

To: Cindy Miner
From: Tom Cook
Re: Middle School Feedback on Principal
Date: 1/10/05
CC: Kelly Mann, Board of Education Members

As you requested, I did an informal survey of the Middle School Teams regarding our position on the question of whether or not to initiate a hiring process for the MS Principal position. I talked to members of each team, who in turn brought the issue up in their team meeting. They then shared the views I have summarized below. First, however, we need to review the events that led up to the survey.

As you will recall, you called several of the Middle School Faculty together last summer when the position opened. Since there was little chance of doing a full interview process and having a principal on board at the beginning of the school year, we agreed with your suggestion that we offer it to Doris Marsh. At that time we did request that we open the position during the school year, so we could do a thorough interviewing process to insure that we had the best person for the job.

As you explained to me later, the Board of Education felt that it was better to have Doris for the full year. My understanding and that of several of my colleagues, was that near the end of the year we thought that a normal interviewing process would begin, in which we would be able to participate and have input. This has been the normal procedure for most administrative and teaching positions in our District.

In light of the events above, here are the results of the survey:

1. There is a general satisfaction with the job the Doris Marsh is doing as the Middle School Principal.
2. We believe that the normal hiring procedure, in which faculty and staff participates in the interviewing process and recommends candidates is an extremely important one. It will reassure us that the school has the best person available for the job, and empower the Middle School community. We are not ready or willing to give up our role in choosing our leadership.

Given these two results, a small group of Middle School teachers would be willing to meet with you in the near future to find a way in which to protect the process and provide continued support for Doris.