

Subject: Response to WV Staffing Changes
From: Debby Hall via Konstella (no-reply+5310cdcce4b0e3896b9d48f1-@konstella.com)
To: _____
Date: Friday, June 12, 2015 1:07 PM

Response to WV Staffing Changes

Hi West Valley families,

I wanted to take a moment to address the letter from the Superintendent we all received yesterday afternoon. To begin, the actions taken were unknown and a surprise to the staff and the PTO. I have read many comments on the Konstella discussion board and the resounding question is "why"...why the change and why in such a drastic measure. Additionally, why another change in Principal, especially since Theresa Johnson was moving West Valley in a positive direction. While these are all great questions, I don't know that we as parents will ever know all the details due to legal and HR reasons.

A small group of West Valley parents met with the Superintendent last night to discuss the change and what to expect moving forward. We of course had the same question...why? I can share with you the information that we were given and would like to highly encourage all West Valley families that are available to attend Monday night's meeting to be there. This is an unprecedented change and the district is putting forth a

tremendous amount of time and resources toward reinventing our school. It should also be noted that this effort was coordinated with the Cupertino Board of Education and the Teacher's Union, who are all in agreement with the approach.

From the highest level of the CUSD school board... "the kids come first". This change is not about the parents or any surveys taken. This is a result of the district office determining that a drastic change needed to be made in the culture of West Valley. The goal from the school board is the following... **"West Valley will reflect a collaborative community that values innovation, ingenuity, inspiration, and inclusion of all stakeholders"**.

While there are many teachers and staff members on campus that are fantastic teachers AND embrace this philosophy, there were also those that did not. It became apparent to the district that drastic change was needed in order to move West Valley forward. Therefore, every employee at West Valley is required to reapply for their jobs, not just the teachers.

So after stepping back from my own shock and disappointment and consoling my children who are asking why Ms. Johnson won't be their Principal next year, I've started this new day looking through a new lens. This can be a very positive change for our students and community with everyone's participation.

Ms. Robinson is excited to take on the challenge of rebuilding the school with newly committed teachers and staff. There are amazing teachers already signed up to interview for the open positions, including many of our existing WV teachers. The district has set clear guidelines for what they are looking for and have high expectations for every teacher offered a position. These

expectations were shared with the WV teachers yesterday. The district will be holding a rigorous interview process to make sure we have the best staffing available for our school. A panel of 3 administrators (including our new Principal) and one teacher will be involved in making the staffing decisions. More details on the criteria for selection will be provided at Monday's meeting. We will also be receiving details of another community meeting being planned for early August at the school site where parents will be invited to meet the new staff prior to school starting.

In closing, we will miss Theresa Johnson greatly and cannot thank her enough for all she brought to our school this year. As we look to the future, please keep an open mind and have faith that the Superintendent and district know what is best for West Valley. We have an amazing community and so much potential to be an outstanding school. This is our opportunity to reinvent ourselves.

Hope to see many of you on Monday evening...

~Debby Hall

WVPTO/WVEEF President

details >>

To ask the organizer a question, simply reply to the email.

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