

From: **Lee Rozycki** <rozyckil@hbschools.org>

Date: Tue, May 24, 2022 at 1:16 PM

Subject: Follow Up Information

To: Cindy Sharkey <csharkey@hbschools.org>, <kgove@hbschools.org>, <rimhoff@hbschools.org>, <edelgado@hbschools.org>, <cpoles@hbschools.org>, <bbolger@hbschools.org>

Cc: John Jennings <jenningsj@hbschools.org>, Greg Hobaugh <hobaughg@hbschools.org>

Dear Board Members -

I realized that I forgot to email you my statement that I made at the recent Board meeting on May 9th . Copied below for your convenience is the content of my statement. Highlighted in yellow is the section that I was not able to read on account of my going over the time. Despite my practicing, I do apologize for going over my time.

As a follow up to my second statement - I would like to share with you an article that was featured in the American Association of School Administrators on the 360 evaluation process. This article is written by Donald Stewart, Superintendent of the Penn Manor School District, in Millersville, PA. I hope you find this interesting and spark your curiosity to learning more about it.

<https://www.aasa.org/SchoolAdministratorArticle.aspx?id=6656>

With kind regards,

Lee Rozycki

SCHOOL BOARD COMMENTS

MAY 9, 2022

BY LEE ROZYCKI

THESE VIEWS ARE MY PERSONAL OPINIONS AND NOT ON BEHALF OF THE HBEA

TOPIC #1

I was talking to my sister in law yesterday who works for Polytech where she asked - "How's High Bridge?" - and I responded, well we have a teacher retiring, I'm retiring, the Special Ed Director is retiring early, the special ed LDTC is resigning and the BA is retiring - on top of two BA assistants who recently left. She goes "Woa! What's going on there?????" I'm talking to my brother's wife who was an 8th grade teacher in South River and she literally said the same thing "Woa - what's going on?"

Sure, you can go down the list of who's leaving and explain "this one wants to spend time with their family, this one will be gardening, this one will be college teaching, and this one - she's just old and gray (I'm joking about myself).

It's easy to explain why they are leaving in terms of what they will be leaving to go do. But given the current climate, and the fact that 40% of your administrative team is leaving, I believe serious self-reflection is needed at this time and ask yourself what culpability, if any, is on the shoulders of High Bridge that's driving these people to leave.

In my ADHD Coach certification training, we learned about motivation and particularly motivation direction. "What will trigger a person into action? In what direction do they move? Do they move toward an objective, or away from problems?"

Don't stop at the first why. Dig deeper to get a more accurate sense of the person's trigger. Shelle Rose Chavet writes in her book "Words that Change Minds - Mastering the Language of Influence, "In my experience, when we ask the question only once, we often get a one-line Toward answer, regardless of the person's actual pattern.

(CALLED TIME AT THIS POINT, THERE THIS IS WHAT WAS NOT SAID -)

I believe that is because many of us have subscribed to the Power of Positive Thinking and so devalue the importance of recognizing problems.”

It's the recognizing problems that can lead to opportunities for connection and better relationships. Better relationships equals better workplace environment equals better staff performance.

May I suggest exit interviews to help answer the question of “What’s going on there?”

TOPIC #2

Given the systemic problems that I feel are happening here, may I suggest that going forward, a change in the evaluation process occur.

When I was on the School Board for Lopatcong Township, Warren County - what 10 years ago, I felt there was a terrible gap in the perception of what was going on in the district. By the very nature of the chain of communication - it's always one way - all coming through the perception and perspective of the Superintendent. Sure you get community people or staff speaking to you privately, but as a board member, you can't do much about it because you are bound to the chain of communication. I understand why that is because the Superintendent is the representative of all school personnel to the Board. In my research at that time, I found a solution that will uphold that chain of communication and allow direct feedback from staff and/or other stakeholders and that is the 360” evaluation process.

I suggest that this Board look into 360” feedback evaluations for not just the superintendent, but for the entire administrative team. A 360-degree evaluation refers to evaluation data gathered from people all around the school district. This might include administrators, parents, teachers, other staff, community leaders, other associations and organizations your superintendent/administrator works with.

Form a committee - a Board committee or start at the school level committee to research and create a 360 review/feedback process unique to High Bridge. I've heard over the years how

communication is a problem. Dig deeper into that and ask what criteria describes or shows us an excellent communicator. What skills need to be seen and/or heard that shows effective leadership? Develop it into a yearly/ongoing process.

The most important concept to keep in mind when using the 360 technique is that the responses to the 360 questions are not by themselves an evaluation. The responses are information provided to the board for use in developing the board's single-voice evaluation of the superintendent. The board is still charged with filtering that input, determining its validity and relevance, and ultimately coming up with a board evaluation. Do the same thing for your other administrator evaluations providing input not to the Board obviously, but to the Superintendent.

Problems that exist here are not just administrative - I believe they encompass and touch on behaviors of all parties. It is my belief that just by going through this process, common expectations will be expressed between all stakeholders. Perceptions will be discussed thereby opening up awareness and will help to rebuild trust and understanding.

Take a stand for a workplace that retains it's employees.

'TIME!!!!' -

here at High Bridge and consider implementing a 360 technique.

Lee Rozycki

Child Study Team Secretary

Nurtured Heart Approach

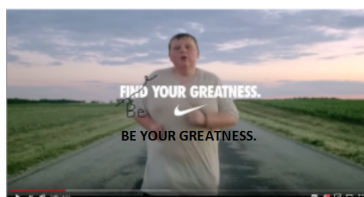
Advance Trainer

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"Greatness is no more unique to us than breathing. We're all capable of it."



Nike Commercial.

<https://www.youtube.com/watch?v=WYP9AGtLvRg>