

AMENDED

**CRESTWOOD SCHOOL DISTRICT
September 09, 2019
PERSONNEL REPORT**

TO: Board of Education

FROM: Dr. Richard Klee, Interim Superintendent

RE: **A. ACTION ITEMS:**
1. Aquatics Manager Recommendation – Caitlyn Davies
2. Speech Language Pathologist Recommendation – Tiffany Hesano

B. INFORMATIONAL ITEMS:
1. Crestwood School District Hiring Process

A. ACTION ITEMS

1. Aquatics Manager Recommendation – Caitlyn Davies

Athletic Director Shelley Vollmar and I interviewed for the Aquatics Manager position on August 27, 2019. Caitlyn Davies is recommended for this position.

Caitlyn was an assistant swim coach with Southern Michigan Aquatics Club September 2011 to December 2013; a seasonal lifeguard at Brookwood Swim Club May 2015 to September 2016; a seasonal lifeguard at Holiday Camp Inc. from June 2015 to August 2015; a lifeguard, swim instructor and Aquatics Director at the Jefferson Recreation Center March 2014 through January 2018; the Aquatics Coordinator at GSHOM Camps beginning September 2018 to the present; and is a present deck manager and swim instructor with the Crestwood Sea-turtle Swim School. She is has her lifeguard certification; CPR Certification; First Aid Certification; and her AED Certification.

Caitlyn had a second interview and is being highly recommended for the Aquatics Manager position.

RECOMMENDED ACTION: That the Crestwood Board of Education approve the hiring of Caitlyn Davies as the Aquatics Manager position with Crestwood School District subject to her acquiring her Red Cross Life Guard Instructor Certification within 6 months of hire.

2. Speech Language Pathologist Recommendation – Tiffany Hesano

Interviews for a Speech Language Pathologist were conducted on Wednesday, September 4, 2019. The interview committee members included Menhem Aouad, Director of Special Services; Dennis Faletti, Riverside Middle School Assistant Principal; and Alice Reinke, Highview Elementary School Principal. The committee recommends Tiffany Hesano for this position.

Tiffany graduated from Wayne State University in 2016 where she earned her Bachelor of Arts degree with her major area of study in Communication Sciences and Disorders. She went on to earn her Masters of Arts in Speech Language Pathology in 2019 also from Wayne State University. Tiffany has experience evaluating and treating speech, language, social and fluency disorders in children and adolescents between the ages of 2 years to 14 years of age. She has also assessed and treated speech, language, cognitive, executive functioning, and right hemisphere deficits in adults. Tiffany has participated in literacy groups, multidisciplinary meetings, and Individualized Education Plan meetings. She has conducted parent training programs to educate the importance of literacy. Tiffany is a member of the Michigan Speech Language Hearing Association (MHSA), National Student Speech Language Hearing Association (NSSLHA), Wayne State Speech Language Hearing Association (WSSLHA) and Golden Key International Honour Society.

Tiffany had a second interview on Thursday, September 5 and is being recommended for the Speech Language Pathologist position.

RECOMMENDED ACTION: That the Crestwood Board of Education approve the probationary contract for Tiffany Hesano for the 2019-2020 school year per Schedule 4.A.2., pending receipt of official transcripts, employer copy of current MI documentation as required by law and subject to her meeting all requirements for employment as a Speech Language Pathologist in Michigan Public Schools.

B. INFORMATIONAL ITEMS:

1. Crestwood School District Hiring Process

Recently the hiring process for the district has been questioned and so I would like to give a short summary of the process.

1. A vacancy for staff is advertised on the Wayne County system called Applitrack; the state system in MASA (Michigan Association of School Administrators), which can be accessed within and outside the county; several local colleges; ACCESS; ADC ; on Twitter; and Facebook.
2. Once the posting ends the superintendent and all other relevant supervisors go through the applications and narrow the field. Depending upon the position as many as a dozen or as few as one or two are scheduled for an interview.
3. A team of administrators interviews and scores the interviewees using a rubric. Scores are recorded and the top one or two candidates are recommended for a second interview by the superintendent.
4. I have only taken the recommended candidates for board approval after background reference calls are completed.
5. The board is given the resumes of the recommended candidate and runner-up for reference before approval at a board meeting.