

16-17 PIP Reflection Document

User Information

Name: Ralph A Schlass (1576)
Buildings: East HS, West HS
Grades: Grade 9, Grade 10, Grade 11, Grade 12
Assigned Administrator: Conners, Tracey A
Submitted By: Conners, Tracey A
Acknowledged By: N/A
Finalized By: Levash, Jason

Title: High School Principal
Department: Principals
Evaluation Type: Principal - PIP
Evaluation Cycle: 07/30/2016 - 06/30/2017
Date Submitted: 05/16/2017 7:35 am CDT
Date Acknowledged: Unacknowledged
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Date Completed 3/12/2017

Reflection

Reflection

The expectation I do an activity/data log is discriminatory and a work load issue. If my peers were expected to do the same, I would comply. Because they do not, it is harassment and a hostile work expectation, in my opinion. A comment was also made by Tracey Conners this semester that "I (she) do not know what you do." This is coming from the person who after only a few months last spring did my work evaluation. The outgoing principal also indicated that my evaluation was not how he felt. I have very good reason to believe he was under duress and told to put things in my evaluation based on his comment. No prior evaluations (from three other principals) ever contained any feedback that I was "unsatisfactory" in any work category or expectation in 16 years until last year. There is no way my work performance was any different than in the past.

As for attendance, any unserved detentions can be for a multitude of reasons. Please talk to the WBPD about whom they feel is the most effective administrator when it comes to working with students and truancy concerns. I have a greater student caseload than the majority of my peers and there may be some students who have an inordinate amount of detentions compared to other students. Appropriate interventions are made for the student(s) who miss school without cause. What is the goal of the assistant principal's intervention? Punitive consequences? Or changing behaviors so students are successful in school? Kids are expected to serve but alternative interventions can be more successful for students. I have done home visits, referred to social services, referred to Elevate, assigned in-school suspensions, called families, held habitual conferences, referred to police, called employers, etc. Attendance data (daily and habitual) is similar for East and West.

As for the African-American listening sessions, I have made multiple contacts with the parent who would like these to happen. She has a contact she feels very strongly about bringing to facilitate these conversations. However, she has yet to produce a contact number or failed to have the person call me after I gave her my phone number with the best time to call. I will not allow just anyone to facilitate this conversation until I can vet their background and set up some expectations and desired outcomes. I'm very eager to help but I need a little more cooperation. I'd like to point out that this parent's children felt most comfortable approaching me to assist in this endeavor although they are not technically on my caseload. It says something about my reputation for fairness and ability to see tasks through completion. If you talk to individuals from Dream to Succeed, they would tell you they are very happy with my involvement in helping our Latino/Hispanic population succeed.

How are we judging the value of my leadership to co-curriculars and clubs? We are winning numerous awards and advisors/students alike are receiving all kinds of state accolades for leadership and competition success. I'd like to think that I'm partly responsible for creating the environment, providing the resources and supports, and providing guidance to make these things happen. We are in the process of adding several more clubs to serve students. This is also a big deal. Advisors have turned in student rosters to Michelle for Skyward reporting reasons and our numbers remain strong. Also, the advisors know that they are to track his, or her hours and submit them to me so I can get them to Valley.

I'd like to conclude that I have felt this process has become discriminatory, arbitrary and capricious. My health and family's happiness has been compromised by what amounts to a hostile work environment with respect to an unfair standard of expectations not required of the other assistant principals. If I'm not satisfied that my work performance is evaluated fairly and objectively again, I will take great issue with it. I ask that my work performance and the duties expected for this position be consistently applied with others who do the same job.

This will serve as my official reflection.

Ralph Schlass

Feedback from Administrator

Date Completed:

Feedback

2/2/2017 - Please upload your data sheet for the past two weeks.

2/24/2017 Were you able to connect with Valley regarding the documentation you need to submit to here for co-curricular's? You have 15 Observations that are past due, please provide me with a calendar and plan to ensure that these observations are completed by March 24th. Datasheet for Jan & February needs to be posted in reflection form. It is the expectation that administrators are providing staff members with high quality feedback based upon evidence you collect in the classroom.

3/10 It is the expectation that you are posting your activity log every week. Please post your activity log for the missing weeks by next week Wednesday. In looking at your attendance data compared to your colleagues, you have the largest number of un-served detentions for attendance.

A plan for how these students and detentions will be addressed needs to be made and given to me by March 24th. Submit a plan for action for the African American population, Listening session needs to be determined and communicated to families. Time line for this is March.

3/24/2017 - Parent listening session for African American population was held 3/21/2017. Two parents attended along with an retired school administrator from MPS to facilitate the conversation. Next steps are student listening session Mr. Schlass will set up after school for this targeted group. EE - Evals as walk-through have been caught up. Will need to meet with 2 teachers after break for post-observation conferences. Concern - I have had two teacher copy me on email regarding students with continued attendance issue. The teacher is concerned that the students are not going to pass class because they are not attending. Please input into Skyward your consequences for attendance so it can be tracked to see if it is a more effective consequence to detentions.