

# Reorganization Proposal Q&A Document

## **What prompted this proposal for change?**

Over the past 10 years, the District has seen a dramatic decrease in enrollment, a drop in graduation rate well below the state average, and an increase in poverty. Our current administration has been doing its best to tackle the growing problems in Oneida. This proposal creates a more formal structure to specifically address these issues.

## **What are the benefits of the new structure?**

The needs of our community and families are changing. The reorganization will allow the district to improve school conditions for student learning. We will be able to address issues that directly impact students and their academic and emotional needs.

## **Are the current positions of Assistant Superintendent for Instruction and High School principal being eliminated?**

The district would eliminate the Assistant Superintendent for Instruction position and replace it with the district wide position of Administrator for Curriculum, Instruction, & Assessment.

Additionally, the district would eliminate the High School Principal position and replace the position with a district wide and building position of Executive Principal K-12.

For both positions there will be advertisements for the positions and an interview process that includes stakeholders, including students, teachers, staff, and parents in the interview process.

## **What is the new Executive Principal job going to look like?**

Preparation for graduation does not start in grade 9 but it starts the moment we start educating students in Pre-kindergarten. As students transition from elementary to Middle School and again to High School, we want to make sure that we address the 'whole student' and create programs and strategies that will address their needs during these critical transitions. The Executive Principal will lead all building administrators in programs such as social emotional learning, career/college readiness, school climate/student engagement, parental involvement, and attendance.

The Executive Principal will lead the High School and work with other district administrators to monitor student progress toward meeting standards. The Executive Principal will have a bird's-eye view of all of the programs and needs of our students. The Executive Principal will be housed at the High School and work with the assistant principals at the High School.

## **Will the building principals be out of their buildings more as a result of this proposal?**

As a result of this proposal, building principals will collaborate more frequently and will have the opportunity to conduct meetings using technology so that our principals do not have to leave their buildings.

## **Where will the Executive Principal spend the majority of their day?**

The Executive Principal will be housed at the High School and work with the assistant principals at the High School.

**Will faculty, staff, students, and community be able to provide input?**

As the Board of Education reviews this proposal, you are encouraged to provide your thoughts regarding this proposed structure to the Superintendent of Schools or Board members. Additionally, the proposal will be discussed at the February 12 and March 12 Board of Education meeting.

**What is the timeframe for implementation if this proposed structure is approved?**

The Board of Education will need to make a decision by the March Board of Education meeting. July 1, 2019 would be the start date for the new positions.

**Are there current administrators that will be given the new positions?**

If the proposal is approved, the new positions will be advertised throughout the area and all qualified candidates will be encouraged to apply. The district will conduct a search that includes several rounds of interviews with stakeholders including students, teachers, staff, and parents involved in the interview process.