

Johnson Primary School Council	<b>Minutes 2024-2025</b>
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Meeting Date 02/26/25 Meeting Location: Johnson room 8

Members present	Ty Quam, Rose Cota, Jahnne Dee Gomez, Suzette Madri, Yesenia Lopez, Virginia Zuniga and Amanda Schmanski
Members absent	Kassondra Bennett, Darlene Galindo, Maria Valdez, and Brianna Clayton
Constituency group represented	No

I. Called to order at 4:00 pm by Ty Quam

II. Approval of Minutes presented	
<b>DISCUSSION NOTES</b>	<p>The Arizona Department of Education (ADE) and Title I will continue utilizing the Comprehensive Needs Assessment and the Integrated Action Plan (IAP) as tools for evaluating school needs. The school leadership team will be responsible for overseeing the IAP process and conducting school assessments.</p> <p>On Thursday, November 21, TUSD board member Jennifer Eckstrom visited Johnson School in the morning. Representatives from the Johnson Student Council provided her with a tour of the school and accompanied Principal Mrs. Cota in visiting several classrooms.</p> <p>On Friday, November 22, Johnson School conducted its first district walkthrough of the new school year. The walkthrough focused on observing effective classroom practices, with an emphasis on visible learning targets and success criteria that students can see, understand, and practice. Students were asked individually about their learning targets and how they plan to achieve mastery, known as success criteria. The</p>

walkthrough also assessed the rigor of academic instruction, evaluating how teachers promote higher-level thinking and critical reasoning skills. Additionally, student engagement and collaboration during lessons were observed.

On Tuesday, November 26, 2024, Johnson School hosted a STEAM event in the cafeteria from 5:00 p.m. to 7:00 p.m. The event aimed to inspire innovation and interest in science, technology, engineering, art, and mathematics (STEAM) among students. It featured hands-on activities, games, and puzzles related to STEAM concepts. Johnson teachers and community organizations from Tucson provided demonstrations and strategies to support parents in teaching their children at home.

On Friday, December 11, 2025, TUSD Human Resources held a Zoom meeting regarding the hiring process for Johnson School's new principal. The presentation and discussion were led by Dalila Durazo, Executive Assistant from the TUSD Human Resources department; Jon Fernandez, HR Chief Officer; Monica Sanchez, Director of Diversity Recruitment; and Brian Lambert, Assistant Superintendent of the Silverbell Region. The meeting covered the principal job description, selection process, interview panel composition, professional standards for educational leaders, interview questions, and an overview of the interview day and timeline.

Principal Job Description: The principal job description includes the following key components:

- Job Summary
- Minimum Requirements
- Preferred Qualifications

Principal Selection Process:

The process for selecting a principal consists of seven steps:

1. Identification of need
2. Recruitment
3. Screening
4. Secondary screening

5. School council interviews
6. Superintendent interviews
7. Governing board appointment

Interview Panel Composition: The interview panel for selecting the next school principal includes:

- 1 School Council Facilitator
- 1 Teacher Representative
- 1 Classified Staff Member
- 1 Parent/Community Member
- 3 Members-at-Large (selected by the school council)
- 1 Regional Assistant Superintendent
- 1 ELI (Executive Leadership Initiative) Member (central selection)
- 1 Central Management Representative (central selection)

Professional Standards for Educational Leaders:

The discussion focused on 10 professional standards, with one interview question to be developed per standard. Additionally, two site-specific questions must be created and submitted to HR. The 10 standards are as follows:

1. Mission, Vision, and Core Values
2. Ethics and Professional Norms
3. Equity and Cultural Responsiveness
4. Curriculum, Instruction, and Assessment
5. Community of Care and Support for Students
6. Professional Capacity of School Personnel
7. Professional Community of Teachers and Staff
8. Meaningful Engagement of Families and Community
9. Operations and Management
10. School Improvement

Principal Interview Day Overview: The interview day process includes:

- Introductions
- Review and assignment of interview questions
- Candidate interviews (30–45 minutes each)

	<ul style="list-style-type: none"> <li>• Candidate score review and selection of two finalists</li> </ul> <p>Tentative Timeline for the Principal Interview Process:</p> <ul style="list-style-type: none"> <li>• Johnson School Council Interviews: February 12, 2025</li> <li>• Superintendent Interviews: Week of February 17, 2025</li> <li>• TUSD Board Appointment: February 25, 2025</li> </ul>
CONCLUSIONS	
ACTION ITEMS	

III. Call to the audience

DISCUSSION NOTES	N/A
CONCLUSIONS	
ACTION ITEMS	

IV. Reports

REPORTS TO REVIEW	Johnson principal report
CONCLUSIONS	<p>The Johnson School leadership team has completed its Comprehensive Needs Assessment (CNA) and Integrated Action Plan (IAP) for this school year's academic performance. The team focused on three key principles of performance:</p> <ul style="list-style-type: none"> <li>• <b>Principle 1:</b> Leadership commitment to sustaining a culture of high expectations for academic learning and student growth.</li> <li>• <b>Principle 2:</b> Instructional planning that supports all students in achieving rigorous learning goals, including differentiated instruction and the implementation of Universal Design for Learning (UDL).</li> <li>• <b>Principle 6:</b> Family and community engagement.</li> </ul>

November 22 District Walkthrough Results

During the district walkthrough, Johnson School received the following scores based on observations of learning targets, success criteria, academic rigor, and student collaboration:

- **Learning Expectations:** 77.7%
- **Student Thinking, Problem-Solving, and Voice:** 27.7%
- **Engaging Students in Learning:** 75%
- **Assessment in Learning:** 53.9%
- **Flexibility and Responsiveness:** 62.9%
- **Integrity to Curriculum:** 73.3%

Next Walkthrough – March 27

The next district walkthrough is scheduled for **March 27**. Principal Cota aims to see the scores improve to **80%**. The walkthrough provides a brief snapshot of classroom instruction and student learning.

ACTION ITEMS

V. Action Items

ITEM TITLE	
DISCUSSION NOTES	No action item on the agenda
RESOLUTION	

VI. Submission of items for next agenda.

Principal report

VII. The meeting was adjourned at 4:40pm by Mr. Quam

Motion to adjourned by Suzette Madri

