

Special Meeting 1/16/2025

The meeting was called to order at 8:04 AM all board members were in attendance. Ryan Brady had to notify the board that one of the applicants was personally known to him. He had consulted with Mr. Dwyer and it appeared to be no issue of conflict as long as the board member could perform the duty without bias.

We went around the room to get general consensus of questions. We narrowed down and combined questions to ask of each applicant. The questions were the following:

1. How has your philosophy on education impacted decision making in your career?
Provide examples
2. What would your budgeting process look like?
3. Give examples of how you've raised alternative sources of revenue for the schools you have been involved with?
4. How would you implement an approved policy that most of the staff oppose?
5. If you are awarded this position, what is going to be your message to faculty and staff, students, and families?
6. Tell us your vision for the school in five to 10 years
7. Who do you admire?

Before interviews began the board discussed the next steps in the process going forward. The contract committee would meet and put together a proposal/offer/contract Send to the applicant for signatures the background check and reference check is to be done as soon as the offer is made to the applicant.

The voting procedure will be to make a motion to vote for candidate one or two and go around the room and each board member will state their vote.

Dr. Ronald Large Interview

Introductions were made and Chairman Larkin spoke on the school and the board expectations of what we were looking for in a director. She went over the process of the board asking questions and then allowing the applicant to ask questions.

1. How has your philosophy on education impacted decision making in your career? Provide examples. Dr. Large went back to his first year of teaching and stated that he believed he was an epic failure and how he had to change that. He spoke highly of the passion of our principals and our school's performance. He stated that his philosophy is "change people or change people". He has a strong belief in human capital and feels that you employ human beings not just professionals.
2. What would your budgeting process look like? His previous job had a budgeting department. He is not a budget expert but knows enough to know allocations and he also knows how to surround himself with people who do know more about budgets.
3. Give examples of how you've raised alternative sources of revenue for the schools you have been involved with? He is familiar with grade level sales for sports and internal school functions
4. How would you implement an approved policy that most of the staff oppose? Changing management is a big part of being a leader. You have to be transparent about the "why" and how it is messaged is very important; you have to control the narrative.
5. If you are awarded this position, what is going to be your message to faculty and staff, students, and families? "Congratulations on who you are and what you have become." He has already envisioned what that meeting would look like and he noticed during his tour of our school that learning is not optional. He wants others to know he sees it as a great place for adults too; Not just a great place for kids he was then asked about his thoughts on discipline. He has 2 rules. You cannot keep a teacher from teaching or a student from learning. The first two weeks of school, students are basically "sizing teachers up" and he has learned how to minimize behaviors by what we do.
6. Tell us your vision for the school in five to 10 years. In five years, to have a fully enrolled high school with a waiting list, maintain low turnover, and increase/improve parent involvement.

7. Who do you admire? His father. He was a high school science teacher and high school wrestling coach. He did not realize it before, but now he realizes he turned out a lot like him. He recalled telling his daughters at his father's funeral that "that is what a legacy looks like". He admires his father because his father "got" people. He understood them.

Then the board asked individual questions:

Dana- What were your thoughts on the tour? He said that there seems to be a lot of "buy in" with what we are doing here.

Emily- How do you marry emotional intelligence and classroom management? Vulnerability is key. Let teachers know that it's okay to make mistakes. You have a hard time holding people accountable if you don't trust them and you have to see students as people.

Rutland- Asked about his "Larger than Life" business. He had created it previously and operated it for about 10 years and it is totally inactive now.

Janay- Asked more about qualitative research that he did. He created 3 parallel mock tests and celebrated successes with assemblies and did unique things with math vocabulary.

Sean- Asked as a follow up to Emily's question and what his approach is to social emotional learning. He believes in teaching students life skills similar to our character traits because those are just as good for adults as they are for kids. It is not just a box to check, this is who we are. There has been so much research on fixed mindset and growth mindset; Perseverance should be a taught skill. Use an affirmation chair for students- asked them who they are as a person, use sentences, nothing can be a physical trait and they must say something good about themselves. Also to do this with staff. "Teach the whole child"

Ryan- Asked him to explain his earlier statement of "change people or change people". He stated that talent wins and that good people don't respond to micromanaging and you can't just terminate people easily.

Dana- what would your selling point be to parents for the retention rate for the high school? Comfort for families in continuing with the school and that the school may have to "prove yourself"

Dr. Large was asked if he had any questions for us. He stated that he asked most of his questions to the principals during his tour. He did ask about our after school tutoring program, do we have a success coach position, and what is the time frame for our decision.

Will asked Dr. Large to explain his ties to Florida. When was the principal of a school in New York, he was paid to travel to Orlando for work. He knew he did not want to live in New York forever, so Florida is not just a random place to live for him he has lots of family and friends here.

Joshua Borders Interview

Introductions were made and Chairman Larkin spoke on the school and the board expectations of what we were looking for in a director. She went over the process of the board asking questions and then allowing the applicant to ask questions.

