

VOTER'S MEETING

6/19/18

6:35 p.m.

Opening Devotion and Prayer - Pastor Frick

Purpose of this Meeting - To vote on extending a Call to a candidate for Principal of Salem Lutheran School.

Overview - John Galloway

The Principal Call Committee is recommending that a Call be extended to Jennifer Cid to serve as Salem's Principal. The MLC had asked that a Call Committee be formed from a broad spectrum of the Salem community.....parents, MLC, faculty, etc. to get as much input as possible. John gave an overview of how the process for the search of the Principal was done, the timeline, etc. We are here tonight to vote on extending a Call and to answer any questions, etc. to help the Congregation in their decision.

Q - Who was on the Call Committee?

A - Matt Hansen, Liz Caniglia, Phil Duerr, Margie Holani, Darren Kelso, Leilani Martin, Shelly Surridge and Sarah Woody

Q - This process was different from the Pastoral Call. It is 1 candidate vs. 2 candidates. Why?

A - The Call Committee made a recommendation of 1 out of 2 for the Pastor. It's the same for this Principal Candidate. They are recommending her out of the two candidates.

Q - What concerns did the BOE or the Call Committee have with this person?

A - We asked ourselves, does this candidate fulfill a lot of the things we were looking for? Do they have the soft skills, Godly love and compassion? The Committee didn't feel like she had any weaknesses in these areas. Her self-described weakness is that she goes after goals and doesn't always bring others around her to help meet those goals. This is not necessarily a weakness. As you drive towards a goal, sometimes we forget some of the things on the side, i.e. people. You then circle back to the people.

Q - What is the Job Description as compared to her role?

A - Collaboration, bringing all stakeholders together. That's why we had the 5 attributes. The Committee saw a lot of soft skills in her that show she is going to be doing a good job as Principal.

Q - What are the goals of the MLC and the BOE in regards to this new Principal?

What my concern is that we have yet to see any goals or measuring tools to evaluate this person. We hear what she has a plan for, but we don't hear what the leadership has a plan for. This is part of the job description. Is there some sort of an Onboarding Program (success plan) for her at Salem? Is there a success plan that kicks in at 6, 9, 12 months? We need to wrap around her. This is protection for her.

A - The BOE feels this is critical and they will be that instrument that will come along side her. Additionally, there are people on the teaching staff that can give administrative support, plus some others who have been at Salem for a while. We want to put a team of people around her to allow her to be successful.

Q - Are we calling someone without that written plan in place?

A - The MLC is scheduled to start on that tonight. They will be evaluating the role of the MLC, the BOE, the Principal's Job Description and looking at how we can create a cohesive working group and set those goals. We want to allow any new administrator some room to make their place and their way. We don't necessarily want to arrange all the items on the shelf. But, we do want to have it set up so that everyone understands what they are doing. The BOE has been working on enrollment, academic standards and improvement of facilities and how we grow the school to make this a good academic experience.

Q - I'm concerned. Is there some sort of system, plan?

A - Concerns are valid. The MLC will be working with the BOE to set the table for this person. We have some things that we need to resolve. We want to have all of these things in place when the new Principal arrives. Is this done yet? No, but it is a work in progress.

Q - Share the process of elimination as to how the Call Committee got to the final 2 candidates.

A - We received names from the District and from other people who gave recommendations. We started with 35 names and went through a vetting process. Some take their names off and then you get more names. We brought in a Principal Consultant. This affirmed a lot of the things that we thought were important. We Facetimed the candidates. We listened to their stories. This got us to a point where we wanted to bring the 2 candidates out to Salem and see how they interacted with everyone.

Q - From the surveys to utilizing the data, how did we get there in 2 weeks?

