

Henderson Inclusion School
Emergency Governance Board Meeting
July 5, 2023

The Meeting was called to order by Eva Clarke at 6:00 PM

Attendance:

Administrators: Sheneal Parker (DOI Lower Campus)

Parents: Jess Butler (K0-1st), Michelle Carmell (6-8), Courtney Feely Karp (2-5)

Community Partners: Nicole Daley, Eva Clarke

Teachers: Brett Nadan-Buresh (9-12), Mary O'Brien (2-5), Stephanie Okwudi (6-8), Kathleen Powers (K0-1 alternate), Allison Mulkerins (K0-1)

Guest Presenters: Pauline Lugira (Assistant Superintendent of Autonomous Schools), Drew Echelon (Chief of Schools)

Absent: Vilma Silva (community member), Jordan Nguyen (student/graduate), Stephanie Sibley (Head of School - recused), Danielle Tierney (Parent 6-8), Bamari Davis (student/rising 12th grader)

Leadership Model Discussion/Decision

The Governance Board held a short meeting before elections for the Head of Schools Screening Committee. Drew Echelon was invited to describe the support the district will provide the Henderson school with our choice between one Principal or co-Principals.

Drew stated that the Superintendent will support an additional co-leader if the Governance Board determined we would need one. He also gave his recommendation that the Board does not make the decision between one principal and co-principals now and leaves the decision open for the screening process. Effective co-principals would require the committee to find two leaders that would work well together and it would be difficult to determine if that will pan out during the screening process. If it works well, then we can decide to move in that direction. However, if we find a single great candidate, then we can move in the other direction. From previous hiring experience, Pauline L. and Drew E. shared that it appears that a single principal position would elicit more applications and be easier to fill.

There was concern from several members about how to message this to candidates and they encouraged a decision sooner. Other members pressed the Board to share what they are looking for and without specific roles, it would be hard to go the route of hiring co-principals immediately.

Key administrative positions that are different from the 2022-23 structure were also clarified by Joe Cahill for next year. There will be 1 Director of the Lower Campus, 1 Director of Instruction (DOI) for 2-5, 1 DOI for 6-8, 1 Assistant Principal for 9-12, and 1 Director of Special Education for K0-Transition. This administrative restructuring is changing the role for the high school position from a DOI to an AP. There will also be an additional administrator that only focuses on the middle school level.

After much discussion, and clarity that the district is committed to full funding of an additional co-leader or leadership team position, per the governance board's decision, with no loss of any of the leadership team positions currently in place, the motion was made to approve a change in leadership structure after hearing from the screening committee's review of candidates to either:

- 1) 2 Co-leaders, or
- 2) A single Head of Schools plus an additional leadership team member to be funded immediately.

The motion was approved by a majority vote (Nicole D., Jess B., Courtney F.K., Eva C., Michelle C., Brett N.). No members opposed the motion. Allison M. and Mary O. abstained. Sheneal P., Stephanie O. did not vote.

The remainder of the meeting was an equity training session for members of the HOS screening committee. The video of the training can be found [here](#).