2016-2017

# International Baccalaureate Model Priorities 2015-2016 Stakeholders' Feedback

Teachers/Staff Responses Permanent 6/29/15	Teachers/Staff Responses Interim 6/29/15	List of Priorities
1	1	Collaborate with all stakeholders
-----	-----	PYP experience
4	2	Job share: 50% teacher + 50% IB Coordinator
5	6	Shared IB Coordinator role (2-3 full-time teachers)
-----	4	Complete all next steps for Evaluation visit
-----	-----	Coach teachers and provide professional development
1	1	IB Coordinator 50% - Dedicated employee
4	-----	IB Coordinator 100% - Dedicated employee

# International Baccalaureate Model Models for 2015-2016 Stakeholders' Feedback

Teachers/Staff Responses Permanent 6/29/15	Teachers/Staff Responses Interim 6/29/15	Models
3	3	Shared IB Coordinator role (2-3 full-time teachers) • Stipend positions
-----	-----	Job share: 50% teacher + 50% IB Coordinator
4	2	Hybrid Model: Team IB • 50 % teacher + 50% IB Coordinator (Dedicated) • 2-3 Teacher Leaders
?	?	IB Coordinator 50% - Dedicated employee
?	?	IB Coordinator 100% - Dedicated employee

Notes:

1. IB Coordinator - possibility to transition to permanent in 2016-2017
2. Desire to revisit the model in Spring 2016 to evaluate if model is working

# Next Steps

**Staff seeks direction on the following points:**

## **Principal and IB Coordinator Vacancies**

- Board direction on the model for the Interim IB Coordinator and Interim Principal with the expectation to revisit these positions in Spring 2016 and evaluate if the models are working
- Goal to ensure smooth transition and plan effective August 1<sup>st</sup>