

Are you in favor of making a change to the leadership structure of Crosslake Community School?	What do you feel the the ideal leadership structure for the school would look like?	Where do you feel improvements need to be made?	If there was an Executive Director (Superintendent) position created for CCS, in your opinion, what would be their highest priority in the first year?	What else would you like to share or for others to know as further exploratory analysis regarding the leadership structure of the school?
Yes	ED then a Seat based and Online Director	Having an ED will help our school directors focus more on day to day tasks and help support staff.	Taking over control of MDE and Authorizer tasks. To release presser and help the other directors focus on each school.	n/a
Yes	We need an executive director who can oversee all district tasks and can be the bridge between the two programs. We need a seat-based director who is willing and able to work with the online program. We need an online director who is able to focus on growing the online program.	There has been little overlap between the programs in the past, which makes it difficult for the few staff members who deal with both programs. There needs to be more clarity about who does what if the role is shared among the programs. It still feels like there is some coldness between the programs.	Flushing out the roles for people who are shared among the two programs. Solidifying district wide systems. Creating a positive district relationship.	I think Jenna Leadbetter would make an excellent Executive Director.
No	I think the current structure is good, and they seem to be a group that works well and will do good things for CCS.	I do not have any suggestions for improvement at the moment	I do not have an opinion on this.	budget impact, other ways superintendent money could be spent (for example, teachers/staff raises)
No	As it is	Do not know	Collaborating between online and seatbased	Nothing
Yes	Executive Director for the district with Associate Directors for each school	At the director level, who does what and who supervises who.	Collaborative work with department leads to develop and implement a district organizational plan that allows for student growth.	Positive change comes from positive leadership
Yes	Principal, Assistant Principal for in person, Assistant Principal for Online, Director of Curriculum and Instruction, Director of Technology, Director of Student Services,Hybrid Learning Coordinator, Teacher leaders online and in person, Community and Family Engagement Coordinator, Professional Development Coordinator	Leadership Structure	Managing key relationships with stakeholders (parents,district officials,etc)	Maintaining the schools mission and vision with clear direction
No	Im not sure of the options, nor do I have issues with how the current leadership looks	Unsure	Getting the staff compensated in a way that is commensurate with districts in the area	I'd want to know how the budget would work for this
No	I like the current structure.	I like the current structure.	I am not in favor of a superintendent.	Keep the current structure.
Yes	A leader above the director of online and seat based	Less work on both directors. Also more appropriate compensation aligned with other schools	Work with the school board	NA

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No	<p>I envision both programs having their own directors with the addition of support roles or associate positions as needed to maintain realistic job expectations. I envision them working collaboratively to achieve district wide goals. As I do not fully understand all the responsibilities that a director would hold, I am unsure of whether it would be helpful for somebody to oversee the director roles but am always in support of creating bandwidth for people to produce their best work - if we are over working our directors, I would hope that some kind of change was implemented to support their workload. One benefit I could see of a third party to oversee both directors is that there is an added accountability piece and someone to speak into both programs with a more neutral perspective. I envision these leaders to provide oversight for the big picture items while being transparent with those that they lead and having a good understanding of the day to day experience of their staff. I am excited about our current leadership structure for the online program.</p>	<p>I think providing an associate director for the online program was a huge step in the right direction. I am not privvy to what needs or structure is best for the seat-based setting. I feel that it would be great to see evidence of both programs rooting on and uplifting what the other is doing so that there is a healthy culture and dynamic, district wide - seeing this come from the top is encouraging and sets a good standard for all staff.</p>	<p>I think their highest priority would be meeting with the current directors and gaining insight into what needs they see as requiring immediate attention. I would think that spearheading our efforts to align with the goals of our strategic plan is paramount, as well. Ultimately, I think it is vital that they would ensure our current directors feel supported and have the resources they need to do their jobs effectively.</p>	<p>Nothing at this time</p>

