

Oldham County High School

SBDM Council Special Called Meeting

May 10, 2022, 5:30 pm
Oldham County High School

Chair: Dr. Jason Radford

Teacher Representatives: Ms. Leah Pehlke, Ms. Becca Tougher, Ms. Shannon Pack, Ms. Edith Garcia

Parent Representatives: Ms. Michelle Massey, Ms. Karla Johnson, Mr. Chris Collins

District Representative(s): Mr. Brent Deaves, Ms. Carrie Pitsenberger

Agenda

1. Call Meeting to Order
2. Approve Special Called Meeting Agenda
3. Review Principal Selection Process and Guidelines
4. Select a Trainer and date for Principal Selection Committee
5. Discuss Timeline for Principal Selection Process
6. Adjourn

Minutes:

- Meeting was called to order at 5:30pm. Motion to approve agenda was made by Becca Tougher and seconded by Edith Garcia.
- Introductions of SBDM Committee as well Mr Deaves, Dr Radford, and Ms. Pitsenberger
- Mr Deaves reviewed the principal selection options:
 - 2 options to select principal:
 - traditional option 5-6 week process
 - KDE & state law has allowed for a 2nd process: can forgo and shift the process to Dr Radford to select the principal, can still interview as a committee and either say yes or no to the 1 candidate. If not in agreement, go back to the traditional option.

- Committee discussed the options and unanimously chose the traditional route.
- The committee will be KDE trained (by Mr Deaves). Committee unanimously agreed to be trained by Mr Deaves.
- Committee shared what lens they will bring to the table for this process.
- One thought per post-it note what each committee member wants for the next principal
 - Committee shared their thinking, grouped similar thoughts together
 - Effective Communication: Good communicator/transparent
 - Strong Commitment to OCHS: Loyal, longevity
 - Inclusive: sensitive to diversity, supportive, open-minded
 - Organizational/Operational Minded: Understanding of budget, use of resources High School Experience: either as a teacher or AP/Principal, content knowledge
 - Professionalism: Understanding, have tough conversation, listens
 - Instructional Leader: academic plan, delegates, distributed leadership, leads with heart
 - Accountability to students, staff, and community: discipline, hold self and others accountable, present
 - Staff Awareness: teacher support and advocate, team player, role model
 - Proactive: problem solver, systems thinker, flexible
 - Approachable: Interactive, visible, compassionate, spirited
 - Data Driven: understands data, decision maker, focus on gap students
 - Ability overall to bring new ideas, have flexibility to make decisions, have shared leadership and understand building culture.
- Discussed Legal Requirements, Recruitment Requirements, Interview Techniques, Interviewing Do's/Don'ts,
- All SBDM Special called meetings are open (closed when looking at applications and during interviews)
- Next steps
 - a.) Create & send a survey to teachers/parents/students
 - b.) Review data and revisit our SBDM vision
 - c.) Interview techniques/questions
- Initial Meeting Dates:
 - May 16th at 5:30pm
 - May 26th at 3:30pm
 - June 1 at 4:00pm
- Dr. Radford asked for a motion to adjourn. Shannon Pack motioned to adjourn and Edith Garcia seconded. We adjourned at 7:20pm.