A - Attributes can be looked at while at the same time we are vetting candidates. Based on what the surveys showed, it came down to the five essentials that we as a Committee thought that person would be. This place is about community, relationships and caring for one another. The five essentials are collaborative communicator, relational, servant leader, humbleness/humility and empathy. These have been demonstrated by Jenny not just when she was here, but where she is currently. This says something. She was raised in the Lutheran faith. Her father is a Pastor. She will genuinely care for people. Her number one priority is to be out with the kids and the parents, number two is the teachers. The teachers would help her take some things off of her plate so she can step out of the office. There is a general schematic about what we need to do to help keep Salem successful.

Q - Can you give some examples of how she is good at building relationships?

A - We did background checks. We spoke to one of the teachers at her current school who is directly under her. She said that Jennifer is a very caring individual. She said very positive things about her as a Supervisor and also as a Calling.

Q - Jenny is a K-5 Principal now. What is the difference between her current responsibilities compared to what they would be at Salem?

A - She does observations for her teachers and is involved in professional learning communities. A lot of what she is doing now is what she would be doing as Head of School. She currently has 12 people under her. She is already part of that Ministry Team.

Q - Our teachers need a safe place to yell, scream and work collaboratively with each other. They need a safe place with protocols in place. Does she come with protocols to deal with the curriculum? What we expect of her needs to be there first or else we are just setting her up to fail. This will be frustrating for the teachers.

A - Salem's Accreditation documents already have a lot of this in place. And yes, she really believes in data driven information.

Q - Have the teachers met with Jenny?

A - Yes.

Q - Do the teachers feel like they could work with her? Did they feel safe?

A - From a teacher.....There are some concerns like what are we getting? There was a little bit of holding back when we met her. However, after meeting her, the feeling was this is a person I can work with. She is well spoken, very professional and had herself together. I was very impressed with her interpersonal skills. I felt very comfortable with her both professionally and personally. She is someone who can relate to us as teachers and more importantly to the parents, etc.

A - She was well presented and made a good first impression.

Q - Is she a Principal that will say run with it? Someone who doesn't feel like she has to be the gatekeeper of all of the ideas?

A - Yes. Jenny was impressed with all of the teachers. Her feeling is "why would I do this and this when I can call on a teacher to take over as a resource"? She would utilize the teachers.

Q - The teachers want to feel like they are backed in so many ways. There are kids with needs that we can't take. Personally we need someone at the head who can say lovingly that this is not the place for your child. Can she do this?

A - Both candidates are in awe of the teachers here. They got excited about collaborating with the teachers. They saw great things going on. It's a Jesus First ministry at Salem. They are very excited about collaborating with others on new ideas. Both candidates have a Resource Program at their school. They are very honest and have clear cut lines about who they can bring in to the school. They discussed how they did this and it includes an interview process with the Principal.

Q - Did you talk with her about how she handles conflict, people with strong personalities, etc.?

A - She wants to listen to them and get to what the ground issue is. She wants to take the time and give love and compassion. At the same time, she feels that there needs to be accountability. The Call Committee got a good feeling as to how she would walk through this process.

Q - When Zach was hired, did you have a 30, 60, 90 day Job Description or Smart Goals?

A - No. Zach came in when there was a lot of turmoil, but his walking orders were pretty clear. To heal. Beyond that was not as important.

Q - Did Pastor have either of these?

A - No. My job was to love Salem and give hugs. A lot of Cottage Meeting data was shared with Pastor. Smart Goals, no.

Q - In the past year or two, have we been moving in a direction of more refined job descriptions, measures of success, etc?

A - It's been a slow process.

Comment - The school is in turmoil. There has been a change in administration. We've been losing enrollment. Is there a shift towards providing the structure, policies and procedures to be able to support someone or are we in a place where there are no plans for anything? Or is it a hybrid of both? If we don't know what the Smart Goals are, how can we know what we want in a candidate? Hopefully there is a combination of the two and we can come up with a solution.