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Yes	I think a Director that oversees both seat-based and online is necessary. I also believe maintaining a Director at each level is imperative. I come from the online lens. Holly, and now Jenna, have an overwhelming amount of work and responsibilities, especially with starting the year nearly full.	I think someone needs to be the lead to connect both programs in a healthy way. I think giving the overall Director tasks and responsibilities that involve both programs would allow Jenna and Annette to really focus on their staff, their students and moving toward their site goals in a more effective manner.	I think taking over some of the responsibilities that Jenna manages would be a great first step. I also think that overall the high priority is working to create a cohesive environment between schools so that we are "one." Not an us/them. We all work very hard, just in different environments. I think the Executive Director could focus on the financial pieces so that Jenna and Annette could really focus on the "people" pieces.	I think we are really headed in a great direction. The growth I have seen in my three short years here has been amazing. As we grow, everyone needs more support and direction. I think a leadership structure is something needed for CCS as we continue to grow and become more successful in our work with students and families. We are really finding ourselves on the "board" in Minnesota as far as word of mouth referrals for students for the online program--hence our great enrollment this Fall. I think if we want to stay in this position, we need leadership to drive this bus of both programs so our Directors can funnel all of their energy into what they are doing for their programs. I think if we want to continue to grow and attract families and students we also need to increase our ability to hire great educators and offer comparable salaries and that would be a task of the new leadership as well....to explore those opportunities and increases.
No	I am very satisfied with the current leadership structure of the school.	No suggestions	No	No suggestions or thoughts
Yes	Seat-based director, online director and possibly another director/admin to help take some of the load off the two existing directors	It would be helpful, with the addition of another admin/director, that the seat-based director is more visual around the building	Staff relations, oversee various groups (finance, etc)	Having another director would only benefit both programs, it would help take some of the stress off both current directors so they can focus on other issues
No	I don't really know the needs of the seat-based school leadership wise, but I do think we are moving in the right direction with a collaborative leadership team for the online school. I think a joint administrator who leads both teams would be superfluous, but a team of leaders who work well together and support one another and the overall goals of both schools would be ideal.	Unsure	I think an executive director's first priority would be to understand both school programs and their unique cultures and needs.	NA
Yes	I am in favor of keeping it the way it is, also. I think if anything changed it would be to have one "Head" director/principal for both programs with a director for both programs.	To make sure we work with each other and not against.	Increasing pay	I think Crosslake is a great school and we have so much to offer!!! I have been here for 7 years and it has been so fun to be apart of the growth and changes!!

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No	With what I currently know, I think the current structure looks good.	none	I suppose there would need to be a determination of the specific roles and responsibilities for all of the administration.	NA
No	One director at seat based school, and one director at Online School	At this time, I cannot recommend any changes, since I feel things are working well the way they are.	To work on higher standards for our online school, and a tougher attendance policy. As of now, if a student logs in and completes one assignment, they are counted present for the day.	I feel our present leasership is awesome!
Yes	Positive, safe, organized with systems in place	Communication in all areas	Not sure--really don't feel we would need this position.	I am very pleased with the leadership structure and how things are managed at our school!
No	I think the leadership structure seems to working well	NA	unsure	na
Yes	Executive Director with Seat-Based and Online directors reporting to that person.	n/a	Long term planning in a way to keeps both programs in mind.	n/a
Yes	Executive Director, Online Director, Seat-based Director	overall guidance and vision and unity	Unity	Executive Director that is fully aware of differences/issues among seat-based and online schools and direct supervision of the directors
No	I'm fairly new, but I feel like what is in place is working. Jenna & Rose both seem like great fits for their job and Gena runs a well oiled machine with the special education department.	Again - I'm sorry I don't have more insight, but what is in place seems to work from my perspective. I really love teaching here.	Again, so sorry I don't have more insight to share.	None at this time, but I appreciate wanting staff input.
No	A seat based director and online director.	We need to remember that just because we have kids on the waiting list, doesn't mean we have to over look class sizes. Our classrooms were set-up to handle 19-20 students comfortably, not 21, 22. I understand students equal \$\$, but we also need to consider, space, classrooms, offices, equipment, curriculum. We are already busting at the seams, and we are adding more students to classes bc we don't want a waiting list.	Understanding how things currently run or are running, get feedback from staff on how they feel. Then change things that need to be fixed. Not just come in and change things because they can.	To have a clear hierarchy of jobs and positions. People really don't know who they are to report to or who their boss is. Or who handles what!
No	Unfortunately, I am not real familiar with the structure now, but feel like things seem to be running well. So unsure.	None that I am aware of.	Not really sure that is needed as far as I know. But I would say Growth would always be good.	I trust that those you are more familiar with this will make an excellent decision.
Yes	Highly effective leaders	not sure	To learn about CCS and "the Crosslake Way", dig into the successes we have here	not sure

