

Called to order 8 p.m. April 16, 2009

All present. Wayne Robertson and John Bohrnsen

Approximately 70 participants in forums.

Challenges

Community

- Rural Community
- Economics
 - Declining Enrollment
 - Declining Budget
- Facilities update – future vision of resources
- Challenge of communicating within a broad community
- Getting the community to buy into the needs of the district
- Instruction and student achievement
- Staff morale
- Changing with the times – e.g. economic downturn
- “View the kind of person we’d like to graduate”

District Office

- New high school principal
- New special education director
- Cuts to special education program
- Staff reductions
- History of challenges (School closure, change, etc.)
- Trust issues
- Aged buildings – bond issue
- Drop out rate – interventions needed
- High school issues/PAHS & LHS
- Response to Intervention (RTI)
- Full-day kindergarten

Administration Team

- Budget
- Morales – RIF, etc.
- Admin Team turnover
- Trust and relationships between administrators
- Changes at Washington State level
- Working with diverse community and changing economics
- Making a system with shared ownership
- Reach out to all community members

Multi-Ethnic Committee

- Dealing with budget
- Partnerships – Native American partnership needs to be maintained
- High drop-out rate
- Community economic decline

- Rising rate of poverty
- Maintain the efforts and programs the district has started
- Retention of good staff
- How to communicate solutions to members of the various partnerships
- Supporting various ethnic minority students
- Staff Diversity
 - Teachers/Administrators
 - ESL Programs
- Immigration issues

Port Angeles High School Staff

- Seems to be a culture of poverty
- Insulation from other cultures – need multi-cultural diversity
- Have a problem with trust and transparency
- Lack of vision – end goal in mind
- Need improved open communication to reestablish relationships within the school district and community
- Improve relationship between district office and high school (micromanagement)
- Apportionment of resources procedure needs to be reviewed
- Declining enrollment
- Port Angeles can be an apathetic community
- Equity among programs
- Technology infrastructure

Personal Attributes

Honesty

High Ethics

Sensitivity to pacing/delegation

Reform sensitive

Open/Honest

Two-way communication

Follow policy consistently

Cultural sensitivity, person of color,

Open minded/listen to diverse ideas

Optimistic

Comfortable with all elements of the community

Cares about community as a whole (PASD is part of the whole)

Inspirational Leader

Shares the credit

Innovative thinker

Appreciates balance between family and professional life

Collaborative team builder

Humble

Hard on problems/soft on people

Professional Attributes

Recognize the need for diversity training for staff

Current on best practices

Advocate for alternative choices for secondary students

Technology literate

Positive labor relations experience

Open decision making process

Strong instructional background

A wide-range of knowledge and background experience to manage all district operations

Commitment to public education

Innovative Leadership

Vision for the end product – skilled graduates that can think

Positive experiences with board of directors

Demonstrated community involvement

Models life-long professional development

Process was discussed and it was determined that until the applicant pool is researched, this would be decided then.

Adjourned 9:00 p.m.