
From: Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us>
ent: Thursday, July 25, 2019 3:09 PM
To: info@windrunnerstables.com; Rick Caporale; Dowling, John R; 'jerry at the beach'
Cc: Rodriguez, Francisco; 'Rachel Jones'; Fidrych, Patricia; Striebinger, David R; Campbell, Earl; Geier, Richard P; Smith, William C; Campbell, Melvin P; Robine, Cathy G; Gwozdz, Christina S; Wisnefski, Rachel K; 'Fran Bisi'; 'Richard Bisi'; 'Joan Deery'; 'Mike Gleason'
Subject: Re: Why disregard local talent?

All,

Dr. Moss began a leadership academy of sorts during his time here. So to answer Rick's questions; yes, there is something in place.

But your guess is as good as mine in regard to how deep or shallow the talent pool is within. Thus far, the search has strictly been an administrative process with little board involvement. The board will ultimately vote on recommendation(s) brought to us.

I know there are some at HHIHS worried about the tight hiring timeline as we get further into the summer. A strong candidate with communication skills would go a long way in relieving fears.

JoAnn Orischak
Beaufort County Board of Education
District 11
Hilton Head Island
C. (843) 338-1737

From: info@windrunnerstables.com <info@windrunnerstables.com>
Sent: Thursday, July 25, 2019 2:18:02 PM
To: Rick Caporale <rpc1@hargray.com>; Dowling, John R <John.Dowling@beaufort.k12.sc.us>; 'jerry at the beach' <gringoviejotwo@yahoo.com>
Cc: Rodriguez, Francisco <Francisco.Rodriguez@beaufort.k12.sc.us>; Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us>; 'Rachel Jones' <rajones@islandpacket.com>; Fidrych, Patricia <Patricia.Fidrych@beaufort.k12.sc.us>; Striebinger, David R <David.Striebinger@beaufort.k12.sc.us>; Campbell, Earl <earl.campbell@beaufort.k12.sc.us>; Geier, Richard P <Richard.Geier@beaufort.k12.sc.us>; Smith, William C <William.Smith2@beaufort.k12.sc.us>; Campbell, Melvin P <Melvin.Campbell@beaufort.k12.sc.us>; Robine, Cathy G <Cathy.Robine@beaufort.k12.sc.us>; Gwozdz, Christina S <Christina.Gwozdz@beaufort.k12.sc.us>; Wisnefski, Rachel K <Rachel.Wisnefski@beaufort.k12.sc.us>; 'Fran Bisi' <eyelandart@yahoo.com>; 'Richard Bisi'

<bisi@roadrunner.com>; 'Joan Deery' <jdpc@hargray.com>; 'Mike Gleason'
<gleasonmj@gmail.com>
Subject: Re: Why disregard local talent?

Rick, John

Excellent perspective, the fair market value is way more than two cents...as one credit card company so well stated in their marketing campaign... "It's Priceless"! Many very successful organizations and educational institutions have already embraced and implemented such a "principle". Perhaps a "Google search" would provide the BCSD leadership a starting point for further exploration that would be research based with validated results. It is not necessary to always reinvent the wheel.

Many great accomplishments have often germinated with a 2 cent concept.

Tony

Sent from my Verizon LG Smartphone

----- Original message-----

From: Rick Caporale

Date: Thu, Jul 25, 2019 1:52 PM

To: 'Dowling, John R'; 'jerry at the beach';

Cc: 'Rodriguez, Francisco'; 'Orischak, Josephine A'; 'Rachel Jones'; 'Fidrych, Patricia'; 'Striebinger, David R'; 'Campbell, Earl'; 'Geier, Richard P'; 'Smith, William C'; 'Campbell, Melvin P'; 'Robine, Cathy G'; 'Gwozdz, Christina S'; 'Wisnefski, Rachel K'; 'Fran Bisi'; 'Richard Bisi'; 'Joan Deery'; 'Mike Gleason'; 'Windrunnerstables Info';

Subject: RE: Why disregard local talent?

John:

Here's my 2-cents, as posted on the IP website when the article appeared:

Assuming none exists now, it might be a good idea for the BCSD to create a "principal's academy" that would enroll the best and the brightest in a training program to grow the talent that exists in the District already. No, it wouldn't be a promise or guarantee of a principal's job; and yes, it would mean that some of our stars might become impatient and tire of waiting for an opening and leave the District for greener pastures -- but that happens anyway. Just create the academy and spend the money cultivating the talent we have already.

Rick

From: Dowling, John R > <mailto:<John.Dowling@beaufort.k12.sc.us>
Sent: Thursday, July 25, 2019 9:51 AM
To: jerry at the beach ><mailto:<gringoviejotwo@yahoo.com>
>c: Rodriguez, Francisco >; Orischak, Josephine A
<mailto:<Francisco.Rodriguez@beaufort.k12.sc.us> >; Rachel Jones
<mailto:<Josephine.Orischak@beaufort.k12.sc.us> >; Fidrych, Patricia
<mailto:<rajones@islandpacket.com> >; Striebinger, David R
<mailto:<Patricia.Fidrych@beaufort.k12.sc.us> >; Campbell, Earl
<mailto:<David.Striebinger@beaufort.k12.sc.us> >; Geier, Richard P
<mailto:<earl.campbell@beaufort.k12.sc.us> >; Smith, William C
<mailto:<Richard.Geier@beaufort.k12.sc.us> >; Campbell, Melvin P
<mailto:<William.Smith2@beaufort.k12.sc.us> >; Robine, Cathy G
<mailto:<Melvin.Campbell@beaufort.k12.sc.us> >; Gwozdz, Christina S
<mailto:<Cathy.Robine@beaufort.k12.sc.us> >; Wisnefski, Rachel K
<mailto:<Christina.Gwozdz@beaufort.k12.sc.us> >; Fran Bisi
<mailto:<Rachel.Wisnefski@beaufort.k12.sc.us> >; Richard Bisi <mailto:<eyelanda
%20rt@yahoo.com> >; Joan Deery <mailto:<bisi@roadrunner.com> >; Mike Gleason
<mailto:<jdpc@hargray.com> >; Rick Caporale <mailto:<gleasonmj@gmail.com> >;
Windrunnerstables Info <mailto:<rpc1@hargray.com>
><mailto:<info@windrunnerstables.com>
Subject: Re: Why disregard local talent?

