



TO: Faribault Public Schools – Finance Committee
FROM: Joe Sage - Faribault Middle School Principal
RE: Hiring a Dean of Students
DATE: October 4th, 2021

Faribault Middle School would like the board to consider hiring a Dean of Students for the 2021-2022 school year. Since March of 2019, our students and staff have endured multiple disruptions and modes of learning and instruction. With the return of full-time in-person instruction and learning this September, we have noticed a significant increase in both student behaviors and mental health needs. Early adolescent learners traditionally face many unique and challenging developmental milestones that elementary and high school students do not face. While all students have been negatively impacted by COVID-19, the already turbulent “normal” development of a middle school student has been exacerbated due to the disrupted patterns of learning and socialization during the COVID-19 pandemic.

A Dean of students would have an overall positive impact on our building for both students and staff. We believe that adding a Dean to the Middle will affect the building in the following ways:

Mental Health:

With the increase of student behaviors, our Student Support Team (Counselors and Social Worker) is consistently being pulled away from their work to assist administration in management of student behaviors. With the addition of a Dean of Students to support the behavior concerns, the Middle School Student Support Team would be able to focus on proactive ways to promote positive Mental Health and continue providing ongoing individual support for students.

Further, with the addition of the Dean of Students, the mental health of our staff would also improve. Across the country we are seeing a growing number of teachers needing to leave the profession due to the amount of stress the pandemic has caused and strain on their overall mental health and well being. Teachers are needing more support than ever, both in managing student behaviors as they



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occur, as well as getting support and professional development in proactive classroom management strategies.

Leadership:

With our current administrative structure, our Assistant Principal and Principal are spending a majority of their day dealing with disciplinary concerns and supervision. Hoping to build and sustain systems that address the root of student behaviors, such as restorative practices and circles, the current reality and volume of disciplinary issues is preventing these important student supports to take place. FMS Principal, Joe Sage and Assistant Principal Joel Young are confident that a Dean of students would provide additional support dealing with lower level behaviors, which would ultimately allow the Administrative team as whole to have more of a focus on the systems and culture of the building. If less time is spent on dealing with behaviors, then more time can be spent on learning and supporting quality instruction throughout our building.

Restorative Practices and Circles:

Research indicates that suspending students does not improve their behavior and in turn sets these students back in their education due to missing school. One of the key initiatives to improving behavior and continuing to educate students is the use of restorative discipline practices. Teachers and administrators who have used restorative practices have found that behavior in their school and classrooms improves dramatically. Restorative practices help to improve relationships among staff and students, which then promotes a more positive school climate. This helps students build positive problem-solving skills, resolve the root of the conflict, allowing everyone to be a part of the process and improve the behaviors.

FMS is seeking to create a positive school community that responds to behavior in an effective and lasting way. The addition of a Dean of Students would enable administrators and support staff to engage in and promote restorative practices throughout the building. This approach will provide FMS with a better opportunity to manage conflict and tension between students and staff by repairing harm and focusing on building healthy relationships.



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Parent Outreach and Communication:

One of the goals at Faribault Middle School is to create more opportunities to build knowledge and increase participation with families and community members. To improve upon this, the Middle School team needs time to devote to meeting our families and stakeholders. Examples of this may include, but are not limited to home visits, focus groups and parent meetings. The addition of a Dean of Students would allow the building team the opportunity to do this without interruption, overall increasing and improving parent and community engagement at Faribault Middle School.

Conclusion:

This proposal was created and supported by the FMS administration, student support team and SITE Council. We recognize that in past practice, administration has often been a position that is eliminated. The need for this position is strong and is supported by our staff.

The total package of this addition would be \$120,000 with benefits. This would come out of the ESSER 3.0 program.

Thank you for your consideration.

Joe Sage
Principal
507-333-6310



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Position Type: Middle School Dean of Students

Job Title: Dean of Students

Summary of Job Duties: This position will oversee students at Faribault Middle School and will be in charge of student management. The candidate selected for this position works with the principal and other support personnel in order to build positive relationships with stakeholders, collaborate and communicate effectively through a variety of methods, provide leadership of behavior management and supervision; facilitate the resolution of conflict; plan, organize and manage time and resources. This position will begin immediately upon hire.

Knowledge, Skills, Abilities, and Duties:

- Oversee behavior and student management (including bus referrals)
- Monitor and communicate student progress with students, families, administrators, and staff
- Help students work towards positive citizenship improving their academic and behavior skills and abilities
- Stay current with current best practices research and strategies
- Collaborate with the principal, assistant principal, and classroom teachers in a team environment
- Be relationship driven in working with staff, students, and families
- Creates an environment where children from diverse backgrounds are comfortable and experience success.
- Relates to students with mutual respect while carrying out a positive and effective disciplinary program.
- Excellent leadership, collaboration and, communication skills
- Knowledge of AVID program and strategies is a plus
- Knowledge of PBIS program and strategies is a plus
- Proficient in technology/iPads/understanding of Infinite Campus and Schoology is a plus
- Ability to work with and teach small groups/individual students
- Meets schedules and deadlines
- Maintains consistent, punctual, and regular attendance



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- Assume additional duties as assigned by building principal

Education and Experience

- Master's degree in Education or Educational Leadership
- MN Principals licensure preferred

Compensation: \$83,693 for 210 days

Application Procedure: Apply online at: www.faribault.k12.mn.us

Application Deadline: **Determine Date**