

Notes from 12/13/2016 meeting with Dr. Buck, Mary Ellen Maske, HR Director Rod Dooley

Time line:

Parent: Appreciate including parent involvement in the search process. Disappointed with athletic leadership at WHS. Very curious to know what you are looking for in a new AD?

Mary Ellen Maske: We won't have a search firm for the AD like we will for the principal. We will survey parents, staff and students similar to how the search firm will be surveying them for the principal search. The school community will be represented in the interview process.

The new leadership needs to be onboard and understand:

- our distinct culture
- how to manage schedules/people/activities
- the importance of engaging the community
- ethical context
- societal context

Parent: How will you share information gathered from the community?

Rod Dooley: The search firm will create a profile and it will be made public.

Parent: It would be great to use this as a community-building and stakeholder exercise.

Dr. Buck: The search process will be similar to the process used in hiring me that you were all a part of.

Parent: No we weren't.

Rod: We need to gather information and know the positives of the community to sell to the candidates.

Dr. Buck: This is a very specialized position but yet not highly sought after. It is hard to find people interested in the position of high school principal.

Parent: Will there be a public record of expenses?

Rod: Yes.

Parent: How are you going to get staff involved?

Mary Ellen: Ask them for input on the survey and come to forum-type meeting.

Dr. Buck: The forum with the search firm will be similar to this meeting. Community members (staff, parents, students, WHS supporters) all can be involved by participating in the forum discussion.

Parent: I feel frustrated that we've waited this long. We should be further along in the process. Are we late to the game?

Dr. Buck: All the data shows that January is the right time to get started. You need to get in the market in January. The search team will get us moving faster. We don't want to be rushed, but don't want to lose out on the right candidate either. We need to honor the process but the timeline will more than likely speed up once we get started. Once we have the principal hired, that person will be part of the process in hiring the AD.

Parent: We need to include middle school families in the process too.

Parent: A parent earlier in the school year had an idea for a national ad campaign led by our students. The campaign would have the students reaching out on a national level asking for someone very special to come to Cedar Rapids and be our new principal. What are your thoughts on this? And could we do this along with the search firm process?

Dr. Grant: Great idea. WHS is known across the country. People know us, want to know what is going on with us.

Parent: Iowa BIG could lead the project. Put it on YouTube with other web presence. It would be nice to have something different come up when you Google Cedar Rapids Washington High School.

Rod: We need to get the search firm approved by the School Board first (January 9, 2017) and then we can incorporate an ad campaign.

Mary Ellen: A forum with the community will directly follow the search firm approval. Possibly January 10th or 11th, 2017.

Parents: Let's move!

Parent: Shouldn't we look within the District first to see if there is interest internally before spending money on a search?

Rod: No one internally has expressed interest. If there was interest, someone would have voiced that to us by now.

Mary Ellen: We owe it to our students to do a National search.

Next Meeting: January 10th and 11th, 5:30 p.m. in the IMC with the newly approved search firm.