

Superintendent's Update

For the period: December 14, 2016 through January 10, 2017

Maintaining an Instructional Focus

- Later this month, we have a scheduled PIR day that we plan to use to continue our focus improving the delivery of instruction in the classroom. We will use the Teachscape program (Now called My Learning Plan) as the tool for this training. As a reminder this instrument is designed around Charlotte Danielson's Framework for Teaching that was originally used by the state of Montana when they were developing their EPAS system for teacher performance evaluation.
- Using the domains and the imbedded indicators, teachers and administrators are able to have a common language and understanding when talking about effective classroom instruction. The tool contains a component through which individual teachers can access resources to assist them as they seek to improve the quality of their teaching.
- In early February, we will be attending a two-day training in Helena in association with our two grants: SRI (Scientific Research Institute grant) and SSG (Title I School Support grant).

Staffing Concerns

- With the recent retirement of Malcolm, the need to revisit the organizational structure for school system has become more urgent. Two key responsibilities that need immediate attention are:
 - the continuous efforts to find and recruit substitute custodians, and
 - the scheduling and supervision of the night security workers.
- It is a difficult and time-consuming task to find individuals who are willing to work as substitute custodians. Malcolm had a knack for tracking down individuals and convincing them to assist us.
- With regard to the supervision of the night security workers, the task requires an individual who is willing and able to respond to security emergencies at any time in addition to someone who is willing to periodically check on our security workers during the late night or early morning hours.
- At our last board meeting, I presented a couple of options for changes to our organizational structure. Some of the feedback I received at that time from board members was a concern that we might need to have an Assistant Superintendent position included in the structure so there would be a clear chain of command in the superintendent's absence. I have drafted a third option that includes an Assistant Superintendent position.
- I believe that curriculum and instruction should be a main focus of the school district and so the Assistant Superintendent needs to have a strong background in curriculum and instruction. For this reason I am recommending that the Curriculum Director position (that is required through accreditation) be rolled into the Assistant Superintendent position.

- Basically the chain of command would be as follows:
 - All Human Resource concerns including: grievances, complaints by or about employees, personnel contracts, work agreements, certification concerns, recruitment, interviews, employee screening, union issues and negotiations, insurance committee, employee calendar, and professional development for classified employees would be handled by the Human Resources Director.
 - All curriculum and instruction concerns including: district committees, coordination of the SBE committee functions, instructional coaches, outside instructional consultants, textbook and instructional resources selection and distribution, all grants and federal programs (excluding IDEA and Carl Perkins), professional development for all certified personnel will be handled by the Assistant Superintendent. In addition, this person would serve as the first contact person in the absence of the superintendent.
 - All concerns regarding students and parents (once addressed at the campus level) will be directed to the Superintendent. The Superintendent according to policy and the master agreement will respond to grievances and complaints at the appropriately level if the person filing the complaint or grievances request an appeal to that level.