

CMSD Phase Two Investment Schools 2014-15

FAQ/ Questions from Marion Sterling and other school staff members

- If the majority of staff opt out where will the Personnel Selection Committee come from?
While we are hopeful that this scenario doesn't happen given the connection that many of our staff feel to their schools and community, if necessary we will create a small district committee to serve as the Personnel Selection Committee.
- How long will it be before we receive the actual Investment Commitment Letter?
We expect preliminary Commitment Letters to go out within 1-2 weeks.
- If you sign an Investment Commitment letter, are you exempt from lay off?
No, however, at this point we are not anticipating layoffs given what we know about anticipated separations and retirements.
- How does being an Investment school affect the SBB plan?
The SBB plan stays in full effect until the final Corrective Action Plan is completed and adopted by the Board of Education.
- Are we assured smaller classes as a result of being INvested in?
Not necessarily, however, given the investment that will be going into these schools in particular, class size could be decreased and/or other shifts will happen to support student learning.
- How will the consultants be hired?
The CEO will consider recommendations from the Corrective Action Team and Academic Progress Teams regarding selection of Primary Partners for Professional Development; he will also review all input from online staff surveys and emails. Based on that feedback, the CEO will make the final determination.
- If we get real time coaching will we have to use the earpiece?
Yes, the earpiece is a component of real time coaching. Teachers have shared how helpful this strategy can be and to what extent it has been an incredible professional development experience.



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- Who will decide on the coaching and when does it have to be decided on?
The school leadership and Academic Progress Teams may identify educators to receive coaching, or a teacher may request it.
- How will the cafeteria staff be affected?
Like all of our staff, cafeteria staff will sign an Investment Commitment Letter after the schoolwide selection process if they wish to remain on staff.
- Will the Investment Commitment Letter lock me to a grade level?
The letter commits you to the Investment School, not a particular grade level.
- How is this plan an advantage or disadvantage to special education students and educators?
The Investment School's Corrective Action Plan is intended to guide dramatic schoolwide improvement so that all scholars experience improved "readiness to learn" and all educators deepen capacity in "readiness to teach." All scholars should benefit from any changes enacted or new programs put into place at an Investment School.
- How will the middle school be phased out since it is a year later to transition?
We are working on what a transition plan could look like based on feedback, and will then share next steps for additional input from the school community.
- When will we receive the answers to these questions?
We are endeavoring to reply to all inquiries within 48 hours though sometimes we are not able to meet that goal. We want to ensure you receive accurate and thoughtful answers.
- Will all staff who teach in this building have to sign the Commitment Letter whether current or not?
All staff make the determination whether they want to re-commit to the school.
- Why is there a preliminary and a final Commitment Letter?
We are waiting for recommendations from the Corrective Action Team and schools to identify some individualized interventions and investments for each particular school, but there are consistent items for all Investment Schools in the preliminary Commitment Letter.
- Those who choose to proceed with the selection process are in essence asking to stay and those who are selected should sign the Commitment Letter?



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That is right; we want to make sure that we are starting the conversation about what it means to commit to work in any Investment School. Every educator selected to remain on staff will have the opportunity to review the individualized interventions for the specific school and to sign the final Letter if willing to commit to the plan.

- What is the timeline for the interviews and to be placed at other schools?
We will begin the staff selection process on a staggered basis in the next couple of weeks. First we are identifying the school leaders and then will be able to identify the Personnel Selection team at each Investment School. As soon as that has happened, the team will interview all current staff members who are interested in staying at their school. We are aggressively working to move all of those pieces as quickly as possible.
- What will happen to the people who will not stay at their current school?
We hope that many people will re-commit to their school as an Investment School. . For those who don't, they will be placed into a pool to interview for openings at other schools; if they are not selected, they will become necessary transfers.
- Where are the teachers that will come to Phase II Investment Schools coming from?
We are building a pool now for the school positions we believe will be open throughout the district for principals and hiring teams to interview.
- Is everyone going to be placed by May 1?
We want all of the Investment Schools to be staffed by May 1, but CMUSD staffing will not be complete until all of our schools are fully staffed.
- Do the teachers who get placed in the last 10 days need to sign the Commitment Letter?
Yes, because we think that there is a unique opportunity in the Investment Schools for all staff to commit not only to the school, but to the community and to each other as well. Signing the Commitment Letter signifies something important about everyone's Investment in working together to transform a school.