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Yes	An executive position with a director to each program. Distribution of duties and positions supporting each director should be reconfigured in order to make this change in the most efficient way. A part time executive director might be more affordable at this time. As the school grows in the future, the position could expand.	Audits should be conducted to determine our current level of efficiency.	Current directors should determine what needs are not being met. Ensuring a stable future for the school with competitive compensation for teachers are the biggest challenges currently.	We have been told our current organization is "top heavy." This should be researched using the latest data and decisions should be made accordingly. Proceed conservatively.
Yes	Whatever it takes to get the job done, but our growing school needed more solid administrator leadership support 4 years ago. We are off to a great start this year, adding Jenna and Rose. Don't stop now. Annette, Jenna and Rose are wonderful but not enough. At least one additional person, probably an Executive Director over the entire district, is needed.	Yes, all processes across the board need streamlining and our technology needs to get in line with being an online school. We are a heart-of-gold team but it's clunky and overstretched. It will take a solid administrative team to help lead all the team members to work efficiently. Perhaps we need more help in IT to help us keep up with our technology. We need leaders to guide us to make strategies and plans with time to implement them properly. Our administrative leadership needs to be positive, realistic and forward thinking without losing that small community feel. Keeping the online component growing at a healthy, reasonable pace while maintaining the seat based small community feel. I do not think that the seat based & online programs need to be integrated or overly collaborative to accomplish this.	First, observing and understanding the culture of the online and seat based programs. Gaining trust. Taking on the majority of reports required by the school administration so that Annette, Jenna & Rose can just do their jobs. Casting vision, helping support, stand behind Annette, Jenna and Rose, guide the whole district system in making healthy decisions to move forward as it grows.	This is important. Stop dragging your feet on this issue.
Yes	One District Director for both schools. This would be one individual that works as lead Director for both schools and has a more administrative role. Then, there would be a Principal for each school, one online Pricipal and one seat-based principal, who both work with the District Director, whose focus is the students and staff of their respective school. This would be a team of three.	As stated previously	Administrative duties, laws, by-laws, policies... all of the very important, behind the scenes things that keep our current directors in their office, in meetings, and on the computers, instead of out building relationships with students, staff, and community members.	Na
Yes	not sure	not sure	not sure	not sure

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Yes	A leader for the entire district, and then a Principal for each school	Seat-based sharing of information with Online team members; pay scale	Developing processes and procedures for both schools to follow including steps for corrective action when they are not. (such as use of funds)	Leaders should lead by doing, not by pushing off the work onto their staff.
Yes	Executive Director overseeing both schools, regulatory compliance, and fiscal responsibilities. Separate Directors for Online School and Seat-Based School, responsible for day-to-day operations, as well as student/family and staff experience.	We are still growing fast. More admin are required for the size/scope of our district.	Implementing the new Strategic Plan while managing growth in a strong and sustainable way.	Nothing at this time.
Yes	The overall structure is good now but could use some clearer expectations and accountability. We need to get our leaders trained and supported not have more of them.	Training and support for current leaders.	I do not believe CCS can financially support an executive director at this point. Teachers should get the extra money if we have it and some should go for training and support.	If you look at other school districts (yes they are not exactly comparable but...) we have way to much admin for our student numbers. We need to focus on getting the structure we have working not change it. I do not believe that adding an executive director will change anything, just make it more complicated!

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		<p>Collaboration is one of the most important improvements we could make. A lot of mistakes, misinformation, and gossip can be avoided by doing so.</p> <p>If leadership could reshape staff expectations (all staff, spelled out, and followed through - which means no absolutes except for certain illegal activity) and "rights" (or some kind of statement of how employees should expect to be treated and supported), that would help staff trust its leadership and Board. Obviously, trust goes both ways, so it should be school-wide all staff culture development, and leadership must be able to trust their staff to make good decisions and behave professionally.</p> <p>More professional behavior from all staff would, help improve morale and positive stamina. We need that reinforcement from each other so we can be emotionally and intellectually available for the students, which is why we have jobs here. :-)</p> <p>This cultural adjustment must start at the top. Even if we have exceptional employees who already conduct themselves this way, this will not inspire everyone to believe in the goal (the mission, our collective desire to send caring, thoughtful, well-educated students onto their next phase of life, and eventually, hopefully, into leaders who care about their communities and give back). I was not in favor of implementing the leadership structure we have now, because I knew it would lead to the kinds of problems we've had for the past two years. I am hoping for one executive director at the top that is governed by the BOE, and who has the talent and energy to understand and guide two different programs. I like the direction that marketing is taking at the moment, which is a tough balancing act of getting the word out and being subtle so as not to look</p>		

