

PFO General Meeting, 4/10/18

1. New Leopold principal hiring process

Guest: Jen Cheatham, Superintendent

- a. Normal hiring process is long and takes several months.
 - i. Initial screening process
 - ii. A pool of candidates is created
 - iii. Interviews conducted to narrow down the list of candidates
 - iv. Panel is selected to interview candidates and provide feedback to superintendent consisting of parents, staff and maybe community members
 - v. Superintendent makes the final decision
- b. Short cut to the hiring process is a strategic placement
 - i. If the superintendent knows of a current principal in the district who meets the right skill set for the open position, that person can be fast tracked through the hiring process
 - ii. That candidate would be interviewed by a panel of staff, parents & community members
 - iii. Superintendent makes the final decision taking into account panel feedback
- c. Ms. Cheatham like to move through the hiring process quickly to allow for good handoff from Principal Sloan
- d. Audience questions
 - i. Is there ability to provide higher salary for the Leopold principal based on size and challenge of school?
 1. Yes. The School Board is changing pay structure based on size of school rather than type of school (elem, middle, high). This should be finalized soon.
 - ii. How quickly will the new principal be hired?
 1. Ideally by end of April
 - iii. Will there be additional administrative staff next year at Leopold to support the principal?
 1. It is already planned that there will be a second assistant principal at Leopold next year.
 - iv. How will interview panel be created? Will it reflect the diversity of the school?
 1. Yes - that is the plan. The structure of the panel is dictated by Human Resources policy. A group from the school and HR has already met to start creating the panel.
 - v. Does the candidate have a choice on placement at Leopold?
 1. Yes - they have to want the job here and the candidate that is being proposed is interested in the position.

2. Safe Routes to School; Guest: Alyssa Joachim

- a. Provided a parent survey about kids walking and biking to school
- b. There is currently one walking school bus at Leopold and they would like to add more
- c. Biking to school is another initiative starting this spring

3. Fitchburg Library Summer Outreach programs

Guests: Liz Zimdars, Fitchburg Public Library & Sami Clausen-Ruppert, YWCA Empowerment Center

- a. Summer program at Leopold Park very successful last year and will be expanding for next year
 - i. June 18 through Aug 2, Monday - Thursday from 12-3pm
 - ii. Lunch provided through MMSD Summer Food Program
 - iii. The library is hiring LTE staff for the summer program. Desire candidates to be connected to the school or neighborhood. Spread the word.
- b. Tuesday night - Community Nights at Leopold Park

- i. Will have food available & activities for the whole family
- c. English classes through the Literacy network
 - i. June 6 through Aug 15 on Wednesday evenings at Nine Springs clubhouse
- d. The Fitchburg Library strategic plan
 - i. The library is gathering community input for their strategic plan.
 - ii. They are having listening sessions, surveys, etc about what the community wants
 - 1. Community Conversation on Thursday, April 26th at 6:30pm in the Fairways Community Room

4. General audience questions

- a. Will there be further community safety meetings/follow up?
 - i. Lee is working closely with local representatives and law enforcement
 - 1. There is a plan for another forum at the end of the summer
 - ii. May 2nd - There is a listening session with new Fitchburg Police chief in the Leopold Cafeteria

5. Principal update

- a. New community school coordinator
 - i. Karine is not sure about specifics of timing with the hiring process since it goes through central office
 - ii. Also hiring for two other new community schools in the district
 - iii. Community school committee - next meeting Wed night. All are welcome to join.