

Nopper, Jonathan

From: Grady, Kim <kgrady@mgrhs.org>
Sent: Monday, April 27, 2020 7:54 PM
To: Nopper, Jonathan
Subject: MGRS PRINCIPAL SEARCH UPDATE

Hello MGRSD Community,

I look out my window today, wondering what happened to spring. While the seasons may have stalled, work in the District, particularly with regard to addressing various vacancies, has not.

As many of you all may know we are in the process of filling the MGRS Principal position. Below is an outline of how the MGRS process is proceeding.

MGRS Principal - This position was posted on January 30, 2020 shortly after Principal MacDonald made her announcement. The following steps then occurred:

1. Job description was reviewed. In July 2018 when the region was formed, we had gathered information from various stakeholders to update, review and confirm administrative job descriptions. This job description was approved by the school committee. With this new vacancy, we took time to review the job description and seek acceptance from the School Committee once again.
2. Job posting was then posted on several sites
3. Posting closing was April 1, 2020
4. Advisory Committee developed with Administration, MGEA recommendations, current Principal recommendations for parents and students, School Council, Parent Advisory, Diversity Advisory:
 - a. Kimberley Grady - Superintendent
 - b. Joelle Brookner - WES Principal
 - c. Patrick Priester - Acting Director of Pupil Services
 - d. Eileen Belastock - Director of Academic Tech
 - e. PJ Pannesco - Guidance and Substitute Principal/Asst Principal
 - f. Jon Nopper - HR Specialist
 - g. Julia Bowen - Parent Williamstown and School Council Rep
 - h. Jose Constantine - Parent Williamstown and Diversity Advisory Group
 - i. Jabari Powell - Parent Lanesborough
 - j. Amie Hane – Parent Williamstown and Parent Advisory Council
 - k. Linda Wlodyka - Paraprofessional
 - l. Pat Blackman - High School Social Studies Teacher
 - m. Amy Moore Powers - Middle School Science Teacher

- n. Blair Dils – High School English Teacher and Coach
 - o. Bob Thistle – High School Math Teacher and Coach
 - p. Nancy McMullen - Admin Asst to Principal
 - q. Student - Lanesborough
 - r. Student - Williamstown
5. Applicant documents were reviewed by three members of the advisory committee:
 - a. Screening Team - Jonathan Nopper, Julia Bowen and Kimberley Grady
 6. Confidentiality of process, reviewed and signed off on by all participants.
 7. Interview questions reviewed for Round 1
 8. Round 2 scenarios reviewed and assigned to committee members
 9. Timeline discussed
 - a. Resignation accepted end of January
 - b. Job Posting went up from 1/30/20-4/1/20
 - c. Interviews begin
 - d. Plan B options explored because of pandemic
 - e. Round 2 interviews will begin on 5/1/20
 - f. The advisory committee will bring forward their feedback after all round 2 interviews are completed. This feedback is structured around;
 - i. Qualifications listed on job description
 - ii. The Mission and Vision of MGRS
 - iii. Administrative Standards: Instructional Leadership, Management of Operations, Family and Community Engagement, Professional Culture
 - g. Reference checks completed
 - h. Looking to have potential finalists by May 14th School Committee meeting
 - i. Finalist(s) will then meet with the Superintendent
 - j. Position will be offered and will enter into negotiations.
 - k. Host a zoom meeting with the community to introduce New Principal
 - l. Anticipating transition time will be available for the last two weeks if not longer in June.

Hoping the information above helps clarify how we are moving along with the search during the COVID-19 closure. Utilizing Zoom for all of the process has forced us to dig deeper into how we are gathering information on the candidates.

Be well.

Kimberley Grady

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