

Lamarque Elementary School

Site and Leadership Needs Analysis Report

January 29, 2018

A Site and Leadership Needs Analysis is intended to provide potential applicants for principal positions within Sarasota County Schools with some insights relative to instruction, management, and school climate from the perspective of parents and staff at that school. On August 23, 2016, district staff conducted a Site and Leadership Needs Analysis to receive input from Lamarque parents and staff regarding their experiences at the school and their expectations of a new administrator. The feedback provided during this site analysis will be considered for the current principal opening at Lamarque Elementary.

Parents, guardians and staff were invited to attend the meeting on August 23 from 4-5:30pm in the Lamarque Media Center by a letter from the district Executive Director of Elementary Schools and an automated phone message from the district Communications Department. Parents, guardians and staff who could not attend the meeting were provided with a questionnaire they could use to submit written responses to the questions that were to be asked at the meeting. The questionnaire responses also have been included in the answers recorded for this report. (Thirty-two parents and school staff members attended the meeting. Twenty-three others submitted their responses on questionnaires.)

The participants were asked the following four questions:

1. What is going well?
2. What traditions, programs or activities should remain?
3. What challenges should the new principal expect?
4. What characteristics of a new principal will best fit Lamarque in the areas of professional experience, leadership style and personal qualities?

A summary of the responses to each of the questions is presented below.

Question 1: What is going well?

The participants in the site analysis meeting and the respondents to the questionnaire identified 47 things that are going well at Lamarque. The items listed related generally to the school, teachers and staff, and administration. They have been categorized below. Some items might fit into more than one category, so it should be understood that the categories were created after the meeting for the purpose of organizing the responses.

Generally, the comments were very positive, indicating a high level of staff support of one another, strong satisfaction with the performance of the students, a good relationship between the school and the community and appreciation of the professionalism and leadership of the administration.

School

Enrollment is up!

Good morale, staff, happy place to work

Increased resource positions

Outstanding facility, clean campus

Supportive PTO

Volunteers – great parent involvement

Calm, positive, welcoming, family friendly feeling within school

Well-organized school events

Everything

School has gone from C to A

New support for the arts – especially in the areas of music and visual arts – however needs to be more

Student growth

Good learning system

ESE program

Kids come first

Seamless transitions from year to year

CPT planning/training days

Teachers and staff

Engagement between parents and staff

Dedicated staff who want to see students succeed

Large staff attendance at site analysis meeting

Hard work and dedication to make sure we are a 5 Star school, A- School, and Title 1, White Glove

Superior grant writers

Incredible Staff meets student needs

Support Team is good

Teams work well together, very supportive

Committees are analyzing problems and trying to fix them

Administration

Clear expectations stated for staff

Upward growth in test scores

Visibility of administration

Active in community

More cohesive interaction between administration and classified

Communication

Equitable treatment – no bias

Effective long term planning

Utilizing teacher leaders- mutual respect

Promoting student and staff physical wellness

Approachable administrators

Data driven

Committees are well supported by admin

Time is valued

Meaningful and appropriate resources provided

Practical professional development

Reasonable comp time is given

Things are taken care of in a timely fashion

Principal fair, strict and professional

Question 2: What traditions, programs or activities should continue?

Participants and respondents identified 65 traditions, programs and activities that should be continued. The responses fell roughly into the categories below. If a suggested item is something that continues throughout the school year, it was listed as a program. If it was a one-time or annual

event, it was considered an activity. The traditions are things that the school offers continuously, but are not necessarily organized as programs.

Programs

Uniforms

PBS/PAR, PBS lunch incentives for good cafeteria behavior

Arts Now Integration

PK community outreach

Thinking Maps

After school tutoring

Run club

i-Ready

After school Clubs

Food Bank

Peer mentors

Attendance incentives

Music, chorus, art club, violins

CPT trainings, Professional development

Casual day Friday for students and teachers

Legacy tiles

Safety patrols

AB honor roll recognition

Student of the month

Wonderful media off the wheel to free up media aide for special activities

Uniform exchange

Writing more grants than any other school

Extension partnership in the school garden: USF/Sarasota County

Principal attends all events

Regular Connect-Ed calls with reminders of school happenings

Library themed events

ESOL

Activities

Staff and teacher appreciation week

Fall/winter carnival

5K run

PTO sponsored family fun activities- carnival, holiday shop, movie nights, cultural nights,

Volunteer luncheon

Souper Bowl

Primary family literacy nights

Book fairs- themed based- admin dresses up

Math night - Publix

Community outreach- Pennies for Pets, Shoeboxes for Seniors

King Cash/ Lion Links

Pride-a-thon

Grade level yearly events – second-grade swimming, Audubon society, fifth-grade bowling

Spirit nights

Cultural Nights- grants

Science Fair

- Field Day
- Game Day
- Staff recognition for longevity
- SSYRA party and recognition
- Doughnuts for Dads/Muffins for Moms
- Water day and fun bouncy houses
- Veteran's Day
- Fundraisers

Traditions

- Christmas luncheon
- Mother's Day cakes from Publix
- Community of Caring Staff recognition
- End of year performances
- Fifth-grade promotion
- Angel Tree
- Crystal bowls for retirement
- Citizen of the month
- Lamarque song
- Include special needs students and get them involved with all activities no matter their condition
- Short staff meetings
- Confidence in Teachers

Suggestions

- Bring back staff holiday party
- Mini dance class

Question 3: What challenges should the new principal expect?

The new principal will face a number of challenges that are common to any administrator of a public school in Florida: meeting high expectations with limited resources, managing the issues associated with extensive standardized testing, meeting students' social and personal needs and improving the public perception of the school.

At Lamarque, the new leader also will face many challenges that are common to Title I schools. The responses from the participants in the site analysis fell roughly into four categories; challenges regarding students, families and the community, staff and the school in general.

It should be noted that some challenges related to students have their roots in broader family issues. Categorizing the responses is for the purpose of organizing the report, but many items fit into more than one category.

Students

- Large ESE population and ASD cluster site
- Student attendance
- Behavior plan and discipline plans
- Meeting and getting to know all the students
- Behavior of students
- Students will need to adjust to the new principal

Parents and families

Diversified cultures
Increase parental involvement – getting new volunteers as parents graduate
Understanding of community
Make positive connections with families in crisis
Limited community services offered onsite
Business partners
NUTTY parents who have a problem with everything
Difficult home life families

Staff

Gaining the trust of staff, students, and parents
Inquisitive staff, we are a “WHY” staff
Internal communication
Keeping staff positive and challenged
Lack of support for classified
Managing Pride observations
Burned-out teachers (under-appreciated)
Staff attitudes

School

Enormous shoes to fill
Maintaining the positive environment and current programs
SWST process
Getting us back to an “A” school
Distance of our school from the Landings
Sub coverage
Knowledge of State Standards and best practices
SDMT needs to be revisited with new members
Title One
Parent pick-up/walker protocols
Large school
Must have a smile all the time!
Scheduling
Limited guidance group support programs
Open mind, budget, consistency and being aware of families and their children’s needs and difficulties

Question 4: What characteristics of a new principal will best fit Lamarque in the areas of professional experience, leadership style and personal qualities?

This question was answered in brainstorm style at the meeting. Responses were captured on paper flip charts as they were suggested by participants. When all responses were recorded, participants prioritized the list by placing one of four sticky dots they were provided beside the characteristics they believed to be most important. Top priorities include approachable, ESE experience, positive, ASD experience, respects teachers’ professionalism, open/flexible, respect of staff time, and support of the arts.