



## Moapa Valley High School SOT Meeting Minutes 4/3/24



### **Call to Order/ Roll Call**

Kenna Higgins, Bryan Linford, Hal Mortensen, Chad Leavitt, Mark Cottle, Teresa Kruse, Wynette Bodily, Lisa Wolfley, Mandie Matheson, William Ragland, Terry Holzer, Lindsey Dalley, Charlamagne Serrano and School Associate Superintendent-Scott Walker

Introductions of each member for Scott, followed by Scott's introduction of himself. He is new to Region 1, having been in education for 35 years, but only 23 in CCSD. He taught band and choir in California, then switched to administration to better support his 5 kids. He most recently was the principal at LVA for many years.

### **Review & Approval of Minutes:**

Kenna motioned to approve the minutes, Bryan second. All approved.

### **Public Comment:** (3 min each)

Kenna asked all to come see the play! "Egad, the Woman in White" is silly and fun!

Bryan talking with other CTE teachers in Vegas and other counties with concerns for busing to activities such as FFA and robotic events. With our rural budget and grant money stopping, we won't always be able to afford field trips. It is critical to get our students out of the classroom.

Terry: MVEF has chosen the high school art program to receive an unclaimed scholarship of \$1,000 for a new clay roller.

### **Student Representative:** (Charlie)

- 1) With the approval of the renaming of the wrestling room to "Marty Taggart", he feels an in school short assembly wouldn't be enough to give the time and credit due. Holding something outside of school hours; such as a banquet would be better. Champion wrestler, Shandon Matheson would be a great MC. Lisa agrees that something that involves the community would be better to honor him and alumni would love to come.
- 2) With busing constraints, it would be nice for students to know in

advance if a meal stop is not being provided or if bussing will not be provided by the district for a field trip.

- 3) Bathroom situations has required the doors to be open (to prevent food tossing and damage) but that's embarrassing to stand at the urinal. Good kids are being punished.

Kenna has heard kids that are afraid to use the restrooms as well. Hal says they are trying to stop the sale of the food that is being tossed and are monitoring the bathroom hall doors to see who is coming and going.

Teresa said it is 14 kids that are causing the majority of the problems. But the discipline policy is too slow.

Chad suggests maybe a taskforce started to manage the bathroom situation and not to stay on this topic too long.

Hal addressed the meal stop issue, explaining that depending on how far they travel and where to, there are only certain stops that are allowed and there are very specific places to stop.

Lindsey says this problem is growing and feels like this issue needs to be added on a CEAB agenda because it affects all four of our schools. He'd like to have Mr. Walker come to a future meeting to give us direction on how to address this issue.

Will says the students were not blind sided by the lack of a meal stop, the schedule had been out since January. He does not make the bus requests or have any say in them. The district choses the bus distance and rules.

Mandie explained how Dallas has worked tirelessly to arrange meal stops for our athletes on game days. This has not trickled down to other field trips, so they aren't getting the same privileges.

## **Informational Items:**

### **A. SOT role in hiring MVHS Principal**

SOT will establish a list of qualities that we determine are desirable for the next principal. We can establish a list of at least 3 candidates. One SOT member will be allowed to participate in the final interview process. Ultimately the superintendent makes the final decision.

Lindsey: We want to have the same qualities in our next principal, hopefully with rural experience, But it will be hard to fill. Per Scott, the pay scale is slightly greater than an AP salary. There was some discussion about what the requirements would be to apply.

There are concerns that no one will want to commute out here.

What is the possibility of lessening the requirements if we don't get an application? We'll have to consider the options if we get to that.

Terry asked: Could the school resume with an AP as an interim until one is hired, if one is not hired in a timely manner? Yes, it could happen. Or retain a retired principal to oversee until a new principal is hired.

## **B. What are the qualifications one needs to apply to be a principal?**

The applicant in CCSD would need to have applied for and completed the aspiring principal pool and meet the district requirements which takes about a year. A video by Dr. Jesus Jara was shown to the SOT on their role in the hiring process for a new principal.

### **What is the timeline to hire a principal?**

The job will fly on April 15th for one week. The SAS will do a prescreening and with the information SOT gives, they can already have a good idea who will work and who will not. Then, they will schedule interviews. All candidates will have to receive the same questions and we can set the parameters for how long they have to answer; ie: 15 min or even 30.

SOT is only involved in determining what we want or don't want to see, we don't get to take part in the pre screening process but are involved with the interviews are conducted by the SOT to the final three candidates.

Chad is frustrated because the community has some top tier candidates but they are not yet in the principal pool, a process that can take up to a year. Scott did say that there is a possibility that we could make some adjustments to our rural requirements.

