



# 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 16<sup>th</sup> 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 rationale 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.