

**Kenai Central High School Site Council**  
**05-20-2019**  
**Meeting Minutes**

**PRESENT MEMBERS:** Alan Fields (just for introduction), Bridget Grieme, Jeremy Hamilton, Bobby Clucas, John Morton, parents, teachers, staff, students, and community members.

**Principal's Vacancy Comments: Mr. O'Brien**

Mr. Fields introduced Mr. O'Brien and left the meeting.

Mr. O'Brien reports he is there to solicit input regarding the KCHS Principal opening. "We are hitting reset from last meeting." He truly believed that appointing the AP as the principal was what the community wanted, as that is what they've wanted before. We received a lot of support for interim appointment, and quite a bit of input from stakeholders to have us step back and open the position up for internal hiring.

A new form for input is being provided and is similar to last. Last meeting we focused on appointing interim with Mr. O'Brien returning in December to decide if a broader search is necessary or making the interim appointee permanent is best decision.

Feedback forms are due by 5/23/19. Focus is on characteristics, priorities, and interview questions for applicants. Will accept them as late as when interviews are done. Interviews are going to occur on 6/4 at 4. Will be public interviews and written feedback accepted on candidates from those in attendance.

Mr. O'Brien anticipates several applicants – several were in attendance at last meeting, other local principals, and Randall. He intends to stay neutral, does not contact potential applicants and encourage them to apply. Mr. O'Brien noted that they have faith in all of their administrators and if five applications are received they will likely interview five candidates. They do not want to limit the options for the community. If AP position needs filled will be done through similar process.

Is being hired as interim position because of timing. Same as KBeach and Chapman. Will return in December and see how it is going, if consensus (more than 50%) is that interim should remain principal, will recommend contract to school board. If not, will do national search for applicants. The successful candidate is, "...going to be a good fit for the school. We take community input very seriously."

**Feedback/Questions/Discussion:**

- Concern Randle won't be moved back down to her AP position if appointed.
- Is important decision that will impact everyone involved with KCHS.
- Why interim position? The position has no potential of being dissolved, unlike the other open principal positions. Moving around isn't good for school chemistry.
  - Response: Several reasons: Bad timing, don't know who candidates may be, give community a lot of options, if not working out easy to change/rectify and look for other candidates. The successful interim candidate will be "guaranteed their position back if need be."
- Interim/unknowns aren't fair to kids. Most adults work 20-30 years, so one year is a drop in the bucket. Kids are in high school four years. One year of a bad administrator is 25% of their high school experience and there are no do-overs. Unfair for kids to be forced into transitions adults create. Interrupts learning environment.

- Response: “Not comfortable strapping KPBSD or kids down with principal this late in the game.” It would be hard to get rid of the wrong person.
- Some feedback was that folks see a need for change. Need new blood at KCHS.
  - A permanent change now would reduce options. It isn’t because O’Brien is “being lazy,” or “not wanting to do my job,” it was truly what he believed the community wanted.
  - No probation period as administrator. Contracts are year to year.
  - Process for staff, parents, community members to provide feedback about principals every year.
    - No one in attendance was aware of this process. Mr. O’Brien will look into making folks more aware.
- If are happy with job that interim principal is doing be sure to show up to support them in December when O’Brien checks in. It is usually just the people that are upset that attend and may paint an unrealistic portrait of overall opinion.

**Next Meeting**

Interim Principal Interviews: 6/4/19 @ 4pm

KCHS Site Council Meeting: 9/3/19 @ 5:15

**Meeting adjourned**