

**SUU LEAD School Screening Process Activities**  
**Mentor Principal Competency Review**

Please copy this template, paste into your Word or Google doc, complete it, get it signed by your Mentor, share with your Internship Coordinator, and upload into Canvas.

Name: **Joseph Wright**  
Year & Semester: **2019, Summer Semester**  
School in which you interned: **Lehi ESY Summer School (Lehi, Utah)**

Participate in the school's **screening process**, including interviews and the notification of successful and unsuccessful applicants.

Please describe all aspects of the process of your participation in the school's screening process, including **interviews** and the notification of successful and unsuccessful applicants. Review with your Mentor your efforts and activities associated with this artifact. Add to this copy....

- Your description,
- Have your mentor initial after Emerging Effective or Effective below and sign and date,
- Scan this completed, initialed Mentor Evaluation,
- Upload your scanned Mentor Evaluation to the aligned Canvas Assignment.

***Description:***

***June 12, 2019:*** We initially discussed with the admin team a few different jobs that they are looking to fill. For instance, they are looking for a **Halftime Photography** teacher, as well as a **CT Coordinator** (previous coordinator, who also taught photography, took another position). The school currently does have a video teacher, part time. He wants to be full-time, could take over the photo part. They were debating whether to give the video teacher the photography part, or to hold interviews for that position, since the video teacher isn't the "ideal candidate". We discussed it as interns with the team, and they decided to open it up after all, just to see if someone better opens up, as well as the coordinator position.

***June 17, 2019:*** Innovative Coach, who will help teachers integrate new technology into teachers' instructions, etc. Mostly CANVAS and Mastery Connect integration. The position will be split between Lehi High and Lehi Junior High school. One of the applicants was a former teacher of Principal (D. Redacted)'s, and he thinks she'd be a great option. We will be meeting three interviewees today, and sit in on the interview.

*It is a challenging position, they will need good intrapersonal skills, and the former teacher they wanted was swept off by the district for another position.*

*There were several other candidates for this position, but we were here for two of them that interviewed for the position. There are 6 others, but of them, they have a favorite. The other two today are (D.H. Redacted) & (M.A. Redacted). We met with (M.A. Redacted) first, and she was a lot of fun. She has lived in the area for a long time, seems like someone invested in staying here in the district, so that is a plus. One of the things that the district interviewers stressed was that the ideal candidate needs to easily be able to develop a rapport quickly.*

*She seemed very familiar with a lot of interactive technology, some of which I hadn't even heard of before. She seems to be very good at using assessment to instruct her learning, and I was impressed with her abilities in that way. The tool she mentioned, noredink.com, seemed to be a great one for helping out students in English. She showed how we as teachers could utilize this tool in our own classroom, and she seems to be the expert on this. She is passionate about it, and seems like a great fit.*

*She also mentioned how her work with the former Innovative Learning Coach was instrumental in her own teaching. She enjoyed working with her fellow teachers, and she relates to what / how we are doing things as teachers. (M.A. Redacted) has a great rapport with adults, and I believe she could do a great job there.*

*Next we met (D.H. Redacted), who is a middle school teacher, and has been teaching at Jordan School District. He also seems competent, and led the RTI team at his school. He is personable, seems genuine, and I think he'd do a good job. Both he and (M.A. Redacted) seemed to be good candidates, but it looks like (D.H. Redacted) will be the better candidate. Interestingly, (A. Redacted) (a previous interviewee) works in the same district (Jordan School District) that Dane works at, and was the favorite choice before today. However, (A. Redacted) was responsible this past year for helping innovate and utilize more technology at (D.H. Redacted)'s school among several others), yet he thought that there was no such position in his district. Thus, (A. Redacted) apparently wasn't at all visible to (D.H. Redacted), and this was troubling, since it was his job to help teachers like (D.H. Redacted) implement technology and such in his own classroom.*

**July 1, 2019:** *We then met with (K.T. Redacted), the principal at one of the schools, to discuss the follow up on the hiring process. Previously, I spoke briefly with (M.K. Redacted), one of the assistant principals at Lehi who was involved with us in the previous interviews. He mentioned that they had met with the last candidate, name (A.A. Redacted), and that they had decided that their first choice, (D.H. Redacted), was the best option. They made an offer of employment to him.*

*When we asked what they felt was the logic behind hiring (D.H. Redacted), Mr. (K.T. Redacted) told us that they wanted someone who worked well with people / others, and understands the role that they have, along with technical skills. They weren't exactly looking for someone who could mentor others and provide advice and help as a fellow teacher.*

