

Resolution 1819R-014**By Director Phillips**

WHEREAS, Board Governance Policy BG 3.02, Role of the Superintendent, Section (1)(b), gives the Superintendent the authority and responsibility to "...appoint, subject to confirmation by the Board...principals, assistant principals, and teachers as may be authorized by the Board"; and

WHEREAS, As laid out in Administrative Policy 9.04, Community Involvement In Decision Making, the Milwaukee Board of School Directors, in acknowledging "...the value of broad citizen involvement [in] the program[ing] and operations of the Milwaukee Public Schools," recognizes the importance of the involvement of parents and other citizens of the community in identifying the educational needs and the broad goals of achievement for their children and in formulating the goals, objectives, and programs of the school system; and

WHEREAS, In approving Administrative Policy 9.11, School Engagement Councils, the Milwaukee Board of School Directors codified its intent that every school enable "...families, staff, students (when appropriate), and community to work to support and inform shared leadership, equity, and cultural relevance resulting in increased student achievement"; and

WHEREAS, Section (1) of Administrative Policy 6.01, General Personnel Policies, commits the Milwaukee Board of School Directors "...to employing the most effective staff possible for all schools and departments"; and

WHEREAS, As stated in Section (1) of Administrative Policy 6.01, among the "specific factors and conditions" that the Board endorses to make schools and departments more effective are strong local (site) leadership and shared decision making; and

WHEREAS, A school leader has a strong and direct impact on the morale of students and staff, the climate of the school in general, and the achievement of its students; and

WHEREAS, In the contemporary school, the school leader is not only responsible for the traditional task of managing students, staff, and grounds efficiently, but also must be aware of, and participate in, instructional and community issues; and

WHEREAS, The success of a school leader relying heavily upon the support and "buy-in" of teachers, staff, parents, and other members of the school community members, the selection of a new school leader should be a local effort that includes stakeholders who understand the school's population, culture, and direction; now be it

RESOLVED, That the Milwaukee Board of School Directors hereby directs that the process of selecting and appointing new school leaders, while not superseding the superintendent's authority as established by the Board, be modified to provide strong input from the school communities to which these new leaders are to be assigned; and be it

FURTHER RESOLVED, That the modification of this process include the establishment of effective hiring committees (which includes the School Engagement Council) that understand the specific leadership needs both of the schools to which new leader will be assigned and the district and that will be responsible for ensuring that appropriate matches are made between schools' new leaders and the local school community; and be it

FURTHER RESOLVED, That such a hiring committee shall be established for each school to which a new leader is to be assigned and that such committee shall comprise members of the current leadership of the school (if appropriate), representative teachers and staff of the school, the School Engagement Council (or equivalent), representatives from the MPS Department of Human Resources, and staff from the Superintendent's office; and be it

FURTHER RESOLVED, That the hiring committee shall be committed to recruit the strongest candidates based on criteria that best meet the needs and goals of both the school and the district, to conduct an onsite performance assessments of every finalist, and to plan for as smooth a transition in leadership as possible; and be it

FURTHER RESOLVED, That the hiring committee shall participate in the selection and evaluation of the school leader in a manner consistent with all federal, state, and district guidelines and regulations regarding employment, contracting laws, and record keeping as are applicable, including the district's policy on criminal background screening and the required physical examinations of new employees, which functions shall be performed under the auspices of MPS Department of Human Resources; and be it

FURTHER RESOLVED, That the hiring committee is to serve only in an advisory capacity and shall not have the authority to hire or fire any employees of the school, including the school leader, and may only make recommendations with regard to the individual appointed to the position of school leader such that no school leader shall be appointed without the agreement of MPS; and be it

FURTHER RESOLVED, That the committee shall interview and recommend to the superintendent for appointment the school leader in a manner that is consistent with Administrative Policy 6.23, Recruitment and Hiring: Staff, and shall provide a detailed statement of the candidate's qualifications and reasons for the committee's recommendation, at which time the superintendent shall review the recommendation and either forward it to the Board for final confirmation by the Milwaukee Board of School Directors in accordance with Board Governance Policy 3.02, Role of the Superintendent, or return it to the hiring committee with a detailed explanation of any concerns that the superintendent may have with the recommendation; and be it

FURTHER RESOLVED, That, upon adoption of this resolution by the Milwaukee Board of School Directors, the Administration will prepare for the Board's approval the plan for implementation of this resolution, which the Administration shall present to the Board no later than the April 2019 board cycle; and be it

FURTHER RESOLVED, That, upon the Board's approval of a plan for implementation of this resolution, the Administration shall revise all administrative policies and procedures affected by its adoption and bring them to the Board for its approval no later than the June 2019 board cycle.

January 24, 2019