

Leadership

Mountain View Elementary's principal, Mr. Tommy Hughes, has been our lead decision maker and principal for fourteen years. For years, staff was comfortable with school decisions being made by the principal and district administration. However, with increased demands for higher student achievement and accountability at the classroom level, more teachers are expecting to be involved in the decision-making process.

After our self-assessment on the Leadership Continuous Improvement Continuum, everyone, including Mr. Hughes, recognized that we needed greater staff buy-in if decisions are lead to substantial school improvement. Faculty also realized that we needed a leadership or decision-making structure that would help us implement the vision. A decision-making structure was designed to clarify how decisions would be made and by whom.

Decision-Making Structure

The Leadership Team

A leadership team, made up of the principal and leaders of each of the action teams, was established to –

- coordinate the work of the different committees
- keep everyone informed about the work of all committees
- integrate the findings and recommendations of committees
- schedule time during faculty meetings for discussion of recommendations as they were being developed, therefore allowing input into the recommendation early in the process.

Committee Structure and the Decision-Making Process

Our committees are designed based on the seven major components of the school portfolio model. Each committee is lead by a member of the leadership team. Committees meet as needed to research, study data, and compose narratives for the portfolio. They report their findings to the whole staff during scheduled staff meetings on Wednesdays. Staff meetings are used to communicate the results of the research taking place and to generate ideas about integrating the approaches. These meetings allow for total staff discussion and even debate, when needed.

SCHOOL PORTFOLIO TEAMS

Christine Morelli's & Tenita Black's Information & Analysis Team

Marion Thompson Parris Mendy Smith	Jody Dill Kala Barnette	Rachel Cindy Crain
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Jennifer Gibson's Student Achievement Team

Sherri Rock Coleman Louis Waters	Quay Johnson Dawn Hoffman	Amanda Tammy Cannada
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Diana Sims' Professional Development Team

Jennie Perry Katie Redmon Michelle Driscoll	Andrea Weaver Kayla Holland	Beth Banks Shelly Emery
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Diane Doolittle's Partnership Team

Kelly Dill Susan Key Allison Scott	Garrison Howard Michele Johnson	Anita Ayers Judd Tapp
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Amy Johnson's & Jessica Bridges' Quality Planning Team

Lynne Littell Lauren Schubert Patty Hammond	Marilyn Medlock Sophia Dryman	Katie Lea Charlie Roberts
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Bess Field's Continuous Improvement & Evaluation Team

Ann Singleton Jackie Pitts	Faye Arnold Jill Stanton	Julia Griffith Missy Price
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Jennifer Gibson's & Tommy Hughes' Leadership Team

Christine Morelli Diane Doolittle Bess Field	Tenita Black Amy Johnson	Diana Sims Jessica Bridges
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