

This is a summary of additional questions by provided by the faculty

Our HoS is a person who

- I trust
- is able to maintain relationships with faculty, students, parents, and the community
- is dependable and predictable in word and action
- demonstrates logic in decision making
- is innovative in addressing issues
- values group problem solving
- listens to, considers, and wants other viewpoints
- knows when to ask for help
- treats teachers as leaders
- is efficient in delegation of authority and work
- successfully builds staff enthusiasm and morale
- seeks out areas for improvement and leads change
- expects and supports the continuous growth of self and others
- makes good hiring decisions
- is engaged in the day to day educational activities of the students
- treats me respect and dignity
- has the respect of students, families, and staff
- takes our concerns seriously
- has established a set number of minimum work expectations (for example; is there a set number of recess duties, a guaranteed number of minutes of preparation time per week for teachers, inclusion, TAs or report writing)
- has clearly defined responsibilities for each position (for example; does the front desk call parents for forms or do teachers? Do inclusion teachers stay in the room to support ALL students or just those assigned to B grid for that block? Should specialists have recess duties?)
- is responsive to feedback
- provides guidance to staff
- plans effective PD
- is clear about contract renewal, pay scale
- supports PBL
- is empowered to make decisions that affect the school
- demonstrates flexibility in thought and action when “thrown a curve”
- supports me when dealing with parents

*There were several faculty members who were wanting the HoS role to be more defined

*People still seemed confused if these questions apply to Peter or Matt Cronin

*Several mentioned there should be a rating scale like “never”, “sometimes”, “always”
(Several mentioned there should be a rating scale from 1 to 10 or “strongly agree”, “agree” etc.)

*Many wanted space for comments under each question and one final space for comments

*The wording of the questions should not sound “robotic”

*Many of the original questions we shared questions are too vague and redundant - many wanted examples embedded within the question

*The question “I trust the Head of School to deal with me fairly” made someone feel like they were getting “grounded”

These are the original questions we shared:

The Head of School provides useful and effective feedback about my performance.
The Head of School treats me with respect and dignity.
The Head of School is not available to me.
The teachers are empowered to make decisions that affect the classroom, when appropriate.
There is a lack of trust and respect at MCCPS.
I can count on the Head of School to support me if I want to try something new.
I trust the Head of School to deal with me fairly.
The Head of School works to build a positive work environment for the faculty and staff.
Overall I feel uncomfortable providing input and offering constructive feedback to the Head of School.
When I have concerns, the Head of School listens to me and is helpful in addressing the problem.
Collaboration is important to the Head of School.
The Head of School assures that plans for the safety and needs of the students are developed and executed.
The Head of School does not foster an environment in which I can reach my fullest potential as a teacher/staff professional.
I believe in the goals and objectives of this school.
The Head of School develops a culture in which faculty/staff is reflective about their practice.
I do not feel the Head of School supports me when there are parental/student concerns.
I am comfortable offering constructive feedback and providing input to the Head of School.
The Head of School supports innovative approaches to instruction.
The Head of School fails to treat me with respect and dignity.
Teachers are empowered to make decisions that affect the school, when appropriate.
I have sufficient access to the Head of School.