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Yes	I am very satisfied with the leadership structure of the school.	I appreciate all the support I get from the leadership structure.	I enjoy the fact that our school prioritizes students needs.	N/A
No	The way it is now	N/A	Student Engagement	Everyone is fantastic!
Yes	I like the new set up with Jenna and Rose as leads, and continuing leadership roles for those teachers involved.	Technology, but seems to be currently addressed and put in the forefront.	Not necessarily this year but if and when the school enrollment increases than bringing one on seems to make more sense.	Transitioning slowly during our growth period would be beneficial for all parties involved (staff, parents, and, students).
Yes	Really good! I love how inclusive the leadership team is	N/a	Checking in on everyone being there for everyone	n/a
Yes	An executive director and two assistants	It seems the director position is too unmanageable for one person.	Raising teamwork and morale and not allowing two teachers to forcefully try to get their way on every issue.	It would be helpful if leadership could handle the behavioral challenges among the staff.
No	A director of each program and possibly an assistant if needed. IF there were to be an executive director, I believe it should be one of the seat-based or online director along with their school duty as to not have too top heavy of an administration structure that we cannot afford or shouldn't waste money on that could be used to attract and obtain high quality instructional staff.	Teacher pay scale. Eliminating waste/unnecessary positions within the programs. Evening out workload of program teachers-ie online teachers and Learning Coaches sharing the position that seatbased teachers do. Having only 1 (either teachers or learning coaches) for online would save the school money that could go toward other salaries and things as well as allowing q-comp bonuses to go up for q-comp staff. Learning Coaches could also be put on a para pay-scale and not be required to be licensed, as we have our own licensed teachers-could also save money for school and q-comp.	I don't believe this should be it's own position. Highest priority should be figuring out true needs of programs and adding or eliminating as necessary-ie Curriculum coordinator is very important for seat-based vetting curriculum for the 5 year cycle each year, maybe not as important for on-line that has a packaged program. Also, being sure staff is following the directives of the board and program directors-if they are not being team players and continuously not acting as directed-using the assigned curriculum, following through on assigned tasks, going through appropriate channels/protocols, they can be written up and if behavior is not changed, they should be non-renewed.	I am concerned with the cost of an executive director along with program directors and the other administrative positions we already have and not sure if CCS can or should afford that. I am also concerned with CCS getting very administration top-heavy.
No	I feel like the ideal leadership structure for school would be team-focused. The leader should be open and easy to talk to. Ideally all teachers would be involved with decisions to a degree and make sure everyone is working towards the same goal.	N/A	If there was an Executive Director position created, ideally their highest priority would be strengthening community partnerships by expanding and deepening partnerships with local organizations and businesses to support our school's mission and goals.	N/A

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Yes	1 person over 2 directors or overseeing seat-based and online. Are there resources that can be shared between the two? Is there a way we can benefit by having all teachers within a specific group working together, i.e. middle level math teachers, online and seat-based, working together in a PLC. It seems like combining and sharing resources might be easier to achieve with one person over the whole thing...like a super and 2 principals.	Yes- while there are differences, we need to share resources between seat-based and online...this gives everyone more resources without spending more money. As we grow, the directors have too much to do.	Focusing on the business end of education, i.e. funding, new legislation, current trends, and then implementing. What are the current best practices?	We need someone who can look at ways we can restructure what we do and roll that out so everyone is on the same page. Maybe not all the time, but sometimes a top-down approach is more effective when everyone doesn't agree. No one should get their way 100% of the time. Currently, it seems like we have a couple of individuals who are opposed to anything new or resistant to change which makes progress or being innovative difficult. Then, one person is doing things one way and everyone else is doing things another way. I believe in teacher autonomy and individual decisions, but structurally, we need to be doing things in the same way.
Yes	An executive director followed by program directors (one for online, one for seat based).	N/A	-School and community connections -communication with our authorizer -leadership support and training	N/A
No	Strong leadership from the top and supportive administrative staff.	Getting feedback from LAMPS team on classroom time.	Fostering academic excellence at CCS to draw more students.	
Yes	I feel that Seat-Based needs two people-one to help with behaviors and support our behavior interventionist and another to do the office side. I think with having an executive director and then the two directors would work. However, if online has two directors, then the board could explore adding a dean of students back in to help support the seat-based director; ensuring that both staff and students needs are met. The structure may not be uniform, but we have two unique and special programs that required different needs from leadership. A one-size fits all approach is not going to help, from my point of view.	Pay! Having such a wide gap between administration and the teaching staff is outrageous and lowers moral greatly! Also, having someone to support behaviors and also then teachers is greatly beneficial, which is why most school have a principal and vice principal or at least a dean of students. It is unfair of us to be asking our seat-based director to be the principal, dean of students, mentor, AND also act as superintendent and then get upset when something falls of the wagon. It is too much to handle. The director cannot be blamed for trying to stay afloat and survive, regardless of training and licenses. Same way for online directors to support students and staff- without the staff, nobody teaches.	Authorizer communication, the liaison between MDE and CCS, and straightening out policies and procedures. I would like to see an Exec Director take things off the seat-based and online director so they can do their other duties well- not take stuff off their plate to just to add more on.	Please listen to the staff... moral is low when it comes to administration heavy. Also, please support the directors and listen to their needs. They are the ones at school every day with us and our students. They know what their staff need because they are here. I would like to see board directors at the school more, spending time with us since they are the ones making decisions. The board directors talk that they support us staff, yet loom in the shadows and rely on the teachers on the board to take the brunt of the fallout the next day after meetings. That is not fair and making it difficult for teachers to even want to be on the board and have that leadership position.
No	Same as now but with a different online director	New online director	NA	Nothing.

