

# CSC Minutes

## February 18, 2015

In attendance: Jeff Aitken, community representative; Leta Kalfas and Stephanie Nussbaumer, co-chairs and parent representatives; Marissa Hudson-Arney, parent representative; Ruth Falchero, staff representative; Catherine Forington and Angela Dire, faculty representatives; Lee Cooper, DPS instructional superintendent.

**Advisory Principal Selection Committee.** The CSC appointed five staff members and five parent representatives to serve on a committee that will interview principal applicants and offer recommendations to DPS. In selecting applicants to serve on the committee, CSC members considered many factors with a goal of creating a balance on the advisory committee. Among many topics, the discussion included these questions:

- Are there staff and parents who have been at the school long enough to provide history and continuity?
- Are there staff and parents who are new to Polaris and can provide a fresh perspective?
- Is there proportional representation of classroom teachers, “specials” teachers, primary and intermediate teachers?
- Are there parents who are involved at Polaris in different capacities?
- Are there parents with children from different grade levels?
- Do committee members express a variety of interests and concerns, including gifted education, arts integration, needs of twice exceptional children, a holistic approach toward education, academic rigor, diversity and inclusion?
- Do committee members have a variety of professional experience, including some with a background in hiring managers or education/business leaders?

The advisory committee includes the following staff members:

Danny Mey, Art teacher;

Jessica Rogers, second grade teacher;

Karen Wagner, third grade teacher;

Richard Lloyd, fifth grade teacher;

Andrea Bowser, secretary and Site Assessment Leader (SAL).

Parent representatives include:

Marisa Hudson-Arney, CSC member and parent of a 1<sup>st</sup> and 4<sup>th</sup> grader;

Amber Sieja, parent of a kindergartner, 2<sup>nd</sup> grader and 5<sup>th</sup> grader;

Jennifer Collins, parent of 1<sup>st</sup> grader;

Jill Litt, parent of a 3<sup>rd</sup> grader and a 6<sup>th</sup> grader who attended Polaris last year;

Grant Van Pelt, parent of a 3<sup>rd</sup> grader and 5<sup>th</sup> grader.

**The search for a new principal.** DPS Instructional Superintendent Lee Cooper reviewed the process for replacing Principal Karin Johnson, who will leave Polaris in June to become principal of Harrington Elementary School. The school district starts the process by screening applicants from within and outside DPS. If a candidate applies for the position and meets the DPS criteria, he or she can then be interviewed by the school's advisory committee. Only applicants who have passed this screening can be considered.

After interviewing the slate of applicants provided by the school district, the advisory committee of parents and staff at the school makes its recommendations. At that point, any applicant still in the running goes on a "learning walk" with the DPS instructional superintendents. The prospective principals tour a DPS school – different from the one they are applying to – offering comments and suggestions about what they observe.

DPS Superintendents use the "learning walk" to evaluate a principal candidate's strength as an instruction leader and coach. Based on that evaluation, the field is narrowed and finalists participate in a community forum at the school where they want to work. The finalists answer questions from parents, staff and faculty. Finally, all information and recommendations are presented to DPS Superintendent Tom Boasberg, who hires the new principal.

Mr. Cooper told the CSC that the entire process takes about six weeks, depending on how many applicants apply for the position.