Hal listed a few people he's talked to about possibly applying here: Marty Sodderborg (retired principal from Lincoln County, currently double dipping as 4th grade at Bowler as well as Randy Poole who is administrator in Elko County and was previously at Virgin Valley HS.

Chad asked if Mitch would be interested, Hal replied yes and added Kim Bunker is another option. Neither has completed the aspiring principal pool. Chad really doesn't want us to be a stepping stone for principals from Vegas and would like to know if those two could be considered as options.

Terry wants to see someone come and really be part of the community and not be watching the time card to go back to Vegas. She quoted NRS that states SOT should be allowed to participate in the interview process. Scott reiterates that 1 SOT

member is only allowed in the final 3 interviews.

Chad asked the team to share qualities we like to see in the candidates:

Kenna- 1) Wants someone who likes and supports the arts and athletics equally and will work to make it smooth for students in both. 2) With our veteran staff, we want an admin that values the teachers for their independence and experience; knowing what battles to fight.

Chad- 1) Wants them to really understand a rural community, and know the identity of the school/community and how they are intertwined. Teresa- Know the traditions of our valley.

Terry- We want a principal that values the SOT and is willing to work with us. A lot goes on after school hours and hopes to find one that is willing to roll up their sleeves and make up the extra.

Lisa- I want a principal that will advocate for us and go to the district every year over our budget, among other things. One that is honest and transparent.

Kenna- We want someone who is great with communication; whether that is to parents, to teachers or within the community.

Chad asks Scott what we should be looking for. Scott suggested, striving and pushing the academics. Chad wants someone who will provide opportunities for excellence.

Scott says applicants can give the perfect answers and sound great in interviews. He wants to hear what THEY actually did. What did they accomplish? What did they overcome? What steps did they take to get there? He wants to see their "umph" and grit.

Mandie: Can scenarios be asked in the interview process? Yes. Can we seek out what makes them vulnerable, like asking "What is a time in your career when you didn't meet that mark, how did you overcome it?"

Chad wants better options to work with our kids for dual credit and is frustrated by obstacles. Scott said that is his specialty and would help. We currently use UNLV for dual credit courses.

Scott clarifies: So you don't want a micromanager? but you will want an instructional leader. Mark says we want someone with a vision, that works with the teachers to decide the best way to implement it in each class. We want guidance but not demands. Scott said the district has changed and principals don't always have the choice and may have to say no, whether they want to or not. Although he

doesn't love all the new changes since last April, Scott is seeing the WHY and what is working and not working, so he feels hopeful even with the changes he doesn't agree with.

We need 5 qualities to submit today. Discussion ensued what our top 5 qualities requested in order of importance:

- 1) Honestly, Integrity, and transparency, vulnerability
- 2) Rural experience; anxious to engage with the community & traditions
- 3) Advocate for stakeholders and family
- 4) Visionary, transformational, including things having to do with technology and other cutting edge programs
- 5) Instructional leader who also values athletics and extracurricular activities

Chad asks for the timeline. Scott says the job will open on 15th, close on the 22nd and within the next week they will start prescreening. Early May will be interviews by the SOT and then final interviews some time with the interim superintendent, where 1 SOT member will be present at the superintendent's office.

Kenna motions to approve the list of qualities we seek in a principal and send Mr. Walker what he needs. Wynette seconds the list. All approve.

### **Business Items:**

#### **A. Status of MVHS opens for 10-12th grade students (Hal)**

Hal recommends to wait it out until the next superintendent. Scott agreed, nothing will happen until we get a new superintendent.

#### **B. Does MVHS plan of Operations request opens?**

If our school of operations requests opens for grades 10-12, how can the district decline us? Hal received an email that said we are fine to proceed. Scott asked for clarification on the problems we have with our schedule and why we want autonomy. Terry explained our 25 year schedule and the back and forth letters between SOT, the district and the state.

Scott will look into the problem for 11 graders to have an open. The state has said yes, and he will find out what the actual situation is. It may still be a No, but he will look into it. He just wants to know the "Why".

He did explain that Western has an alternative program on a 3 year

pilot program. Until that 3 years is up, they are not approving other schools' alternative schedules. This is why our POW program is placed on hold.

Hal at the request of SOT will send a memo to Drs Rafalski and Larsen-Mitchell the intent for MVHS to resume the practice of open periods for 10th and 11th grade students with stipulations in place such as no F's in preceding semester.

**C. When do we want to meet again? (Chad)**

It won't be scheduled until when the interviews will be held sometime in the first two weeks of May.

**Next Meeting - TBD**

**Adjourn at: 3:48pm**