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Yes	I think what we have works well, but a superintendent like position overseeing both programs would have its advantages.	There is always room for improvement everywhere. We have a great program but always move up and improve where you can. And we could definitely make a little more money, we have very talented staff members and will need to stay competitive to keep them.	Getting a strong understand of the strengths and growth areas for each program.	That's all for now.
Yes	I'm not sure... Maybe assistant for the seat-based director or a superintendent type role to help reduce the workload for the directors.	Both online and seat-based directors have too much on their plates.	To put district wide systems in place to help with consistency between the programs.	Everyone at our school is extremely dedicated and tends to be slightly overworked- too many things to do and not enough staff to spread things out. We do it because we love our school and our students. Everyone is willing to do it because of the kids. Having additional support may lighten the load for everyone.
No	Just like it is now: Director of online learning and assistant director of online learning	None needed	Working on relationships with staff and student, budget	None
No	Having a director and assistant which we have.	I am not sure it is a new school year and new director and assistant.	Unsure	Must have communication to staff and students.
No	I think it is fine	I am satisfied currently	unsure	no idea
No	Like the one already in place.	School lunches. More variety of dishes.	Community outreach.	Leadership structure currently in place has been more than adequate.
No	unsure	Annette has too many fires to put out.	They could ensure that the school fulfills all the requirements of MDE. Overseeing both schools to keep the communication open.	no comment
Yes	We should have one district-wide executive director, then a director for seat-based, and 2 for online. We need to add someone top level to help bridge the gap and to take on district initiatives - like OW.	We need to have a neutral or higher level party that can recognize there are 2 very different programs with different needs. It does not always make sense to have a group of people from both schools making decisions for both schools. I can feel the us vs them mentality in many of the meetings - i think so much of it is because of this idea of "why do they get?" It the idea of Fair vs Even. 2 very different concepts that are often confused.	Take over any district initiatives - like OW and any reports to the state. Dive in on the budget. Technology - getting everyone on the same page and putting it as a priority. There is a disconnect on how technology is valued and used between the 2 schools.	If you want a unified school district we need district leadership.

