

December 2, 2011

Mr. Chris duBois, Superintendent
Crockett County Consolidated School District
Ozona, Texas

Dear Mr. duBois:

Please let me take this opportunity to express my sincere appreciation to you and the CCCSD school board for allowing me to serve as a consultant once again in your fine school district. And, let me also take this same opportunity to congratulate you on the hiring of Tamara McWilliams as the Middle School Principal. I have had a seven year association with your district and feel that the current administrative team is by far the strongest that I have seen. But, since my current assignment with the district focuses on the Middle School, I want to address that campus and Tamara McWilliams in particular.

Please keep in mind that my reason for working with your district is because the campus was rated as academically unacceptable in the area of science last year. Also, please understand that this unacceptable rating with all the sub populations makes every subject vulnerable and a heartbeat away from the same outcomes. Although Ms. McWilliams was not the principal last year, she is the person who has inherited the problem and charged with the responsibility and accountability for solving the problem and returning the campus to acceptable ratings. I can think of no other person that I had rather have in place to tackle the issues. She is a rare commodity in today's market of campus principals and is one of the most knowledgeable first year principal's that I have ever encountered in my forty-four years of experience. Tamara has the knowledge of curriculum, the leadership skills, the compassion for students and teachers, and the work ethic to get the job done.

The task at hand will not be easy and will not be accomplished without some heartache and strife. The campus has some great teachers who will be successful with kids no matter what the task but parts of the problem have been developing for a long time with individual teachers working under the leadership of weak administrators, and becoming too comfortable and complacent in their positions. Previously, I think some teachers saw no reason or need for change, especially if they have been acceptable in their own subject field or happen to be teaching a subject or grade level that has not been accountable for the TAKS Test. I do think that teachers are now beginning to see the need for change. The problem is further exacerbated due to the fact that we do not have several years to develop a paradigm shift in our instructional methods of delivery and assessment. With the added rigor of the new state assessment in the form of the STAAR Test, along with the fact that the Middle School is already academically unacceptable, immediate intervention is paramount. I salute the district's decision to adopt CSCOPE as the guiding curriculum. I think the curriculum will prove to be a wonderful tool, but it will require teachers to "buy in" and employ the methods of delivery and assessment

prescribed. This is where the superintendent and school board must back and support the campus principals to accomplish common district goals.

The Middle School is a great campus and headed in the right direction with a good solid plan for the improvement of instruction and assessment. I look forward to seeing the plan come to fruition and have truly enjoyed my work with the campus. I expect to see great success, but every stakeholder must work together and stay focused on the students.

Thanks again for the opportunity to work with the district.

Sincerely,

John King
Educational Consultant