
[princi_elem] IMPORTANT - PLEASE READ

From : Melissa Ibarra <ibarra_m@4j.lane.edu> Wed, Oct 06, 2021 04:00 PM
Sender : princi_elem <princi_elem-bounces@4j.lane.edu>
Subject : [princi_elem] IMPORTANT - PLEASE READ
To : princi_elem <princi_elem@4j.lane.edu>

Good afternoon principals,

Hope everyone has had a great start to their week. We wanted to share details with you all regarding some decisions made yesterday and that are likely to be discussed at this evening's board meeting. We have all been hearing from our admin, teaching and support staff about how challenging this year has been given the return of all students and the need to adhere to a host of COVID protocols. The challenges for everyone, you in particular, will be compounded by the impact of the vaccine mandate no matter the size. Our Superintendent has been doing everything she can to get direct feedback from admin, teachers and classified staff about what our district can do to support their work and allow them to refine their focus on students' well being and high quality instruction. It is in the spirit of a commitment to provide support that the decisions below have been made. Thanks for taking the time to read and adjust accordingly.

TalentEd - We will only be completing TalentEd tasks for probationary and temporary teachers and classified staff. As is always the case, you should engage with teachers who you believe are in need of formal support but we are otherwise not going to ask non probationary/temporary teachers to complete TalentEd tasks. A decision will be made in January about what, if any changes, will be made to our classified evaluation responsibilities. Stay tuned for more information as we approach the new year.

Professional Development - We are pausing ALL **district** and **building** admin facilitated Professional Development **starting immediately** until January 2022. This includes **PLC** meetings. This also means that the PD day scheduled for October 15 is now dedicated to teacher planning/collaboration and is reflected as such in this document. Similarly, early release Fridays through the end of the calendar year are dedicated to teacher planning and collaboration. You can continue with your usually scheduled staff meetings and team level meetings. These could include at your building, but are not limited to: PBIS, IPBS, Leadership, Equity, Safety, Tech, Site Council, etc. We will send something your way when we have clarity.

October 18 - Tonight, Cydney will be sharing with the board that October 18th will change from an instructional day to a planning day in which teachers will be allowed to prepare and collaborate on plans for the weeks ahead. **No meetings with teachers will be planned on that day.** This will also give the district an opportunity to determine staffing needs across the system once the impact of the vaccine mandate is fully realized.

Leadership Plans - You should continue meaningful collaboration with your staff on the development of your leadership plans. Just note that you should review the structure of your Leadership plans in

light of the changes described in this email. We are not suggesting that any changes are required, we just want to call your attention to the potential impact given how many roles within a school's leadership plan are often associated with PD.

Curriculum Adoption - For a multitude of reasons, our district will continue with the curriculum adoption work that must be done through this temporary pause of PD and PLC efforts. We are going to need to curtail some of the plans. You are required to do nothing with this at this point but I wanted you to know. Eric will be working directly with TOSAs and the other teachers on adoption committees to refine the scope of work that will be done.

We know this message, and the details described within, will come as unexpected and will temporarily pause plans you had with your staff. We want to acknowledge the time and effort spent developing those plans. Having been a Guest Teacher, Contract Teacher, Assistant Principal, Principal, Director, Assistant Superintendent and Superintendent in this district, Cydney absolutely understands the complexity of your role and has not made these decisions lightly. While a disruption, we are asking that you get behind the decisions and embrace them as a way to provide much needed time to an incredibly hard working but stressed-to-the-max work force. Doing this now will give everyone the time needed to more effectively implement our PD plans with a staff that is better prepared to dedicate the necessary energy and cognitive bandwidth to accelerated growth. In the meantime, the most important thing we can do is ensure students and teachers get the care, connection, compassion and commitment to safe work and learning spaces they need to be their best selves. That is our work for now.

Take care,

Jeff and Melissa

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