
[princi_elem] [principals] 2023/24 Leadership Plans Update

From : Karen Hardin <hardin@4j.lane.edu>

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Sender : princi_elem <princi_elem-bounces@4j.lane.edu>**Subject :** [princi_elem] [principals] 2023/24 Leadership Plans Update**To :** Principals <principals@4j.lane.edu>**Cc :** Rob Hess <hess_r@4j.lane.edu>, Heather Stein <stein_h@4j.lane.edu>

Good Morning Building Administrators -

In past years, sometime in June, Human Resources sent out information to all building administrators regarding the process related to leadership plans for the coming school year. I want to take this opportunity to share a brief update about leadership plans for the 2023/24 school year.

As background you may or may not be aware of, during the 2022/23 school year a joint 4J/EEA committee has been working to create a new leadership model which is in alignment with Oregon's Pay Equity law. Our current model is not. There is contract language that stated 4J and EEA would work to create a plan in compliance with the Oregon law. It has taken us some time to get to this important task, we this year we were able focus on this work. Rob Hess has been leading the team of district leaders and EEA to restructure leadership and the committee is close to a final product which will then be a recommendation to be officially negotiated.

What does this mean for you right now?

After the work is completed, the new structure and guidelines will be communicated to building administrators for work to be done with your teams in the fall. I am aware that a few of you preferred to do work on your leadership plan in the spring and then conduct the official employee vote in the fall. As a note: JCAC has always recommended and preferred leadership plans be created and discussed with the staff during the fall as well as the vote. So in answer to the questions above, right now, you don't need to do anything 😊

Additionally, I was recently told that building administrators are currently working to develop the building's SCIP. The change to the structure and communication for leadership plans hopefully allows you more time this spring for completing the first drafts of your SCIP.

If you have any questions about SCIP, contact your level director. I am not a good source of information on this one!

As soon as HR has more information to share about leadership plans for the 2023/24 school year, we will communicate directly with you.

Thanks - Karen

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