

<p style="text-align: center;"><b>Lake Harriet Community School Site Council Meeting</b> <b>Tuesday February 26, 2013</b></p>
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**Members present:** Jan Parrish, Toni Gerard, Maggie Quinlan, Seth Paradis, Lisa Legrand, Angie Arnold, Caroline Cochran, Teresa Harich, Ian Hunter, Heather Legris, Merry Tilleson, Mary Rynchek  
Guests: Theresa Battle, Ann Smith, Karen Knapp

**Administrative business - Caroline**

- Council voted to approve January 2013 minutes

**Paired school discussion (all)**

- Jan discussed the letter she sent to the site council illustrating the benefits of the paired school model. She explained that in her view, the main advantage of this model is that it allows there to be two separate seniority lists rather than the one that exists now. With one seniority list, it is possible for staff at one campus to bump staff from a position at the other campus due to seniority differences. This is especially problematic during difficult budget times.
- Gwen summarized parent feedback she has received:
  - There are many uncertainties with the proposed change to a paired school model
  - The K-8 model is a big draw
  - Most people did not see a compelling reason to pursue the change
- Mary stated that after lots of consideration, she does not support the change to the paired school model due to the number of changes coming up: 3<sup>rd</sup> grade moving to lower campus, Mary's retirement, new principal.
- Site Council voted by paper ballot to table the paired school discussion for at least one year. The results of the vote were:
  - 13 votes to table the paired school model, 1 vote to pursue

**Mid-year SIP review (Merry)**

- Merry briefly explained that UC in on track with SIP goals

**Discussion and planning for Mary's retirement (Theresa Battle, all):**

- Theresa thanked Mary for her service and shared the new principal selection process:
  - Theresa will gather stakeholder feedback regarding what qualities are important in a principal.
  - Kids will also be surveyed on what is unique or special about Lake Harriet? What desired qualities you want in a principal? What do you see as the main job of a principal? What makes a good principal? What talents do you think the principal should have?

- Middle school students will fill out the survey electronically, lower grades will fill out the survey on paper
  - Superintendent Johnson is the hiring manager. She can appoint someone or post the position. Theresa Battle will recommend that the Lake Harriet position be posted. The plan is to post the position on 3.5.13.
  - There are three other schools who are hiring a principal this year, Folwell, Sanford, and Lyndale.
  - The selection process will be similar to that at Barton and Ramsey.
  - Once the job is posted internally and externally, HR does initial screening which involves a resume and cover letter check and sometimes a phone interview.
  - Candidates will participate in two interviews.
  - There will be two stakeholder groups:
    - Staff and parents. This group will consist of 3 staff members and 2 to 3 parent and community members. This group will help interview and will be asked to submit questions to be asked of the candidates.
    - Associate Superintendent and Superintendent
- The candidate will be selected before the end of the school year.
- Theresa Battle will be discussing whether this position posting will be for principal of LH Upper or all of Lake Harriet. Site council members suggested that having one principal for one school is important.
- Next meeting for input on the principal selection with Theresa will be PTA/Site Council March 12<sup>th</sup> at 5:00-6:00. Then 6:00-7:00 open to all parents.
- Theresa will also meet with staff from UC and LC at the upcoming joint staff meeting on March 5<sup>th</sup>.
- Caroline asked for volunteers to coordinate the stakeholder selection process as well as summarize any parent questions about the selection process. No volunteers stepped forward. There was discussion of the qualifications for parent stakeholders including parents who have children at both campuses, and those who have experience with recruiting and selection.