Comment - Now that we have a BOE, it gives me hope that we are going in the right direction. Being married to a teacher, looking for a new Principal is a positive move. It's important that we get the right person. The folks on the Call Committee have invested a lot of time. I can't wait to get all the i's dotted and the t's crossed. I'm happy the MLC is putting this to a vote tonight. We can't wait or we won't have a school to put a Principal in front of. We need to go out on faith. Faith that a lot of people have put in the time on the Call Committee. We should thank the Call Committee for their hard work. We will finally have stability and we're going to get back to the glory days.

Q - I hear about the plan for the school, but I'm not hearing what God's plan is for the school. How was God moving so that you could come to this decision?

A - There was constant prayer for everyone in the group. Before, during and after meetings. There was fasting. We couldn't do it without God and seeking His will to see who this person would be. We were opening our Bibles. We humbled ourselves knowing that He had already picked this person way before we got to this point. We're thankful for all the things Salem has gone through, because we needed them to be able to get here. We prayed that God would stir the heart of the person (candidate) who was also praying for guidance. God was definitely working in us and in her.

Q - Can we hear from someone else, not a teacher, to give us a feel for the candidate?

A - A BOE member shared her thoughts on the candidate....We knew that we needed someone who was a collaborator. We didn't realize how nice it was to connect with that person. As a mom, it was nice to bounce stuff back and forth with her. We have a lot of moms with little ones who want to feel understood. Jenny so demonstrated that to me.

Q - Does Jenny's husband have an opportunity to move down here at will? What about her young children? There are some concerns for her in that respect.

A - We had a candid conversation with her and she indicated that his job was not a concern to her. There is opportunity here. As for the kids, Jenny acknowledged that while she had support in Fremont, she needs to give it to God and He will open the doors for her here as far as child care. She's putting it in God's hands.

Comment - There have been good times and rough times at Salem. I'm hearing now, for the first time in a long time, an excitement about bringing in someone new from the teachers and the Call Committee. This is good. There was collaboration from younger grade teachers as well as senior teachers. They all came together with the same positive excitement about this candidate.

Tanya Grasz moved that Salem call Jennifer Cid as Salem's Principal. Chris Hansen 2nd. Discussion.

Comment - She's young, competent and is relatable to all of these young families coming in to the school.

Comment - She seems amazing. However, the preference would be to have a Job Description, written goals and what we are going to do in the school in the next 12 months figured out before she gets here. The MLC and BOE were encouraged to formulate these things ASAP.

Q - What is the timing and why would she choose to move down here? Also, if she doesn't accept, what is the backup plan?

A - Where she lives now, the closest Lutheran high school is 30 miles away and her current neighborhood is not the greatest. She's thinking about the environment and where she wants to raise her kids. They have friends here. It's God's timing. There are no arbitrary deadlines. We're taking it one step at a time. She will want to come back down and see the us again, see the community and housing options. The backup plan is Jim Violette as Interim Principal.

Q - Have you considered any other options or governance?

A - We've talked to candidates from a wide variety of structure. They have discussed this and what it could look like at Salem.

Q - Have you considered any other structures?

A - Nothing is off the table. We want Salem to be successful. One scenario is layers of administration....a Principal, an Assistant Principal, etc.

Q - Is she abundantly clear about the situation she is walking in to?

A - Yes

Craig Olson added that the budget for the school is based on the number of students, staff, etc. The budget covers both scenarios - one if Jenny accepts the Call and one if she doesn't. It's loose, but tight. Under the current circumstances, it balances.

Motion was made to call Jennifer Cid to be the Principal at Salem Lutheran School. All in favor. None opposed. 5 abstentions. Motion carries.

Lastly, it was brought up that we have been talking about creating Job Descriptions for a very long time. The MLC was encouraged to hone in on how are we going to evaluate the teachers. Job Descriptions help you grow and become a better version of yourself. The MLC needs to figure out a way that we can evaluate each other in love on a regular basis.

Announcements and Closing Prayer - 7:45 p.m.