1. How has your philosophy on education impacted decision making in your career? Provide examples. His philosophy in education is doing what is best for the students. Working as a team, bringing stakeholders in but knowing the needs and insights of those in the trenches, and bringing in the team to make the decision and hold those accountable.
2. What would your budgeting process look like? He knows that district funds have rules so he has to make sure of the different guidelines. He has experience with a Title 1 budget. It is important to show what was spent and why and have documentation to back that up. He did not create the budget, it already existed.
3. Give examples of how you've raised alternative sources of revenue for the schools you have been involved with? His fundraising experience started as a teacher and he found out that those that require a lot of time generate enough. He found that some of the most successful are those just asking for monetary donations. He does have experience with magazine, candle, popcorn type of fundraisers but not events.
4. How would you implement an approved policy that most of the staff oppose? It seems to happen every year. You have to help the staff understand the “why” and be transparent. Find out how it benefits the students and get teacher input to keep them involved in the process
5. If you are awarded this position, what is going to be your message to faculty and staff, students, and families? To maintain the legacy of the school. He would be blessed to be awarded this position and supporting this community would be an honor.
6. Tell us your vision for the school in five to 10 years. He wants the high school to be successful and see how to build the agriculture program to include Agra

science and Agri technology. He was asked how to ensure kids are ready, for not just college, but for life and he said you must address the gaps and look at data monitoring. He was asked his philosophy on discipline and stated that students should be rewarded when doing well but must learn from mistakes and not do it again.

7. Who do you admire? His grandmother. She was from the World War II generation and taught him that it doesn't matter who or what you are or have, it's what's inside of you. She was inspiring to know her “no quit” drive.

Then the board asked individual questions:

Dana- What did you think of our school? He noticed the student engagement. He was impressed with our technology and having IAs in the classroom is a great resource.

Emily- How have you improved parent involvement/engagement? He is currently researching strategies for that. He has utilized open invitation parent conferences where there was a time frame for parents to come and get guaranteed 25 minutes to speak with teachers.

Rutland- Asked about digital fundraising success. He said they had been able to raise \$5-8k and to keep in mind that was for a Title 1 school.

Janay- Explain a time when you had to work with someone whose opinion differed from your own. He likes to surround himself with people who think differently. Teachers may not have time to do what is asked, but you have to work out a compromise and problem solve. He is open to a differing opinion.

Will- Explain your awards and what you did to win them. He has creative problem solving and how to approach the problem. “Don’t quit, don’t give up” mindset. He has done many county leadership trainings and mentoring. He made significant jumps in learning gains, has good relationships with staff and community members.

Suzanne- Asked how learning gains are made for our school as a A school. He said you have to look at data, make assessments based on that. Look at qualitative and quantitative.

Sean- What set you apart from other principals to get Principal of the Year award? He thinks it is important for the leader to be in the building and know what is going on. He had to be out for 2 months and was not able to be there and his admin never missed a beat; they knew what to do even in his absence.

Dana- What would you say to an 8th grade parent to pick us for their high school? It's important to keep your child safe, keep doing what you are doing, and we want to get our high school student college/military ready.

Ryan- How would you utilize IA's in classroom to lower ratio? You have to understand what the standard is, be a part of data assessment, use them for continuity, and be able to use IA or teacher to handle behavior.

Rutland- What is your perception of difference in a charter and a district school? Charter has more flexibility and less red tape and not having to spend time on inappropriate/unimportant things.

Mr. Borders was asked if he had any questions for the board. He stated that most of his questions had been answered by school staff. He has knowledge of us having the agriculture barn and the responsibilities that come with that.

Public/ Faculty and Staff Inquiry

Adeline Ward asked how many years both were teachers and principals

Lee Maggard spoke to recommend Mr. Borders and he appreciates the work done by the search committee.

Adeline Ward feels that Candidate 1 (Dr. Large) appeared more approachable and she appreciated his answers to the questions.

Coach Esoff agreed with Mrs. Ward's statement.

Mrs. Ward clarified that both were approachable, she just felt Dr. Large was more approachable.

Mrs. Cantwell shared the same opinion.

Rochelle Gonzalez agrees with Lee Maggard. She felt that Mr. Borders' answers were more well suited

Mrs. Hobby and Mrs. Dwyer stated that both tours went well and both asked good questions.

Robin Carter said her top 2 were the 2 we interviewed. She liked them both and thought both gave good answers. Her teacher side leans toward Dr. Large, but would be happy with either candidate.

Mrs. Gautier stated she is more comfortable with with Mr. Borders. She thinks that Dr. Large is a good candidate, but prefers Mr. Borders.

Ryan made motion to cast votes, Dana seconded.

Will- Candidate 2

Sean- Candidate 2

Dana- Candidate 2

Rutland- Candidate 1

Janay- Candidate 2

Ryan- Candidate 2

Emily- Candidate 1

Ryan made motion for board to move forward with contract committee meeting and prepare contract. Sean seconded.

Proposed March-June contract per Mr. Dwyer

Discussed what offer letter will look like. We need to know availability and when he can start, we need to look into reference check, we need to find out if he needs fingerprinting done, and discuss a salary range

Proposed meeting for Contract Committee for Wednesday, January 22nd, at 8:00 a.m. Mrs. Hobby will put on calendar for proper noticing.

Janay made motion to adjourn.

