

Marion County Evergreen Elementary School

State Board Meeting
August 15, 2018

Dr. Heidi Maier, Superintendent

Dr. Jonathan Grantham, Deputy Superintendent

Mrs. Beth McCall, School Board of Marion County Chairperson

Dr. Joe DeSensi, President of Educational Directions

Mr. Paul Gibbs, Attorney for The School Board of Marion County



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Agenda

- Reviewing the action items from the last presentation
- Report on efforts and efficacy of filling vacancies
- Recommendations for Evergreen's principal
- Synopsis of Summer work for Evergreen



Review and action items from July meeting

- The contract and the vendor were acceptable.
- The approach and collaborative structure of EO – MCPS partnership was acceptable.
- Evergreen needed to address the number of instructional openings before school opens.
- We needed to expand our rationale for keeping the principal for the board to make a final decision.



Recruitment and Staffing for Evergreen

- The EO:
 - Worked with the district on internal recruitment and DA prioritization.
 - Vetted potential hires by the principal.
 - Focused as much on retention of current staff.
 - Offered external options if internal district efforts were not enough.
- The district:
 - Closed other open requisitions until DA schools were mostly filled.
 - Prioritized recruiting for Evergreen and then the DA schools.
 - Hired a full time recruiter to help with district-wide teacher shortage.
 - Used a variety of best practices to quickly fill openings at most DA schools.
- Mr. Livingston reached out to colleagues and community to fill both instructional and operational positions.



Recommendation from EO to retain Principal

- Beginning the evaluation
- Quality indicators used (2016-17 to 2017-18 improvement and intra 2017-18 positive trending)
- Results from summer partnering with Mr. Livingston
- Efforts in teacher recruitment and community engagement
- Completion of plan to open school
- Adoption of EO's approach to the school year

He has the essential ingredients the EO needs: commitment, strong leadership team, and a willingness to learn.



Update on Summer Work at Evergreen

- Systems and facilities checks (major renovation)
- Onboarding new faculty
- Plan for opening school (climate, discipline, culture)
- Data analysis (data room, onboarding teachers)
- Staffing and onboarding
- Professional development (all DA schools' leadership)



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