

Tuesday, December 6, 7-8PM

Google Meet joining info

Video call link: <https://meet.google.com/aqp-ywbj-rxo>

Or dial: (US) +1 417-567-3149 PIN: 525 513 098#

More phone numbers: <https://tel.meet/aqp-ywbj-rxo?pin=9127664247318>

Attending: Julie Craven (principal), Bo Lembo (community rep), Clara Hendricks (community rep), Julia Ho (family liaison), Amanda Grice (caregiver rep), Ena Valenzuela (caregiver rep), Josh Sheldon (caregiver rep), Kallie Alexis (student rep), Shuayb Abdullahi (student rep), Tino Tomasi (educator rep), Tatiana Pobednova (educator rep)

Goals

- Get an overview of the hiring process for principal position & gather questions & suggestions from school council for district admin around the process

Topic	Activity/Notes
Connection 8:00-8:10	Name one person who's had a positive impact on your life
Hiring overview	<p>Hear about the hiring process from district admin. (possibly...If no district admin, Julie can give overview of historic process)</p> <p>Historically...</p> <ul style="list-style-type: none">● HR gives an overview of the process and the school community decides who would sit on the hiring committee.<ul style="list-style-type: none">○ In the past, there has usually been one administrator from the same grade band, central office, staff members, families● The district typically has their own posting and they come up with a set of questions but historically, they've been open to taking feedback from the community● HR usually chooses some candidates and the interview committee conducts interviews with each candidate and then discusses the candidates and choose some finalists● Committee would then do a site visit to the candidates' current school and that candidate would set some times; the candidate would then come to RAUC and have an open floor w/ staff & families; HR would arrange this● Feedback would then go back to central office and then superintendent would make final decision● Process took probably about a month from the initial interview <p>Clarification questions</p> <ul style="list-style-type: none">● Is there a guide for what to look for in a principal or how?<ul style="list-style-type: none">○ Suggestion: each group (e.g. students, families, community members, staff etc.) discusses what are the qualities we want to look for in the principal and share that with the district <p>What questions do we (school council) have for Chief Academic Officer Dr.</p>

	<p>Lendozia Edwards & Chief Talent Officer Corey Dotson?</p> <ul style="list-style-type: none"> ● Discuss timeline <ul style="list-style-type: none"> ○ Ideally position would be posted in February. ● If there's not an appropriate candidate, what will happen? If there are no appropriate candidates, hope there is a back-up plan. ● How confidential will this process be? ● If there is a candidate, will they come and talk with the students? ● What role does the RAUC community have in determining questions to ask candidates (e.g. how would you enter into the community?)? ● Will there be a process for different members of the community to ask questions? ● Will the community be able to help provide input to guide the list of wants prior to the district listing the job description in February? ● Will the candidates have a chance to see different programs/ how they operate and are integrated?
Discussion	<p>Discuss</p> <ul style="list-style-type: none"> ● Ideas for gathering family & community input into qualities in a principal caregivers most value <ul style="list-style-type: none"> ○ Have different groups meet and then have a committee with reps from each group for their constituents ○ Focus groups ○ Maybe community partners host (e.g. at Gately or library) ○ The process needs to have some parameters to really hone on this particular Cambridge community ○ Having meetings by location (e.g. Rindge towers, etc.) ○ What about incoming 6th grade families? ● Role of school council in the hiring process <ul style="list-style-type: none"> ○ Important that we have our own timeline (doesn't have to be dependent on waiting for district timeline) <ul style="list-style-type: none"> ■ By end of January, have list of qualities we want in a candidate from different community perspectives <ul style="list-style-type: none"> ● Having a clear list can help candidates also decide if RAUC is a good fit for them ○ Advocating for having influence (need to start early, be concrete and forthright in what we want) ○ Do we want the family input to come through school council or independently through family groups?
Open floor (if time)	Any concerns or other things for future meetings?
Next steps	<p>For January meeting: review family survey results from conferences with an eye on our target areas for growth (trust around supporting academic growth)</p> <ul style="list-style-type: none"> ● Connect about gathering more family/caregiver input (Julia, Bo, Josh, Ena) & share out working ideas ● By 3rd week in January, we will try to get as much student, staff & caregiver feedback as possible for the district