

INTRO

The following is a statement from the SBDM Council plus the three community members that were asked to join the Principal Selection Committee. We would like to address the recent selection of a new principal for LPAS and the feedback from our community of staff and families.

The SBDM's role at any school is to set policies that affect the school and, where written to execute processes to make decisions.

As a body elected representatives from the staff and families, our charge is to represent our communities in these policies and processes to the best of our ability.

As representatives, it is our responsibility to listen to you, help you find answers to your questions, and to ensure that your voice is heard in the decisions we make, and the policies we fashion in the future.

One of these decisions is the selection of a new principal.

The selection of a new principal is one of the rarest, yet most important functions with which a Site Based Decision Making Council is charged. A principal leads the school, sets the tone and is ultimately responsible for its success.

A change of principal - regardless of who fills the position - will always be felt by everyone in the community - the families, the staff, and the students.

It will be especially felt in a deeply invested, engaged community such as LPAS.

OUR CURRENT SITUATION

The decision by this Council that was accepted by the Superintendent may have been surprising to some in the LPAS community. We recognize this, and we have heard this from you.

The most prominent question asked of us has been "Why was one Candidate chosen over another Candidate?". However, the Council cannot legally provide an answer to that real and valid question - the process is confidential, and all Committee members have signed statements agreeing to this, and it is a part of the KRS statute. In fact, we are not allowed to refer to any Candidates by name publicly, regardless of public knowledge.

What we can state unequivocally is that your elected SBDM representatives, under the guidance of experienced JCPS staff, executed this school's principal selection policy to the letter. The selection committee is in unanimous agreement that this process was executed with the utmost integrity, and that we deeply considered each step under our control.

We can state that we were provided with all information as required by our policy - both public and private information. As a Council, we feel the information provided was extensive and thorough to make an informed decision.

We are asking for your trust in our judgement, and trust in the processes set forth by both the LPAS SBDM Council and JCPS policies.

Beyond the recommendation made in the SBDM Public Meeting itself, we recognize there is a perception of limited communication regarding the selection or acknowledgement of the Community's varied reactions from the current administration, district or incoming principal.

We, as a Council, have been silent on this in compliance with state statutes and district policies. Yet, we recognize this vacuum of communication may have spurred on confusion, rumors and divisions - which could be damaging to LPAS's uniquely engaged community.

Finally, there have been questions regarding what a change in administration means for the future of LPAS. This Council cannot answer that question. These questions are best addressed by the new administration, and we as members of the staff and as families look forward to the continued efforts between the current and incoming administration to keep the community informed of LPAS' future.

WHAT WE CAN DO

While we have limited power and ability to fully answer all of your questions surrounding our new principal, what we *can do* is to provide a space for the Community to be publicly heard tonight. If your questions are not answered by this statement, we will record them, and if legally able to do so - we will respond to them publicly at a later date or offer other resources.

We welcome any input. We do not shy from criticism. We as a Council regard LPAS' deeply engaged community as one of it's greatest strengths, and we are here to serve you.

ANSWERS TO FREQUENTLY ASKED QUESTIONS

In an effort to ensure our time here tonight is used to its greatest potential, we would like to quickly answer some questions that have been repeatedly raised to this Council:

- 1) **It must be stated clearly that the decision of the council to accept and send the recommendation of the Committee to the Superintendent is final.** The Superintendent has the ultimate authority to appoint principals on our recommendation, and he has done so. The SBDM can not take up principal selection again until there is a vacancy. The individual chosen by the Council will be the next principal of LPAS.

It is within your right to agree or disagree with the decision your elected representatives made in your stead. Tonight, you are encouraged within your 3 minutes to express your opinions or question the council on this past process and outcome - but it will not affect the past decision of this council.

The lasting impact of your voices tonight will be to inform the future of LPAS, a future to which we are all here deeply invested. How you choose to do that is up to you.

- ~~2) Principal Selection Committee Members cannot divulge any private information or the interview and screening process that is held in Closed Session. JCPS considers this private, to protect the applicants, candidates and the JCPS employees involved in the selection process. We can discuss the public processes around it, but not who was interviewed, our discussions, deliberations, rationale or votes.~~

~~However, we do understand that "Why was Candidate #1 chosen over Candidate #2?" is a real and valid question. This, however is NOT something that any member of the Committee or Council can discuss, characterize, or debate.~~

~~According to this Council's opinion, this question will need to be answered solely through the statements and actions of the incoming principal.~~

- 3) Transparency is key to having a fair and equitable process. All policies, processes statutes, documents and survey results related to principal selection we discuss tonight are a matter of public record. All were directly shared with or are currently accessible by the LPAS community.

All of the following can be found on the LPAS website under "SBDM":

- This statement
- LPAS Principal Selection Timeline
- LPAS Principal Selection Criteria Survey Results
- LPAS SBDM Public Meeting Minutes
- LPAS SBDM Policies
- KRS SBDM Statutes

- 4) As a VERY brief overview of the process:

- SBDM Council is trained by JCPS on Principal Selection
- SBDM Council follows LPAS Principal Selection Policy
- SBDM Council develops timeline, criteria survey, and selects the individuals for the 9-member Principal Selection Committee (PSC)
- Principal Criteria Selection Survey is sent to all LPAS staff, families and interested community members.
- The PSC reviews the Survey Results and creates Interview Questions
- The Superintendent presents a slate of candidates to the PSC.
- The PSC approves of the candidates, or asks for different candidates.
- Candidate interviews are scheduled and executed, live, in front of the PSC
- The PSC deliberates, votes and makes a recommendation to the SBDM Council.
- The SBDM Council votes to accept (or not accept) the PSC's recommendation
- If accepted, the recommendation is sent to the Superintendent, where they may accept or appoint a candidate of their choosing.

These steps were followed to the letter by the Committee and under the guidance of our Assistant Superintendent (Zone 3) and SBDM Specialist.

- 5) Regarding the timeline: the SBDM Council was in control of the Principal Selection Timeline, and that timeline was published and distributed publicly. At no time during this process did this Council feel that we were moving too quickly, or that the Community was not sufficiently engaged or asked for feedback.
- 6) Regarding the selection of the Principal Selection Committee: It is LPAS SBDM Policy that the SBDM Council may choose three additional members to best represent the stakeholders in our school in the selection process. Specifically, the Council felt we needed additional representation from the following perspectives: the arts, grade level, classified staff, and diversity. By policy, we are limited to three additional, and three of the many we recommended accepted that charge.

We recognize you may have questions and feedback beyond what we have covered here. You may, at any time, directly address the Council according to our SBDM policies, and you may, at any time contact your Council members, or the District. We welcome it, and we encourage your engagement in this process.