*He also wanted someone that was self-motivated, and (D.H. Redacted) was someone that was clearly able to motivate other teachers as well as himself. He seemed to believe that he had the abilities and strengths to be an effective innovative tech coach. I agreed with the assumption that (D.H. Redacted) is one who will work well with the teachers he'll be instructing, and offer them help in what they want to do. Their previous coach, (P.B. Redacted), did an excellent job, and he will be a hard person to replace. However, Mr. (K.T. Redacted) believes that (D.H. Redacted) has the right disposition, skills and desires to do well, with some training, of course.*

### **July 8, 2019:**

*Today we were involved in the interview for the **Halftime Photography Teacher**. I was there, along with Pam, and two administrators, (M.K. Redacted) and (D.W. Redacted). (C.G. Redacted) was the original photography teacher that was being replaced, so he had a unique perspective and sat in to participate during the interviews. There were originally four candidates. First, Mr. (C. Redacted), Second, Mr. (G. Redacted) (the teacher who was already teaching video at Lehi), and also Mr. (G.G. Redacted). There was a fourth candidate, but they canceled apparently, we found out. Doug let us know that we all were required to ask the same questions of all the candidates, except for Mr. (G. Redacted), because he is already hired by the district, so that same level of equity in hiring is not required, as he is already hired by the district.*

*(M.K. Redacted) asked that we interns (Pam and I) score each of the candidates and take notes on our questionnaires, which we afterwards submitted to him for consideration. I came up with a 1-3 scale; a 1 = **Emerging** skill level, 2 = **Sufficient**, and 3 = Proficient. We met first with Mr. (C. Redacted), who was a ballroom dance teacher at BYU while earning his degree. He does not have a teaching credential, and when we scored his responses, I felt like he didn't do very well in the interview. He was not very confident nor forthright, and just doesn't seem like a great candidate, frankly. He was the weakest of the three we interviewed, and we didn't talk about his seriously as a candidate after he left, although (D.W. Redacted) mentioned they might have use for him as a ballroom dance instructor.*

*Next, we chatted with Mr. (G. Redacted), and he shared his goals and aspirations for the class. I think he appears to be a decent teacher, and he knows what he is doing. He does photography more as a hobby however, so I was a bit skeptical as to his qualifications, personally. Also, as*

*mentioned previously, he is not the school's first choice (if he were, there wouldn't be any interviews regarding the position).*

*Finally, we interviewed Mr. (G.G. Redacted), and I thought that we were all impressed. He knows his stuff well, although he has been working in tech since college, but much of his work at UVU (where he got his job) shows that he is a competent photographer, and his teaching philosophy is sound. I gave him the highest marks of all three candidates, but I could see either he or Mr. (G. Redacted) getting the position. We chatted after he left the interview, and (D.W. Redacted) and the other administrator both seemed indecisive. Meanwhile, (C.G. Redacted), the person who was being replaced, thought that Mr. (G.G. Redacted) was the best option as well. They will decide by Wednesday. I think either of these two would be a good option, although not everyone seems to be in agreement.*

*(D.W. Redacted) shared that the fact that Mr. (G. Redacted) is already hired is worth considering, and it would be easier to keep him as the teacher, rather than add another part time teacher. At the time of this submission, the end result had not been finalized.*

### **Reflection:**

Overall, I believe that this was one of the most enlightening experiences of my internship. I truly expected the district and schools to take more time in making this decision, but at least in the Alpine School District, they make these decisions rather quickly, apparently. After just a 30-minute interview, they were ready to hire (D.H. Redacted) for the Tech Innovator Coach position, although they weren't quite so sure after the photography position interviews. I realize that in such a large district, there are a lot of hires that are happening, and so it seems to me that perhaps that is more out of necessity and time requirements that this happened the way that it did.

My own hiring experiences at the charter schools I've taught at have been much more in depth. As a teacher and interviewee, I have had many different interviews, and most of them had a much lengthier and drawn-out process than the ones that we engaged in here at our internship. Again, I believe this has more to do with the different ways of carrying on business at a traditional public school versus a charter school. I am grateful for the chance I had to get a preview into these different perspectives, and I am excited for future experiences.

Total hours engaged in the completion of this artifact: 15

[Utah Educational Leadership Standards - 2018](#) - Standard 3.6

Emerging Effective _____	Effective <input checked="" type="checkbox"/> X _____
Seeks to follow LEA policies, Utah State Code, and Utah State Board of Education rules governing the human resource function, including remediation and/or termination of faculty and staff employment as needed.	Follows LEA policies, Utah State Code, and Utah State Board of Education rules governing the human resource function, including remediation and/or termination of faculty and staff employment as needed.
Mentor Signature and Date: <i>Philip Clark 7/15/2019</i>	
Signature: <b>Joseph Wright</b>	Date: <b>7/9/19</b>