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Yes	I think this depends on the size of the school. Right now, I think the school needs an Executive Director that is mainly remote but is expected to be present for events and building relationships in the larger community. I think the Director and Assistant Director are appropriate for the online program (although, the second position may need to be full-time). I think if there were an Executive Director, the one Director for the seat-based program would be appropriate.	I think there needs to be more structure (a longer explanation is in the last response).	I think the main function of the Executive Director would be to manage and lead the relationship with our authorizer, work with the board to execute the strategic plan, and facilitate the shared positions between the schools (tech, HR, business manager, etc.); I don't think the two Directors have the time for these along with their other work load.	If the school grows, it will need more structure. In the online program, while the new Assistant Director position is helpful, it only oversees about 8-10 staff; that leaves 35 staff that directly report to the Director. I believe this can still be a teacher-lead school but in order to function efficiently and sustainably, we need more structure in the org chart.
Yes	I am in agreement with all the aspects of the proposed structure.	Keep allowing the teachers to do what they are doing currently with flexibility to lesson plans.	No idea. What is happening with how it runs now is fine with me.	No comment
Yes	Executive Director/Director of K-8 Building/Director of Online Program	I feel like we are going in the right direction. Our program has grown significantly within the past year or two. We need to continue to work together as a team to communicate ideas and come up with a plan that will continue to grow our entire school.	Continue to follow the strategic plan that was created within the past year, implement and follow rules and policies, continue to promote a positive communication/healthy school culture	At the moment, I do not know. I need to think this through. With this being the second week of school and it being incredibly busy, my mind is mainly on making sure students are prepared for and have all things necessary for their schedules.
Yes	An executive director who oversees both schools. A seat-based director and online director who are both on board for a district model where the two schools work together as one. Shared positions (HR, Tech, Curriculum coordinator, etc...) would have clear roles and pathways for communication and action.	Our systems are murky. We need someone who can look at both schools and bring clarity to our processes. There still feels like there is some animosity from the seat based school toward the online.	Bringing clarity and organization to the schools.	My ideal leadership structure would be Jenna Leadbetter as executive director, Mitch Swaggert as seat based director and Rose Bierce as online director. I think that team could do amazing things for the school culture and could grow both schools in great ways.
Yes	There needs to be a director that can make decisions that effect both schools and can best direct shared resources.	We aren't big enough to not use shared resources, I think if the two schools were more aligned and made decisions together it would make it easier to roll things out to everyone. There could be efficiencies in training and processes.	I think bringing the two schools interests together so we can move forward as one district.	I just think we can do great things together and the more everyone from both schools are on board and one the same page the easier it will be to move everyone forward to give the best education possible.
No	I think that the current structure works well.	I think that the current structure works well, with both leadership and communication.	Learning about both the online and seat-based programs to serve students and families to the best of their ability.	The leadership and collaboration that currently occurs within programs and between programs is wonderful.
No	It's fine. If anything, an additional leader over the two programs.	Changes in leadership in the online program have been made, we shall see how it goes this year.	Increase salaries adjusted closer to surrounding districts.	Nothing at this time.

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No	I feel at this time we are working towards working together as an online and seat based program with much better communication than in the past. Some aspects of our leadership and functioning will work differently due to the nature of learning in different settings.	Leniency in the Fastbridge assessments with different learning settings. Continuing to build on the relationship between both schools.	Time would need to be evenly split between both online and seat based schools. Making sure that the online program has access to all the resources like IXL and other Apps that the seat based school has for students.	Nothing at this time.

Are you in favor of making a change to the leadership structure of Crosslake Community School?	What do you feel the the ideal leadership structure for the school would look like?	Where do you feel improvements need to be made?	If there was an Executive Director (Superintendent) position created for CCS, in your opinion, what would be their highest priority in the first year?	What else would you like to share or for others to know as further exploratory analysis regarding the leadership structure of the school?
	<p>When long-time directo Todd Lyscio left, we engaged in a full scale director search. A consultant with connections to our authorizer was hired at no small cost, focus groups of all stakeholders were conducted (teachers, support staff, board, parents, community members, LAKES foundation, and so on), the board held a town hall meeting, input was gathered from multiple sources. I sat on the board during this transitional time and recall hours of work being dedicated to crafting a job description, position posting, and hashing out even the smallest detail. Once the search began, Dan Jett, our consultant, sought out and vetted qualified applicants.</p> <p>Part of this process included a long-term leadership committee made up of teachers and staff from both programs as well as parents. We poured through job descriptions to determine tasks and responsibilities pertaining to all administrative tasks. As a charter school and a Q-comp school, we are very teacher-led. We have an internal leadership structure that includes teacher leadership and committee membership. For example, the seat-based leadership team is composed of a lead teacher from the primary team, the middle level team, the environmental education coordinator, the High Reliability Schools coordinator, the Q-comp coordinator and the director. This team takes on many of the administrative responsibilities impacting teaching and learning, including calendars, professional development, policy review and creation, curriculum coordination and much more. Our committees, particularly the World's Best Workforce and academic achievement committee, environmental education committees, finance committee and the seat-based community engagement committee do much of the work associated with our contractual goals. All of these various teacher-led positions and committees have goals, objectives, and job descriptions attached to them. This information was looked at along</p>			