



DVES Principal Position

FEEDBACK ON POSITION AND VALUED CHARACTERISTICS

Meeting Format

- ▶ Introductions
- ▶ HAWK Behavior
- ▶ Reason for meeting
- ▶ Desired outcome
- ▶ Current situation
- ▶ Share feedback
- ▶ Discuss feedback
- ▶ Data for board meeting

Reason for meeting and Desired outcomes

▶ Reasons

- ▶ Strong desire from teachers and parents at October 16th board meeting to have input in the process of replacing DVES principal.
- ▶ Multiple opinions on position.
- ▶ Ensure feedback is gathered across stakeholder groups and presented to board of trustees before decisions are made.

▶ Outcomes

- ▶ Stakeholders feel their feedback has been gathered fairly.
- ▶ Agreed upon data and format to present to board of trustees.

Current Situation

- ▶ Principal of DVES left position in early October.
- ▶ Interim Principal is filling in, but has limited number of days.
- ▶ Current position is Principal/Director of Student Services
- ▶ Currently have a District/COE Superintendent
- ▶ Counselor will be going on maternity leave in March
- ▶ DVES current student count approx. 76
- ▶ Straight grades for ELA/Math
- ▶ One teacher for each grade level in morning. Adult Ed. Support (noon) and Expanded Learning (after school)
- ▶ Organizational Charts (handout); Student Data

Stakeholder feedback – Type of position

- ▶ Alpine County Teacher's Association (ACTA) survey results
 - ▶ Combined Superintendent/Principal had most 1 and 2 ratings
 - ▶ Principal Teacher
 - ▶ Principal
- ▶ Several unique position idea's
 - ▶ Combined Vice Principal (Dean of students)/Teacher (teaches elective subject)
 - ▶ Superintendent Principal and Vice Principal Operations Director
 - ▶ Part-time Principal or Part-time Superintendent
- ▶ Most of the rational for a combined position, would be cost savings that could be spent on other positions.
 - ▶ AIS Full-time teacher
 - ▶ Opportunity School teacher
 - ▶ Native American liaison
 - ▶ Aide or teacher for intervention

Stakeholder Feedback – Type of position

- ▶ Classified survey results
 - ▶ Principal position ranked as number one choice with Principal/Superintendent second
 - ▶ Feel there needs to be a full-time principal on site at DVES to handle behavior issues.
 - ▶ Many things for Principal to focus on at the school site. Dual role would pull principal into too many directions.
 - ▶ If combined, would like superintendent to be more involved with students and school board to make more decisions for overall community.
 - ▶ Most think beginning of next school year would be best start date.

Stakeholder feedback - Type of position

- ▶ Parents
 - ▶ Feel strongly that there needs to be a full-time on-site position to support DVES, especially for timely discipline and support to teachers/staff.
 - ▶ Many feel activities that were supported by the Student Services Co-Ordinator (Dawn) were not done at same level with last principal. Those activities are valuable for student engagement.
 - ▶ Utilize administrator subs until Spring, so there will be more potential candidates.
- ▶ Business Services and district/COE office personnel
 - ▶ Important to have access to full-time Superintendent that is available to meet compliance requirements and leadership role.
 - ▶ Amount of compliance reporting is the same if 80 students or 800, but with less resources than larger districts.

Characteristics / Skill Set Feedback

- ▶ Consistent feedback on most desirable skills and characteristics.
 - ▶ Student focused
 - ▶ Must have strong communication skills
 - ▶ Clear, consistent, follow-through and range
 - ▶ Organized
 - ▶ Supportive and respectful to all staff, students and parents
 - ▶ Decisive and proactive
 - ▶ Cultural Sensitivity – Not only for Native families but all races
 - ▶ Sense of humor, charisma and personable
 - ▶ Experience as teacher/administrator with K-8 schools

Additional Characteristics...

- ▶ Hiring a native American principal or someone with experience working in a school/community with Native population.
- ▶ Have experience working in a school with diverse population and who understands needs of all students...students of color, economically disadvantaged, special needs, talented and gifted, etc.
- ▶ Be able to fit in into the Alpine Community or has worked in a small community or district.

General Feedback

- ▶ Would like to see new board of trustees make the decision
- ▶ Would like to see new person start at beginning of next school year.
- ▶ Should hire consultant/search firm to help with hiring.
- ▶ Ensure there are representatives of all stakeholders involved in interviews.
- ▶ Ms. Lampson has been amazing and would like to keep her through school year. She has made a huge difference in a short period of time.
- ▶ Do not want a Superintendent/Principal because political vs. interpersonal.
- ▶ Take the time to get what we want.
- ▶ Needs to have MTSS/PBIS training and willingness to fully implement

What next?

- ▶ Ensure data received is shared with entire board of trustees.
- ▶ Gather specific student demographic data and trends.
- ▶ Budget ramifications for different positions.