

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 7th 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 19th
- 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 1st
- August 1st 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

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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

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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

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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 1st