

**EXECUTIVE SUMMARY
FOR THE SHOREWOOD SCHOOL BOARD**

Topic: Hiring Peggy Hamby

Date: June 3, 2014

Prepared by: Jeff Cyganiak

Recommended action: ☐ Information only

☐ Presentation/discussion

☐ Discussion/action by committee

☒ Discussion/action by board of education

☐ Presentation/action next meeting

Recommendation(s): Hire Peggy Hamby

Purpose:

With the recent retirement of a full-time speech language pathologist, the number of students receiving speech and language services still requires the need for us to hire a full-time speech language pathologist. Based on shifting numbers within our schools, I determined it was appropriate to shift a speech pathologist from Atwater to Lake Bluff. The new hire would be split between Atwater and assisting with the large number of students transitioning to Shorewood Intermediate School.

Background:

I met with the district speech team after I narrowed the field of fifty applicants down to 15. The team selected 7 candidates that were then brought in for short, 20-minute (power) interviews. These provided a brief introduction including background knowledge and experience. This allowed us to determine whether or not they'd be an appropriate fit for our district. Of the 7 candidates, 4 were moved to the next round of interviews. These interviews contained more in-depth questions, dug deeper into professional experience, and gave each candidate an opportunity to share evidence of exemplar work they have used in the classroom. After interviewing these 4 candidates, the team determined Peggy Hamby clearly stood out as the strongest and is the best fit for our vision and mission in the Shorewood School District.

Peggy received both her Bachelor of Science degree in Speech Pathology and her Master of Science degree in Speech Pathology and Audiology from University of Wisconsin- Milwaukee. She has extensive experience working with K-12 students in the Whitnall and Wauwatosa school districts. Her collaborative teaching style brings students and teachers together in an inclusive setting to promote communication and literacy. Besides working with students, Peggy has also successfully coordinated staff development and trainings in RtI tier 1 interventions for appropriate language development and has worked outside the school setting at Froedtert Hospital, Wheaton Franciscan, and Easter Seals. The diverse nature of her professional experiences will no doubt enrich her interactions with students and staff alike.

I recommend placing Peggy Hamby in the MS+30 Lane, Step 3.5.