



Lincoln School Town Hall

Feb. 26, 2020

Create a positive learning environment for all District 97 students that is equitable, inclusive and focused on the whole child.



Tonight's Agenda (90)

- *Welcome & Introductions (5)*
- *Information Sharing Based Upon Community Feedback (15)*
- *Information Sharing Based Upon After Action Review (20)*
- *Q&A (25)*
- *Introduction of Lincoln Leaders - What's Ahead (10)*
- *Closing (5)*



Information Sharing Based Upon Community Feedback



Timeline – January/February 2020

January 29, 2020

- D97 received letter of resignation from Lincoln principal
- Dr. Kelley and administrative team notified Lincoln staff in person, and shared information with families via email

January 31, 2020

- Follow-up communication about supports, next steps

February 4, 2020

- Board formally accepts resignation

February 18, 2020

- BOE approves Sheila Carter as Interim Principal with support from Cathy Hamilton



Can the district share additional details about the resignation?

Ms. Zaniolo's resignation was unexpected and due to personal reasons. We were disappointed, but we respect that she made a personal decision based on what is best for her and her family.



Four principals in four years is unacceptable.

- We agree and understand the concern.
- We have had two principals resign within four years. As a result, the administration made changes to our principal selection process this year.
- The District reviews hiring practices each year to capture lessons learned and to improve the recruitment, hiring, onboarding, and system of support for principals, as well as other staff members.



Will the district conduct an exit interview with Laura Zaniolo?

Gina Herrmann, Senior Director of Human Resources, plans to conduct an exit interview with Ms. Zaniolo as part of our review process at Lincoln School.



Is the problem of principal turnover unique to Lincoln this year?

Attrition at our other schools is due to retirement (Beye principal, June 2020) or promotion of school leaders to district-level positions (Mann principal, July 2019).



What support is Central Office currently providing?

We are committed to ensuring that every Lincoln student and staff member have what they need to be successful. In terms of central office staff, this has included:

- On-site and remote support from administrators from all district departments (Superintendent, Human Resources, Teaching and Learning, Student and Administrative Services, Communications, Technology, etc.)
- Faith Cole, MTSS Director
- Maggie Cahill, Climate and Culture Coach
- Megan Stewart, New Teacher Mentor



Is the level of staff support sufficient for a school the size of Lincoln?

- For the 2019-20 school year, we added student services support as well as office staff support.
- We are currently reviewing all staff, supports and processes at Lincoln in order to make the appropriate staff recommendation to the Board of Education in March.



What is the principal hiring process in D97?

The principal hiring process 2019 is outlined below; some changes have been made to the process for our current searches.

Month	2018-19	2019-20
October/November	Candidate profile developed via survey.	Candidate profile developed via survey and focus groups. <ul style="list-style-type: none">• Staff profile• Community profile Profiles presented to PTOs and staff.
December	Job posting and recruitment: <ul style="list-style-type: none">• Lincoln – 54 applicants	Job posting and recruitment: <ul style="list-style-type: none">• Beye – 78 applicants• Mann – 63 applicants



What is the principal hiring process in D97?

Month	2018-19	2019-20
January	<ul style="list-style-type: none">• First round interviews<ul style="list-style-type: none">• 29 video screenings with two screeners• Second round interviews<ul style="list-style-type: none">• 8 candidates - parent and staff teams• Parents and staff listed top two candidates on notecard	<ul style="list-style-type: none">• HR screening (licensure, experience, tenure, references, etc.)• First round interviews<ul style="list-style-type: none">• 34 on-site screening interviews with seven administrators and HR staff members• Second round interviews<ul style="list-style-type: none">• 12 candidates – parent, staff and principal teams• Interview sheets placed in order based on the candidate's match to profile, talent and ability to grow• Top four candidates were taken from each interview participant and recorded the number of times each candidate was selected.



What is the principal hiring process in D97?

Month	2018-19	2019-20
February	<ul style="list-style-type: none">• Third round interviews<ul style="list-style-type: none">• Three candidates interviewed with cabinet• Extend offer<ul style="list-style-type: none">• Contract review• Recommendation to Board of Education	<ul style="list-style-type: none">• Third round interviews<ul style="list-style-type: none">• Seven candidates interviewed with cabinet, senior director of student services, director of MTSS and senior director of curriculum and instruction• Thorough reference check of each candidate promoted to fourth round• Fourth round interviews<ul style="list-style-type: none">• Thorough reference checks• Site visit with 5 candidates
March		<ul style="list-style-type: none">• Extend offer<ul style="list-style-type: none">• Contract review• Recommendation to Board of Education



Who is conducting the hires for Lincoln teachers for the 2020-21 school year?

- Current administration will lead the hiring process
- Interviews will be conducted by teacher teams
 - Performance tasks
 - Interview questions focused on cultural competency, achievement drive, student and parent relationships, instructional practices, classroom structure and planning, and professional learning
- Recommendations are made to Human Resources
 - Final interview with Senior Director of HR
 - Review references and licensure
- Recommendation to BOE



Why are we not encouraging D97 staff to become principals?

- There are currently seven school administrators who are former District 97 teachers.
 - Principals: Jonathan Ellwanger, John Hodge, Cheryl Sullivan
 - Assistant Principals: Paula Hughes, Stacie Klein, William Lee, Susan Mura
 - Two of our Lincoln leaders, Sheila Carter and Cathy Hamilton, are both former D97 teachers who went on to be principals.
- The District has begun to develop a Talent Management and Succession Plan
 - Development of current educators who hold appropriate licensure
 - The District is working with universities to host a Principal Prep cohort onsite
 - Development of principals to be talent managers



What is the after action review?

- An ***After Action Review*** is a protocol we often use to examine situations after they occur in order to help improve or document best practices.
- Purpose of this "after-action review" was to capture lessons learned from the recent resignation of Laura Zaniolo.
- The following roles were included in the process:
 - Members (parents and staff) of interview team (13-14)
 - Office staff (3-5)
 - Other K-5 principals (varying years of service) (3)
 - Teacher leaders/staff (15-20)
 - Cabinet/Central Office (6-8)



Information Sharing Based Upon After Action Review



Q&A Panel



Lincoln Leadership Team - What's Ahead