

Administrative Structure: Staff Input

(as of 4:30pm, February 16th)

Please use this document to openly and honestly discuss the pros/cons of the various administrative structures you've worked under during your time at Willow River. What worked? What didn't? How would we like to see the administration be structured to best serve our learning community? *After adding comments, or even if you just add a (x2) on comments with which you agree, please add a number to the Staff Group list at the end of the document to show that all staff groups have been represented.*

FT Superintendent/K-4 Principal, K-12 Dean, PT 5-12 Principal

- Pros-
 - Working for now but not ideal(x4)
 - One person can focus on student issues and work with teachers and principal to remedy them when necessary
 - I feel at this point we need a full time Superintendent.
 - In a Superintendent we need a person that will treat all employees with the personal respect that one is entitled to. In a Superintendent we need a person who will champion problem solving, listen to every one even if they don't see things the same way. We need a Superintendent that will follow up on issues brought before him or her and to bring as best that person can the issue to closure or resolution. We need a Superintendent that will truly champion our school and by doing so bring morale back to all the school staff.
 - I hope by continuing through the rest of the school year with the current staff in place that we don't lose more quality people because of failure to give the support and attention that are necessary. Teachers and staff that have proven their dedication to this district through the years and by losing these people would be devastating to this district especially with the struggle going on right now.
 - I also believe that with the current board's guidance and diligence to get us through this time Willow River Schools will thrive.
- Cons-
 - Difficult to know who's in charge of what
 - In my experience, when there is a disconnect between oversight of students and teachers in a small school like this there are so many holes that open up
 - Unclear chain of command (x3)

FT Superintendent/K-4 Principal, FT 5-12 Principal

- Pros-
 - It is what we are used to.
 - More contact between faculty and administration
 - More time to address challenges and implement ways to move forward

- Divided workload easier to manage effectively for the administrator,
- Discipline and procedures separate for the elem. vs the HS; more access to the principal for concerns; If one principal is gone we still have someone to direct students to
 - (My preferred option - things seemed to run pretty smoothly when we had this set up)
- Cons-
 - Elementary concerns get lost in the shuffle; not always supported
 - Will there be a lot of people wanting to apply for a Superintendent/K-4 position?
 - Someone might not want to be both principal and superintendent
 - When we had only one principal and a sup/principal, it was too much work for two people. If the board wants to go with a superintendent and K-12 principal, they should really consider having a full-time dean of students to help deal with behaviors. A principal has too much to deal with in regards to observations of non-tenured staff, faculty meetings, paperwork, etc. to only deal with behavior. K-12 is too much for one person to handle without either an assistant principal or a dean.

PT Superintendent/K-12 Principal, Elementary Dean, High School Dean

- Pros-
 - Support at many levels
 - One of the main problems is discipline and who deals with it; this would address that concern by having two deans
- Cons-
 - Confusing for teachers, parents, students (X3)
 - Presents image of only focusing on discipline, not moving forward educationally. A
 - The Sup/K-12 Principal would have a huge number of people to supervise and handle issues for. When you add in all the teacher/staff evaluations, this would be a difficult structure to do well.

PT Superintendent, FT K-12 Principal

- Pros-
 - This is a completely sufficient set up for a school our size (x6)
 - Provides clarity regarding who is accountable for respective roles/leadership/authorizations/etc.
 - Consistent discipline; Teachers always know who/where to direct problems to
- Cons-
 - Might be difficult to find a PT Super
 - Better to have a separate principal for K-6 rather than K-12, scheduling would be easier if grades 5 and 6 weren't being scheduled by a separate principal than K-4
 - Part-time superintendent would have little feel for the school/staff; would work in a bubble of sorts, disconnected from daily happenings

- Past experience with this format was very good, but we seldom saw her at school or during events. Some did not feel she had a good handle on what was happening here every day, because she didn't have the opportunity to observe or talk with staff about it.
- Elementary vs HS problems can be vastly different (difficult for the principal); LOTS of teacher observations to complete; Sometimes difficult to find a part time superintendent

Other Suggestions

- **PT Supr, FT K-6 Pr, FT 7-12 Pr;** better division of labor; would work well with the way our school is physically divided(x5)
 - This makes perfect sense and I think would work very well. In addition, I have worked under this type of structure (but our Supt was FT) It worked very well because a principal is connected in a supervisory manner with both teachers and students.

- **Full Time Superintendent, Full Time High School Principal, Full Time Elementary Principal**
 - I think this is a good option as it makes clear who is in charge of what, all the time. I think it gives an improved sense of organization and completeness to our school. I think it would also give our community a greater feeling of confidence in our school. Students, parents, staff, and community members would know who they could go to with their questions or concerns, and that person would be there all the time. I realize this way is probably more expensive, but I think the benefits are worth it.(x7)
 - I agree this would be ideal as a staff member and a parent. Knowing clearly who is in charge of what and that there would be adequate staff that are all on the same page wanting our school to grow and succeed. This would be in a perfect world. This was a wonderful thing when we did have it. May not be the most cost wise.(x5)

- **Part time Superintendent, Full time K-12 Principal, Full time Dean or Asst. Principal**
 - Pros-
 - Having a K-12 Principal is a problem when it comes to discipline. Discipline is very different from Kindergarten to a High School students. Currently we could have a Kindergarten student sitting in the office and a High School issue comes in...those should not be crossing lines. It is not good for a Kindergarten student to be exposed to the language or behavior a high school student can display when angry and upset. It is nice to keep those worlds separate as much as possible.(x4)
 - Cons-

- Stop focusing on just the Superintendent and Principal, they are just a “part” of administration -
 - Separation of duties; difficult to find part-time people in this area
 - Lots of offices; Who do teachers direct issues to
- **General Concerns**
 - We had a number of people from the office leave lately (business manager, principal, superintendent) - I know some people may have left for better job offers but it still causes concern about the working relationships between the office and the School Board and/or within the office
 - Also, if people are leaving for better job offers (both out of the office and the teachers and the rest of the staff) does that mean our district is not comparable in pay/benefits package to the surrounding area?
 - With Gregg Campbell currently working towards his Administration degree, as well as serving as K-12 Dean of Students, will he be given serious consideration to fill the role of principal?
 - I realize he will not have completed the necessary course work by the time the principal(s) position is posted. However, I believe it would be of a huge benefit to the district (as a whole) to have some continuity from this year into next year and beyond. If this is something that would require a part time, interim principal to be hired for the first part of next year, I think it is something that needs to be discussed at length. It certainly seems that Gregg has developed a very good rapport with students, faculty, and staff members within the entire building while he has served as Dean of Students.

<u>Staff Group</u>	<u>Number</u>
Teachers	(13)
Paras	(4)
Kitchen Staff	(4)
Custodial Staff	(1)
Office Staff	(2)
Transportation Staff	(2)