



Board Meeting Date: 3/3/2025

Title: Countryside Leadership and Spanish Dual Language (SDL) Update

Type: Discussion

Presenter(s): Nate Swenson, Assistant Superintendent; and Dr. Frannie Becquer, Director of Achievement Equity and Multilingual Learner Programs

Description: This board report is intended to provide a status update on the Countryside leadership transition and the Spanish Dual Language Program.

Recommendation: No recommendation is being made at this time. This item has been prepared for board discussion.

Desired Outcome(s) from the Board: Please review the information and bring forth initial reactions (questions & comments) that you have for the presenters.

Attachment(s):

- See the report below

Countryside Leadership Transition and Spanish Dual Language Update

Countryside Leadership Transition and Community Engagement:

Principal Recruitment

- Applications are being accepted through March 7
 - Tentative interview dates set for the 2nd week of March
 - Final interviews are tentatively scheduled for the 3rd week of March
- Comprehensive interview process including staff, student, and parent participation from the CS community
 - The Human Resources department is leading the process that adheres to hiring government employees.
 - The interview process will be the same as was used in 23-24.
 - Parent, Student, and Staff feedback will be gathered and reviewed by the administration and will help inform final candidate interview questions.
- A Thought Exchange survey was deployed to gather community input on desired leadership qualities
 - The feedback will be utilized to generate interview questions.
 - There were 180 responses
 - Top leadership characteristics garnered through the feedback
 - **Communication Skills** (mentioned in ~40% of responses)
 - Clear, transparent, responsive communication with all stakeholders
 - **Leadership** (mentioned in ~35% of responses)
 - Decisive, visionary leadership ability to guide and unify
 - **Empathy/Compassion** (mentioned in ~25% of responses)
 - Kind, caring approach with students and staff
- Target announcement of new principal before spring break

Responding to SDL Concerns

Reactive Response	Proactive Response
<p>Dec. 2nd - parent meeting with a small group of parents</p> <p>Topics:</p> <ul style="list-style-type: none"> ● Interventions ● Summer School ● Website <p>Results:</p> <ul style="list-style-type: none"> ● Intervention time increased to meet K-1 needs 	<p>Jan. 28th</p> <p>Topics:</p> <ul style="list-style-type: none"> ● Current Status of Program ● Parent communication ● Question about the MS timeline ● Summer programming ● Program development ● Questions about the possibility of interns similar to ND ● Program evaluation

<ul style="list-style-type: none"> ● website update ● Agreement to have collaborative monthly meetings 	<p>Results:</p> <ul style="list-style-type: none"> ● MDE and District #287 have confirmed we are unable to provide targeted services in Spanish (after school or during the summer). ● The decision was made to schedule a meeting for all SDL parents on March 12th. ● Reviewed the MS timeline ● Discussed SDL would not be moving forward with interns
<p>Multiple emails from SDL parents regarding concerns at CS.</p> <p>Results:</p> <ul style="list-style-type: none"> ● Phone calls to families who have expressed concerns ● Direct administrative response to concerns raised in communications 	<p>Enhanced administrative presence at Countryside through the end of the school year.</p> <p>March 5th: 9:00 -11:30 March 19th: 9:00 - 11:30 March 31st to April 4th - Spring Break April 10th: 12:00 - 3:00 April 16th: 12:30 - 3:00 April 25th: 8:30 - 11:00 May 1st: 9:00 -12:00 May 7th: 12:30 - 3:00 May 14th: 11:30 - 1:30 May 20th: 9:00 -11:00 May 29th: 9:00- 12:00</p> <p>Results:</p> <ul style="list-style-type: none"> ● Direct support for SDL teachers from a licensed administrator ● Assist with transition of new principal
<p>Individual meetings w/ CS staff members who have expressed concerns and the desire to express feedback about the transition.</p>	<p>Feb. 24th</p> <p>Topics:</p> <ul style="list-style-type: none"> ● Updates on Principal posting ● Program structure ● Staff update <p>Results</p> <ul style="list-style-type: none"> ● Nate provided an update on the hiring process for the principal ● Reviewed with the parent team that the Principal of CS is the lead on the program with support from the district office. Dr. Becquer

	<p>works in conjunction with the CS principal.</p> <ul style="list-style-type: none">● Cynthia provided a staffing update● Cynthia provided an update on current incoming K numbers.
	<p>Additional SDL parent meetings in March, April, and May.</p>