

**Cabot PTO Principal Search DRAFT**  
**Question/ Answer Session following Dr. Fleishman's presentation**  
Tuesday, March 15, 2016

Location: Cabot lunchroom  
Time: 8:30 am

These are notes from the Q & A session following Dr Fleishman's presentation. Questions came from parents, and answers were provided by Dr. Fleishman as well as members of the Cabot Teaching staff and members of the School Committee; this is only Q & A; to see video of Dr Fleishman's presentation, go to <https://vimeo.com/159116526>

**Q1:** What is the start date for the new hire?

**A1:** New principal starts July 1<sup>st</sup>.

- in time to meet with district to plan and set goals for the coming school year
- open house to meet with families prior to the start of school

**Q2:** Will the new principal be aware of the issues, e.g. movie to Carr?

**A2:** Given everything that is going on, the district may provide some temporary help/ assistance to the principal.

**Q3:** Any chance of appointing an assistant principal?

**A3:** Rule of thumb for this category of hire is student enrollment at 450+.

- Cabot enrollment is projected to go down in the next few years.
- Down the road there will likely be the appointment of an assistant principal as enrollment goes up)

**Q4:** Any possibility of assigning a person from the district to help the new principal, not necessarily an assistant principal, but another position?

**A4:** Yes. We did hire someone to help the principal at Angier during the Angier building project.

**Q5:** Someone with institutional knowledge?

**A5:** Yes.

**Q6:** Can you please provide more detail on the Selection Advisory Committee? How will that work?

**A6:** There are two up front meetings in March including an orientation meeting and two days of interviewing (1.5 – 2 days) beginning on April 4<sup>th</sup> and 5<sup>th</sup>.

**Q7:** What are the qualifications we are looking for in this candidate?

**A7:** Applicant needs

- certification in MA as a principal
- administrative experience as a principal, assistant principal, or other leadership

**Q8:** How will we challenge students on a spectrum of abilities, especially those who are on the *higher* end of ability?

**A8:** It is done individually at each school

**Q9:** Are you concerned with attrition?

**A9:** Dr. Fleishman - Teachers like teaching at Cabot.

- input from Heidi Lucas and Melissa Nash – teachers go to one another here; didn't always used to be the case; we have both grade level teams and vertical teams (system working well)

**Q10:** What about parent involvement in the selection?

**A10:** Fleishman/ Heather Mehra

- there will be heavy parent involvement
- plan to select 3+ parents for the committee
- Fleishman – will select a principal that works well with the staff

**Q11:** Districts here are experiencing a lot of fluctuation in enrollment and lots of shifting of staff from grade to grade? Should we be concerned?

**A11:** It has worked well; we have always followed this model.

**Q12:** Lou was really good at movement of children for class assignments and with the placement and pairing of aids to kids within the classroom; how is a new person going to do that if they don't know the school/ the kids?

**A12:** There has been and will continue to be heavy teacher involvement in this process.

**Q13:** Are you using any recruitment firm?

**A13:** No. We use social media instead, facebook. The position is posted in the usual places. It is on Monster.com and linked in.

**Q14:** Will you consider CASP?

**A14:** **No answer was recorded for this.**

**Q15:** How will the search process be opened up to parent involvement?

**A15:** We are discussing that now, whether or not to make the bios public or not.

- have been burned by this in the past where a candidate withdrew
- could maybe share the bios with anonymity to the PTO and community

**Q16:** Is it possible for a teacher to rise up? I.e. promote from within?

**A16:** No. Not for the top job, but maybe yes for the assistant principal