

From: [Cohn, Gary](#)
To: [CRC.MailList](#)
Subject: Leadership Team Announcements
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Dear Colleagues:

Our community's support of the district's bond and capital levy is a pivotal moment for our district – and for each of us, as we continue the work we do on behalf of students. As a result of that successful election, I am making a number of staff organizational changes. These staff shifts strategically position us to successfully accomplish the bond and levy projects and to meet our communities' expectations about those projects. They also take advantage of extraordinary talents of existing staff who will take on different responsibilities to support this work.

As you know from earlier announcements, Tony Byrd is joining Teach for America Washington in July. Peter Scott will succeed Tony as associate superintendent of curriculum, assessment and special programs. Tony and Peter have been working on structural changes needed in that division, and they are noted below.

The April election success means ramping up the capital projects work in the facilities and planning team, especially if we are to attempt to shorten the timelines for completion of several major capital projects. As of July 1, Darcy Walker will moving into the director of facilities and planning position. *(You may remember that position was vacated and left vacant when Hal Beumel took a similar position in Oregon a few years ago.)* At the same time, MaryHelen Pierce and Steven Krause will move to the facilities and planning team as construction managers.

As a result of ramping up the capital projects work again, transportation services is being reassigned from Mike Gunn to Jeff Moore.

Molly Ringo, who has set the standard for school safety preparation in Washington – and across the nation – has agreed to continue that important work and to take on new responsibilities as director of maintenance, safety and security. Molly will oversee the community services department from her new location in the maintenance facility. Molly will continue to assist with policy work, however the policy council leadership will shift to Annie Cole, our general counsel and chief equity officer.

You may recall that Sally Lancaster is moving from Everett High School to succeed Peter Scott as assistant superintendent. The position Molly is leaving on June 30 is now open to internal applicants as noted below. Regional assignments will be announced once the position is filled.

At the last school board meeting, the board made clear its expectation that we consolidate instructional and operational technology projects and staff under a chief information officer. This position should be posted (simultaneously internally and externally) by the end of this week. As a result of the information and technology services and LMS consolidation, the learning management services staff will be relocated the first floor of the CRC.

Earlier this year, the human resources department conducted a classification review that produced several recommendations for structural changes. As a result, the STEM, strategic partnerships operation will absorb responsibilities for management of district volunteer applications, now housed with the communications department, as well as the PTSA and Natural Leaders liaison work now housed with the teaching and learning team. Dana Riley Black will take charge of those responsibilities, which I expect to take effect by September 1.

Jeanne Willard, who has been so deeply involved in high school graduation, will assume responsibility for Advanced Placement as director of college and career readiness and on time graduation effective July 1.

Earlier this month, Kristen Koehler announced her exciting move from the United States to Denmark. As part of Special Services Executive Director Becky Clifford's year-long analysis of special services, we have restructured her assistants' responsibilities to align with the three district regions and changed titles to associate director effective July 1.

As a result of the changes described above and the planning necessary for Elementary #18, the following positions, under the timelines designated below will open on the schedules indicated:

1. Assistant Superintendent: open **now** only for internal candidates through the end of business on **Wednesday, May 25**. (This position is not a part of the EASA Meet and Confer group. However, any EASA member with the necessary certification who would like to be considered for this position should email Debbie Kovacs a letter of interest and an updated resume no later than May 25.)
2. Chief Information Officer: open now for internal candidates through the end of the position posting cycle. (This position is not a part of the EASA Meet and Confer group. However, any EASA member with the necessary certification who would like to be considered for the position should email Debbie Kovacs a letter of interest and an updated resume according to the timeline which will appear in an upcoming posting and announcement. Note: internal applicants may wish to consider applying online in order to submit packets that are comparable to external candidates.)
3. Maintenance and Resource Conservation Coordinator: open **now** only for internal candidates through the end of business on **Wednesday, May 25**. (This position is a part of the EASA Meet and Confer group. Any EASA member with the necessary certification who would like to be considered for this position should email Debbie Kovacs a letter of interest and an updated resume no later than May 25.)
4. Associate Director of Special Education: open **now** only for internal candidates through the end of business on **Wednesday, May 25**. (This position is a part of the EASA Meet and Confer group. Any EASA member with the necessary certification who would like to be considered for this position should email Debbie Kovacs a letter of interest and an updated resume no later than May 25.)
5. Elementary #18 Planning Principal: this position will likely open within the next 12 to 24 months to assume responsibilities commensurate with the timeline for planning and construction of the new elementary school. A planning principal works closely with the facilities and planning department to coordinate facilities needs and program needs. A

planning principal is also involved in community engagement to establish new school boundaries, a new school name and community connections for the new school.

Finally, I've decided to appoint Joyce Stewart to the position of deputy superintendent, also effective July 1. Joyce will continue to be responsible for the schools in all three regions, and north region schools will continue to report directly to her.

I can certainly understand why you might say, "That's a lot of change." It may be, and then again it may feel that way because I've bundled a number of structural adjustments into one email. Change can be a very good thing, it certainly is inevitable, for us as individuals and for organizations. It is especially so for organizations with strong, capable professionals who also embrace change and continuous improvement. Our business of education is changing, and we are opening possibilities for our professional staff just as we do for students, and supporting both as life-long learners. I'm confident in the capabilities and leadership of those who have been named to these various positions, and I look forward to welcoming equally strong and capable staff into the roles now open and to be opened in the future.

Best regards,



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