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PRINCIPAL CHANGE FORM

Submit to BSI no later than 10 days prior to the proposed principal hire date

Assurance 2: School Capacity – Leader and Educators

- The district shall ensure the principal has a successful record of leading a turnaround school and the qualifications to support the student population being served.

In the box below, the district must provide information about its systems to ensure the school has an effective administrator capable of leading the turnaround efforts, including desired experience and competencies, recruitment and retention incentives and operational flexibility. At a minimum, reply to the following:

1. Explain the rationale for replacing the principal.

***Turnaround Options Plans* were submitted for approval by the State Board of Education on July 17, 2019 for the following schools: Global Learning Academy, Holm Elementary, and Navy Point Elementary. The Superintendent allowed the principal the 2018-2019 school year to improve the school culture, student academic performance, and lead their individual schools to earning a school grade of C or higher. If one of these schools earns a school grade below a C based on the 2018- 2019 FSA results, then the principal will be replaced and the leadership team will be evaluated to determine if they are a good fit for the next appointed principal.**

2. Provide the principal's name and proposed start date, selection process and leadership experience.

Name: **Mrs. Terri Fina**

Start Date: **TBD following the release of 2019 School Grades**

Mrs. Fina was selected as a possible candidate to be appointed as a turnaround principal after considering the unique personalities, experiences, and leadership styles of all the current elementary school principals serving in the Escambia County School District. The President of The Rensselaerville Institute (TRI), Ms. Gillian Williams, also participated in the selection process because a candidate could be appointed to serve at a school with an External Operator for the 2019-2020 school years. Mrs. Fina has 16 years of teaching experience in Title I schools and has worked at the elementary, middle, and high school levels. Over the last 29 years, Mrs. Fina has served as a special education teacher, intervention specialist, crisis resource teacher, curriculum coordinator, assistant principal, and principal. Mrs. Fina is a participant in the 2018-2019 Instructional Leadership Team Academy (ILTA), a professional learning opportunity that focuses on developing an effective instructional leadership team.

3. Provide evidence that indicates the principal has a proven record of success in turnaround schools and the qualifications to support the community served.

2004-2005	Asst. Principal	Woodham High	School Grade C
2005-2006	Asst. Principal	Woodham High	School Grade D
2006-2007	Asst. Principal	Woodham High	School Grade D

Woodham High was located in a low to medium income community in Escambia County.

2006-2007	Asst. Principal	West Pensacola Elementary	School Grade D
2007-2008	Asst. Principal	West Pensacola Elementary	School Grade C

West Pensacola Elementary is located in a high poverty neighborhood. West Pensacola Elementary for many years has served a significant number of students with special needs. The school is usually staffed with anywhere from 10 to 12 special education teachers to meet the unique needs of students identified with Autism Spectrum Disorder and Emotionally Behaviorally Disturbed.

2009-2010	Principal	Pine Meadow Elementary	School Grade A
2010-2011	Principal	Pine Meadow Elementary	School Grade A
2011-2012	Principal	Pine Meadow Elementary	School Grade A
2012-2013	Principal	Pine Meadow Elementary	School Grade B
2013-2014	Principal	Pine Meadow Elementary	School Grade B
2014-2015	Principal	Pine Meadow Elementary	School Grade A
2015-2016	Principal	Pine Meadow Elementary	School Grade B
2016-2017	Principal	Pine Meadow Elementary	School Grade B
2017-2018	Principal	Pine Meadow Elementary	School Grade B
2018-2019	Principal	Pine Meadow Elementary	Projected School Grade B

Pine Meadow Elementary is a Title I school located in a medium income community. The school has a reputation for strong parental and community support.

4. What operational flexibility will be afforded to the principal, such as the degree of input in selecting their school leadership team and instructional staff?

The principal is able to choose the school leadership team and recommend additional leadership staff for key positions. The principal is given the flexibility to hire staff and develop a team of teachers who are committed to positively impacting school improvement. Teachers who have not met the approval of the principal and school leadership team will not be placed at the school. If the school is under the authority of an External Operator (EO) then the EO will have full authority to recommend school leadership and instructional personnel assigned to the school. The EO will develop a staffing plan to be implemented by the EO in coordination with the District.

5. What actions will the district take regarding the school leadership team if the school's grade does not improve?

The Superintendent and the District Leadership Team continuously monitor various performance data measures for all schools. This includes evaluating the administrative teams through formal and informal observations. The Superintendent takes the appointment of school leaders very seriously and understands how especially important it is to identify the highest performing leaders to serve at turnaround schools. The Superintendent has standard operating procedures for interviewing and selecting the best possible candidate to fit the unique needs of a given school. Any required changes in the leadership at a turnaround school would also be taken very seriously. If the school grade for a turnaround school does not improve, the Superintendent would consider a possible change with the leadership assigned to a turnaround school. The Superintendent would review current and historical leader evaluation data, the FSA trend data under the current leadership, as well as consider how long the principal has served at the school before a change in the leadership at the school would be considered.