

Sturgis Executive Director Search

Faculty Brainstorming

The Board of Trustees is seeking faculty comments regarding the selection of a permanent director. To accomplish this in an efficient manner and to allow all staff to have input we are going to engage in a directed activity called a carousel brainstorming. This works as follows:

1. All staff are placed in groups,
2. Each group will have a facilitator and a recorder,
3. Groups will be given a piece of newsprint and a magic marker,
4. Groups will generate ideas for each question serially and record them,
5. Groups will then move to the next question, note the comments made by the previous group(s) and add their ideas,
6. This will continue until all groups have responded to each issue,
7. We will convene as a whole, discuss and prioritize the remarks.

Questions

1. What education, experience, skill set, should the new director bring to the position?
2. What questions should the search committee explore with the candidates?
3. What short term and long term issues will the successful candidate need to focus on at the beginning of his/her tenure?
4. What should the board and staff do to assist the new director's successful entry into the school?

1. What education, experience, skill set, should the new director bring to the position?

* means agree strongly

Education/Experience/Skill Set	Number of Groups
Communication	3
Internationalism/IB	4
Leader – Authority	3
Listener	3
Shared Leadership	3
Liaison: community, staff, students & personable	3
Articulates/promotes Sturgis’ core values & vision.	4*
Business experience	1
Secondary school teaching experience (≥ 4 years)	3
Communication/listener: presence-powerful use of language	3
Consensus builder	3
Exemplifies/embodies core values and vision	3*
Belief that all students:	1
- can learn	
- all students belong	
Commitment to non-coercive discipline model	1
Public school experience	1
Equal access to high level curriculum	1
Grant development & experience	1
Promote school to community / pr	1
Recruit highly qualified staff	1

2. What questions should the search committee explore with the candidates?
 * means agree strongly

Questions	Number of Groups
How would you promote a collegial academic environment and build consensus? staff	3
What are your positive and successful experiences with discipline?	3
How would you define Internationalism and support it in our school?	3
What strategies are you willing to take to ensure that we are fairly represented at the State level?	3
Why would you want to come to Sturgis?	3
What's the first thing you would do if you were hired?	1
Were you ever a teacher?	1
What was your worst school experience? How did you handle it?	1
Do you have background with IB?	1
Do you know the history of the school?	1
What academic innovations are you interested in?	2
Tell us the book that influenced your educational philosophy the most?	2
At what point did you decide that you wanted to be a school leader, and why?	1
What do you do for fun?	1
What do you know about the local community?	2
What do you perceive as the differences between Sturgis and district schools?	1
What is your model for supervising/supporting staff?	1
How do you implement non-coercive discipline? How would you make it successful here?	2
How do you define a successful school/IB program/student?	2
How would you nurture adult development?	1
What is your understanding and knowledge about the history of Sturgis Charter School?	1
What do you see as the difference between Sturgis Charter School and other district public schools?	1
What are your experiences with community involvement – i.e., volunteerism?	1

3. What short term and long term issues will the successful candidate need to focus on at the beginning of his/her tenure? * means agree strongly

Issues	Number of Groups
Promoting positive school culture/team concept. Faculty – collegial environment Students – warm & supportive atmosphere Greater community (parents, board, neighbors, etc.).	4
Advocating for appropriate facilities for implementation of IB curriculum.	3
Fundraising/facilitator	4
Community relations	3
IB curriculum & budget/staff development	3
Articulating & promoting the IB philosophy – understanding and embracing school culture and SCS historical development.	2
Commitment to non-coercive discipline model	4
Internationalism	3
Facilities	2
Shared Leadership	2
Core Values	2
Policy Procedures	2
School charter	2
Job Security	2
Make transition from what we are - to what we will become as an IB school.	2
Communication for all faculties, despite differences of opinions.	1
Respond promptly to situations as they arise.	1
Consensus building among the faculty.	1

5. What should the board and staff do to assist the new executive director's successful entry into the school? * means agree strongly

Assist New Executive Director	Number of Groups
Support director in thorough understanding of history of school and its departments, the charter and school rituals.	3
Open channels of constructive communication.	3
Staff needs to be open to innovation and we need to expect to be held to high standards of instructional practice.	4
Socially inclusive towards the director.	3*
Open to innovation	4
We need to be respectful of the director's expertise and scholarship.	4
Helping the students accept the new director.	2
Helping parents accept new leader	3
Facilitate a welcoming party/celebration for whole community.	3
Series of departmental meetings (during in-service week) to welcome and introduce each other and define goals for year.	3
Committee to compile and create a notebook that contains information about the history, rituals, procedures/policies concerning Sturgis Charter School for students and staff.	3
Welcoming party – teachers, students & parents.	1
We (staff) need to own up to our responsibilities and not dump them on director.	1
Listen & encourage.	1