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| Agenda | **Special Meeting**    **November 5, 2014**  **4:10 PM**  **Library Conference Room** | |
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| Meeting called by: | Maria Olivia (Nena) Garza, Chair | |
| Type of meeting: | Special Meeting | |
| Secretary: | Nicole Cruz | |
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| Attendees: | Ivan Karr \_\_\_\_\_X\_\_\_\_\_ Nena Garza\_\_\_X\_\_\_  Irene Morin\_\_\_\_ X\_\_\_ Margarita Tamez \_\_\_X\_\_\_  Evigayl Acosta \_\_\_X\_\_\_\_ Alfredo Ruiz \_\_X\_\_\_\_  Jerry Martinez \_\_\_X\_\_\_\_ Roberto Barbosa\_\_\_\_X\_\_\_  Stephanie Sala\_\_\_\_X\_\_\_\_\_ Jennifer Martinez\_\_\_X\_\_\_\_\_  Nicole Cruz \_\_\_X\_\_\_\_\_ Delilah Rodriguez\_\_\_X\_\_\_\_\_  Angelita Mendez \_\_\_X\_\_\_\_\_\_ Jill Klein\_\_\_X\_\_\_\_\_\_  Irma Malek \_\_\_X\_\_\_\_ Matthew Flores \_\_\_X\_\_\_\_\_  Henry Malek \_\_X\_\_\_\_  Maria Cynthia Aldape \_\_\_X\_\_\_\_\_  Graciela DeAnda \_\_\_\_\_\_\_\_\_ Dr. Nellie Cantu \_\_\_\_\_\_\_ | |
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|  | **Agenda topics** | |
|  | 3 Characteristics | M.O. Garza |
|  |  | M.O. Garza |
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| Agenda | **Monthly Meeting**  **November 5, 2014**  **4:15 PM**  **Library Conference Room** | | | |
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| Meeting called by: | Nena Garza, SBDM Chairperson 4:13 pm | | | |
| Type of meeting: | SBDM | | | |
| Secretary: | Nicole Cruz, Librarian | | | |
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| Attendees: |  | | | |
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|  | **Agenda topics** | | | |
|  | Characteristics | | M.O.Garza | | |
| Discussion: Each committee member provided three characteristics that their department would like to see in the future SHS principal. | | | | |
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| Mr. Karr mentioned that he is humbled and honored by the experience of serving as the interim principal. He will try his best to meet all expectations. | | | | |
| Ms. Nena Garza said that she was nervous and excited about this opportunity to choose a representative to serve on the interview selection committee. | | | | |
| Committee will be Dr. Leo, Lou Ann Sarachene, Coach Thompson and two representatives from our campus. One representative will come from the SBDM nomination and Mr. Karr and the administrative team will select a teacher from the department chairpersons. | | | | |
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|  |  | | M.O.Garza | | |
| Discussion: The most popular professional characteristics were: | | | | |
| High School Experience 10 Communication 5 Supportive of Teachers 5 Disciplinary 9 Restore Sharyland Tradition 5 | | | | |
| Conclusions: | | | | |
| Nomination of Committee Member to Serve:  Nena Garza reminded committee of the importance of choosing an unbiased, open-minded, and approachable person. The committee member needs to listen intently during the session. The representative is going to need to be able to take criticism from members of the faculty who may not be happy with the final decision. Representative needs to be able to keep confidentiality of the interview process.  Nicole Cruz reminded the committee that we can take the professionalism to our departments and encourage our colleagues to rise to the occasion and not pressure the candidate to divulge information or to try and persuade that person to bias their decision towards favored candidates.  Cynthia Aldape voiced the importance of sharing input with the department colleagues.  Alfredo Ruiz, Margarita Tamez, Stephanie Sala, Matthew Flores eliminated their names from the ballot for various reasons.  The following people were nominated to serve by secret ballot.  Elda Zendejas  Irma Malek  Nena Garza  Cynthia Aldape  Nicole Cruz  Irma Malek received the most votes and will represent the SBDM Committee and SHS faculty and staff on the interview selection committee.  The administrators decided to draw randomly from the department chairpersons as potential second committee members.  The name randomly drawn from all department chairpersons was Mary Jo Brisnahan.  Finally, the committee shared a question that their department feels should be considered in the interview.  Questions:  Where do you see yourself in five years?  How do you plan to use current and emergent practices to lead SHS in the 21st century?  What will you do to ensure that SHS leads the valley including the new charter schools and other alternative districts?  What vision do you have for the counseling department, testing department, and the dean of instruction?  What makes you a superior candidate for this position? Why are you better than the others?  If you are hired, what would you attempt to change at Sharyland High School?  Many teachers at SHS believe in the saying that a happy workplace is a productive workplace, please give specific examples of how you plan to make this statement true.  What would you do to hear what the teachers in the trenches have to say about the students and the challenges we encounter on a daily basis?  How would you motivate your staff? How would you try to be fair and hold everyone who works at the campus accountable for their actions?  Schools tend to take on personalities of their own that are generally influenced by the leadership style of the principal. Based on this what would SHS look like if you were named principal?  Describe a time when you were most disappointed by a delegated assignment not done properly.  What did you do when you became aware of the failure and what feedback did you give?  Times have changed and so have students. With this being said, how would you implement a plan where you restore an appropriate dress code policy as well as a behavior strategy?  What would you do to motivate teachers in becoming involved in extra curricular activities and committees?  What would the new principal do to support HB5 and the CTE department and the CTE director?  How aware of the laws coming from state and national level are you? We need an advocate on local and national educational standards, what would you do to be this advocate?  With the loss of a principal so early in the year a sense of uncertainty and loss of momentum have occurred, what would you do to reignite the momentum? Once hired what will you do the first two weeks of school?  What is your vision in targeting the sub-populations to raise the level of competency?  The meeting was adjorned at 5:20 pm | | | | |
| Action items: | | Person responsible: | | Deadline: |
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