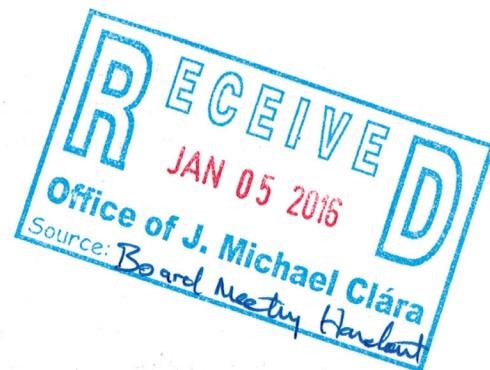


MEMO

To: Board of Education, Superintendent, and District Administrators

Re: District Reorganization Update

Tuesday January 5, 2016



The purpose of this memo is to summarize meetings Superintendent McKell Withers held with a representative group of Equity Leadership Team Members and SLASA Board Members. The purpose of these meetings was to share concerns raised by administrators regarding the draft transitional reorganization Dr. Withers presented at the October 21, 2015 GAM session.

On October 30, 2015, Dr. Withers invited administrative members of the Equity Leadership Team and the SLASA Board to meet with him. At this meeting, Dr. Withers shared his rationale for the reorganization. He explained that the purpose for the transitional reorganization was to address the leadership void created by Dr. Patrick Garcia's retirement and to secure educational initiatives implemented under Dr. Withers' leadership. As the November 3, 2015 memo indicated, there was disagreement over the reorganization. Dr. Withers invited meeting participants to share their concerns and present alternative reorganization proposals. As a result, a representative group of administrators met with Superintendent McKell Withers on two separate occasions where concerns regarding the reorganization and the appointees were shared with him. The concerns centered on four key issues. Recommendations for addressing these concerns were also shared with Dr. Withers. The original concerns and recommendations are available from SLASA.

On November 11, 2015, Dr. Withers presented the representative group of Equity Leadership Team and SLASA Board Members with a revised reorganization chart identifying four positions that directly report to the Superintendent—Assistant Superintendent (Kathleen Christy), Chief Academic Officer (Barbara Kuehl), Chief Improvement Officer (Brian Conley), and Chief Operations Officer (Larry Madden). The Superintendent explained that the revised reorganization chart resulted from Dr. Kathleen Christy's decision to not retire.

On December 2, 2015, the representative group of Equity Leadership Team and SLASA Board Members again met with Dr. Withers to review the status of our recommendations. By this date, the new salaries of the four appointees had been approved by the Board of Education via the Human Resources Report. Dr. Withers informed the group that he had directed the newly appointed Superintendency to collaboratively divide up their responsibilities.

To date, some concerns regarding the reorganization have been addressed. Dr. Christy has been added to the Superintendency as an equal assignment as the Chief Officers and responsibilities have been divided to reflect a balance in leadership, accountability, and authority. Concerns remain regarding transparency, collaboration, and equity in access to district-level leadership

positions for all qualified district administrators. Superintendent McKell Withers assured the group that the reorganization plan is transitional and the appointments are designed to be temporary. Dr. Withers further explained that he selected the appointees because it was an option that would cause the least disruption of educational services to students.

As we move into the next phase of leadership with the impending selection of a new Superintendent, the representative group of Equity Leadership Team and SLASA Board Members would like to share our recommendations for your consideration. The first set of recommendations are based on our desire to have the concerns raised by Salt Lake City School District educational leaders fully addressed by the Salt Lake City School Board and Superintendent McKell Withers. The next set of recommendations focus on our continued effort to close the racial achievement gap and ensure the academic and personal success of all Salt Lake City School District students.

Signed,

- Dr. Sandra V. Buendia, East High Assistant Principal
- Dr. Kathleen Christy, Assistant Superintendent Educational Equity
- Dr. Christine Marriott, Director Assessment and Evaluation
- Jennifer Mayer-Glenn M.Ed., Mountain View Assistant Principal
- James Yapias M.Ed., Bryant Middle School Principal