

The hiring process for Rogers ES as a CO chair of the SOT and with direct knowledge since December 2016 that Kip Kimarzick would retire.

Towards the end of 2016 we as a team had me start contacting, Brenda Larson Mitchell associate Superintendent to CCSD overseeing Rogers.

It was finally early summer she sat down with the SOT team, heard what we were looking for, and then proceeded within weeks to get us three candidates.

Then we met at the executive offices on Sahara, to do all three interviews in one day. All questions were pre set, must be asked the same way each time, Each of the SOT team members, had their one and only question to ask. There was awareness to us so we knew none of these candidates; we were meeting them for the first time. We were told that out of the 3 we need a unanimous decision all in favor of one candidate so that one candidate can move forward to the final interview, or then all three needed to move on.

Also a stipulation was time; a time clock was used to keep this whole process timed, for the three candidates.

So after we did as a group picked the one candidate, to move on, we then needed to pick only one SOT team member for the final interview, we picked a Staff member, as they are in the Schools 85 percent or more of the time.

Then we were called no more than two or three weeks later to say our candidate was hired.

That hire then let SOT team members over the summer and Teachers and non SOT members staff to come together to help interview the Assistant Principal position, that became opened, at Rogers ES. As the asst Principal, became Principal.

Challenges:

A future time line Principals need to put in retirement, or transfers. When we get three candidates etc ast schools.

New schools should somehow get to be part of picking Principals.

Open meetings with all Stakeholders staff, community, parents to ask what they want in Principal. We needed those.

All SOT team members that want to, should go to final interview.....if they'd like.

SOT team members ask their own questions in interviews.

Johnny Wilson, SOT Chair at Rogers ES

Lastuckyboy@gmail.com

7022779008