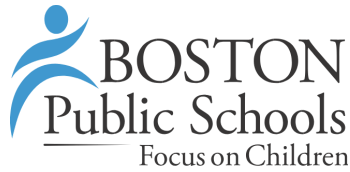




Philbrick-Sumner Community Engagement Team Q&A

School Leader Hiring Process

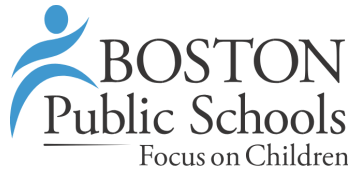
- **Has there been any consideration to keep both Principal Bobbitt and Principal Welch as co-leaders of the new school to provide consistency and stability for all the students?**
 - The school leadership structure is for a Principal. The Principal, in collaboration with their Site Council, can choose to add an Assistant Principal or other leadership role(s) to the administrative structure depending on the school's budget.
- **Can you share the reason why the district has decided not to have co-leaders? Now that the timeline has been moved back a year, you're asking these principals to run their schools, prepare for the new school, apply for the merged school job, and probably apply for additional jobs in case they don't get this?**
 - All 24 schools across the district with projected enrollment higher than 600 students, and up to 2,420 total students, have one building principal. The projected enrollment of the merged Philbrick-Sumner School is 700. Each school develops its administrative structure based on the school's budget and student needs. As these schools merge together, the district will work to ensure the school has an adequate amount of administrative staff to support the school's vision and priorities for students.
 - The School Superintendent, in collaboration with both leaders, will take the lead in preparing for the new school. Once the new School Leader is named around April-May of 2025, the School Superintendent and Operational Leader of Region 5 will work closely with the selected principal to prepare for the opening of school.
- **It feels unfair for only 1 of each of those positions to support a school of 700+ while others only need to support 100 students/families.**
 - All 24 schools across the district with projected enrollment higher than 600 students, and up to 2,420 total students, have one building principal. The projected enrollment of the merged Philbrick-Sumner School is 700. Each school develops its administrative structure based on the school's budget and student needs. As these schools merge together, the district will work hard to ensure the school has an adequate amount of administrative staff to support the schools vision and priorities for students.
- **What is the leadership model at elementary buildings of similar size? Are there schools of similar size currently? I concur that it seems sensible to merge 2 communities and have co-leaders.**
 - All 24 schools across the district with projected enrollment higher than 600 students, and up to 2,420 total students, have one building principal.



- **Are Principal Bobbitt and Principal Welch both being considered for principal for merged school?**
 - Both Principals are invited and encouraged to apply for the position.
- **Is the plan not to hire a leader for the merged school until April 2025?**
 - Yes. The process will start January 2025.
- **Will the new school leader start working with both school communities right away?**
 - Yes, as soon as they are hired and are able to start.
- **Does the superintendent's circular specifically cover mergers?**
 - At this point it does not; however we are looking at updating the circular to include school mergers.
 - **Can the updates reflect new realities/new ways of thinking for the district, instead of perpetuating the same ideas?**
 - We will take your suggestion back to the Superintendent Circular team. Thank you!
- **Will Megan and Danladi be guaranteed jobs within BPS if they are not chosen as the leader but put their hat in the ring?**
 - Those conversations have taken place with the individual school leaders.
- **If the leader isn't hired until 3-4 months before the school opens, will they be able to guide the hiring process for the rest of the faculty and staff?**
 - Dr. Luna will be taking the lead on staffing in consultation with Principal Bobbit and Principal Welch and will immediately loop in the School Leader selected.
- **Will the principal position be open to everyone or will it be just within BPS?**
 - The position will be open to internal and external applicants.

Staffing

- **Will there be an Assistant School Leader for the new school?**
 - The school leadership structure is for a Principal. The Principal, in collaboration with their Site Council, can choose to add an Assistant Principal or other leadership role(s) to the administrative structure depending on the school's budget.
- **Is the plan to merge and then hire accordingly?**
 - Staffing is dictated by several factors like enrollment projections and budgeting. Staffing will be coordinated in SY24-25 during the district's annual Budget Collab/Probable Org process.
- **Would there be 2 secretaries at the new school, or would it be only 1 secretary?**
 - The current proposal is for one secretary, which is inline with the Guild contract. If the school's enrollment is projected to be over 800 students, it would necessitate adding an additional secretary.
- **Since this will be a larger school will there be higher allotments of support staff in general?**
 - The District's Academics, Planning and Analysis, along with Student Support, Finance, and Human Capital will do a comprehensive review of the school's projections and programs during the annual Budget Collaborative and Probable Org.

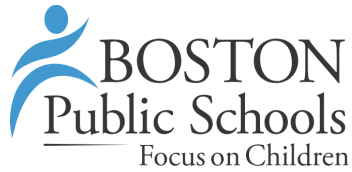


process to ensure that the appropriate number of support staff is allocated to the new school.

- **Also, will teachers and staff need to reapply for their jobs or is there job security?**
 - We will work through the staff merging process in collaboration with BTU and the Office of Human Capital during the annual Budget Collaborative and Probable Org. process.
- **If staff need to reapply for their jobs, who will be the hiring committee?**
 - Dr. Luna, with support from Principal Bobbit and Principal Welch, will lead the hiring process where necessary.
- **Can you define what is meant by “support staff” that scales with enrollment numbers? Does that include social workers and family liaisons and nurses, for example?**
 - Social workers, nurses, and family liaison are all considered district support staff.
 - **But do they scale with school size? Or one per building only?**
 - It depends on the position type and budget allocations. As an example, for FY25:
 - All schools are allocated at least one full time social worker. Schools with more economically disadvantaged students will receive additional FTEs, using a ratio of 1:250.
 - All schools have a 1.0 FTE Family Liaison.
 - Every school building will have at least a 1.0 FTE nurse. Additional adjustments may be made to a school’s allocation depending on the unique needs of the school.
- **How many nurses will be in this new school?**
 - Every school building will have at least 1.0 FTE nurse.
- **What about the supportive staff? I.E. There’s three family liaison involved in this process? Do we have to reapply or is it based on seniority?**
 - The allotment of Family Liaisons for the school is based on the budget, however there will be at least 1 Family Liaison. If there are fewer than 3 Family Liaisons in the merged school, seniority would determine which Family Liaison(s) are retained.

Additional Questions

- **If there is a delay to construction, is there a contingency plan?**
 - Both school communities would use their current school building if there is a delay to construction. We would be notified in advance if there is an unexpected delay and would immediately create a plan and communicate it to the broader school community.
- **Will the supports the school offers, such as the before and after school program and partnerships still be in place? Or are we expecting our children to go into a completely new space as if it’s a new school space and staff wise.**



- Both schools currently have a before and after school program, therefore those partnerships would continue. The allotment of staff would be based on student enrollment.
- **Do class ratios go up with the merger? Is it not fair to assume if the same number of students show up to the new merged school that we would not need the same number of staff/teachers?**
 - Staffing is determined by projections and the budget and enrollment projections, among other factors, including compliance with the collective bargaining agreement with the BTU. Staffing will be coordinated in SY24-25 during the district's annual Budget Collab/Probable Org process.
- **What will be the school hours?**
 - Both schools are extended day schools that run from 9:30-4:10
- **Is there space in the process to change the start time?**
 - There isn't a plan to change to start and end times at the moment