Hi Jerry,

This is my take, for better or for worse, on the outsourcing of the Principal's Position at HHHS.

I believe it was the correct call. Promotion from within the ranks must be a combination of experience, desire and potential. If those three elements are not there in a candidate to the degree required in such an important, high profile, positionthen I support looking outside.

A High School Principalship is a high benefit / high risk position. It is a very high profile job, requiring the ability to deal with a wide variety of constituencies and also to be a multi-faceted educational leader. There is no room for learning curve, and we have all seen how difficult it can be to make a change if the wrong hiring decision is made.

If we, as a District, do not have anyone ready to assume the Principalship, it is a self-inflicted wound. Any strong, secure, Leader knows that a portion of their job is to be always training their replacement. Insecure and weak Leaders hang on to what they do in the mistaken belief that it gives them more job security. I do not believe we have required Leaders, in schools or at District HQ, to actively train people to assume higher responsibility.

In this place, at this time, I believe it appropriate to engage a National Recruiter. Going forward, I am listening to the multiple suggestions that we institute a formal training protocol and curriculum for employees with promise. Then we can trust the venerable maxim that "no one is irreplaceable".

I appreciate your engagement in many of the issues that challenge us as a District. Please continue, even if it means that you must announce "when the emperor is not wearing any clothes."

Best Regards,
JOHN DOWLING
DISTRICT 6 REPRESENTATIVE
BEAUFORT COUNTY BOE

Sent from my iPad

On Jul 25, 2019, at 1:16 AM, jerry at the beach
<gringoviejotwo@yahoo.com<mailto:gringoviejotwo@yahoo.com>> wrote:
** WARNING: This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe. **

Beaufort Co. school district has spent \$20K on search for new Hilton Head principal<<https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.islandpacket.com%2fnews%2flocal%2feducation%2farticle233010417.html&c=E,1,tSfq-RBwD00Rdq846eU3TgJP8f7eAzyUZ0GJ6mad2hgZ796QWl28jnwIkw4xBW8QNzepgWtWM7IKi9CyKxNIS1B-4cNpwNOHBA5Dpd7M&typo=1>>

Beaufort Co. school district has spent \$20K on search for new Hilton Hea...
Amanda O'Nan resigned in May after accusations of an affair on school grounds with a law enforcement officer. Th...

It would seem to me there must be a capable assistant principle in our district qualified and deserving of some upward mobility. Seeking out of area candidates is bad for moral of our teaching staff, and by extension our school district. Additionally an out of town selection would probably come with moving and associated costs to the school district.

I hope Dr. Frank will put this poorly thought out idea on hold.

G.A. Smith
Disenfranchised by board leadership in Dist. 11.

From: Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us>
ent: Friday, July 26, 2019 12:12 PM
To: Orischak, Josephine A
Subject: Tina's Rant
Attachments: 2018 03 29 e-mail fr BCSD to MCordray- FOIA Request for PreparedStatements from Board Meeting MF.pdf; ATT00001.txt

<http://beaufortschools.net/common/pages/DisplayFile.aspx?itemId=13586781>

From: Dowling, John R <John.Dowling@beaufort.k12.sc.us>
Sent: Sunday, July 28, 2019 9:29 AM
To: Orischak, Josephine A
Cc: jerry at the beach
Subject: Re: Speaking of Quote of the day

It's a stunning indictment of the electorate.....

JOHN DOWLING
DISTRICT 6 REPRESENTATIVE
BEAUFORT COUNTY BOE

Sent from my iPad

On Jul 27, 2019, at 7:04 PM, Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us
<mailto:Josephine.Orischak@beaufort.k12.sc.us> > wrote:

Jerry,

Yes, I read. I estimate I was in the majority for approximately 8 months of my six years on the board thus far. Ha

I've been reading the IP quotes for years. Pearl's of wisdom, all of them.

JoAnn Orischak
Beaufort County Board of Education
District 11
Hilton Head Island
C. (843) 338-1737

From: jerry at the beach <gringoviejotwo@yahoo.com
<mailto:gringoviejotwo@yahoo.com> >
Sent: Saturday, July 27, 2019 8:34:46 AM
To: Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us
<mailto:Josephine.Orischak@beaufort.k12.sc.us> >

Cc: Dowling, John R <John.Dowling@beaufort.k12.sc.us
<mailto:John.Dowling@beaufort.k12.sc.us> >

Subject: Speaking of Quote of the day

** WARNING: This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe. **

Hi JoAnn,

Today's IP quote is priceless.

The test of courage comes when we are in the minority. The test of tolerance comes when we are in the majority.

Jerry

A small pocket of resistance in Dist. 11.

