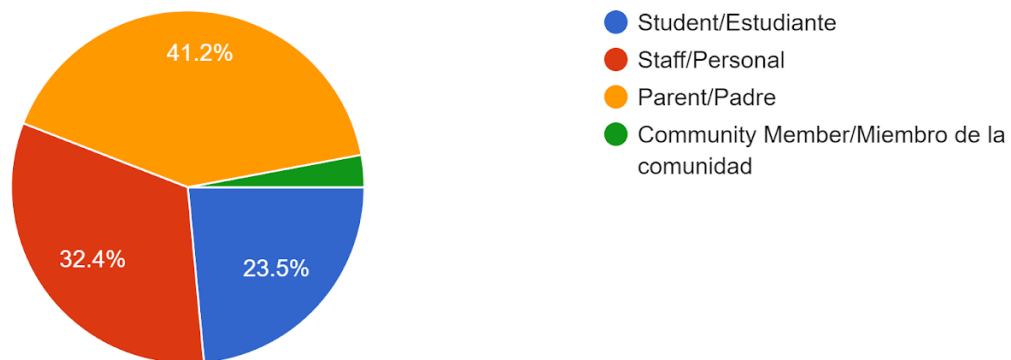


James Lick High School Principal Survey Fall 2018

Thank you for taking the time to fill out this survey. I take your feedback personally because I am dedicated to improving my job performance as the Principal of James Lick High School. The results of the survey are in two forms: 1) general data and open responses. My goal is to respond to both.

I am the following stakeholder/Soy el siguiente

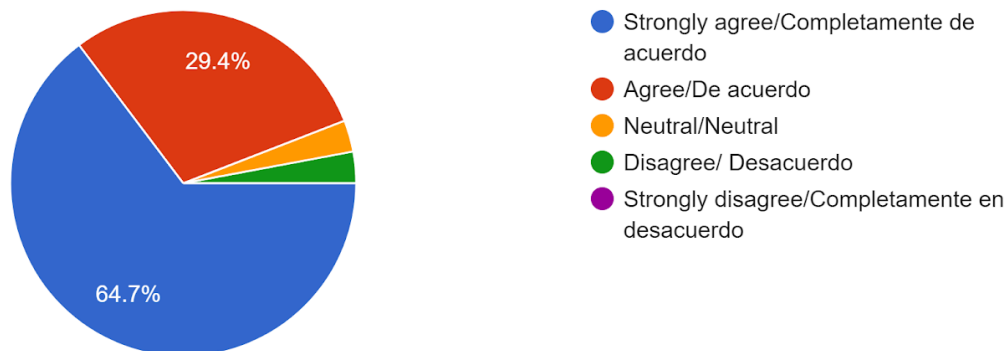
34 responses



Vision, Expectations, and Communication. Vision, Expectativas y Comunicacion

I feel that our principal communicates our school's vision on a regular basis. Siento que nuestro director com...sion de nuestra escuela regularmente.

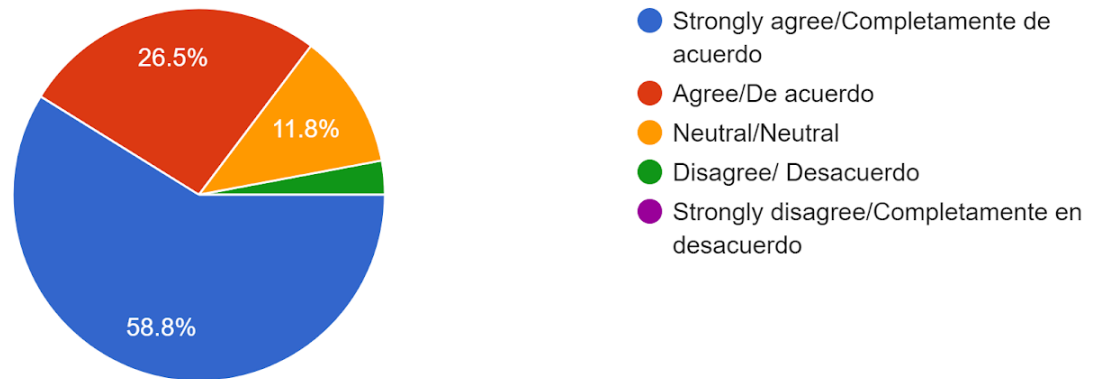
34 responses



Response: This year I have made a better effort of communicating directly through the weekly staff newsletter as well as with the adoption of ParentSquare. I have been very impressed with our turnouts at our monthly coffee talks, dessert discussions, and athletic parent nights – all of these give me an opportunity to share our vision and mission. I have tried to bring our vision and mission to our staff meetings as well.

I feel that our principal maintains and supports high expectations for students and staff. Siento quel direct...vas para los estudiantes y el personal.

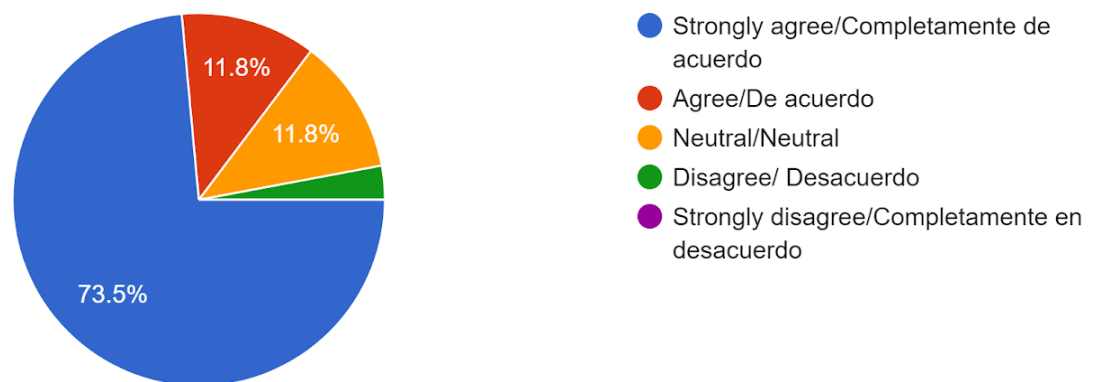
34 responses



Response: I have found maintaining high standards to be much more challenging than I previously imagined. I must first make sure I am living up to the standards I have for our staff and students before I can demand that from others. The staff and students at James Lick have high expectations of themselves and I continue to grow in finding my voice to keep challenging the status quo. I look forward to continue developing in this area.

I feel that I can talk or access our principal at any time about any topic. Siento que puedo hablar o acceder a n...lquier momento sobre cualquier tema.

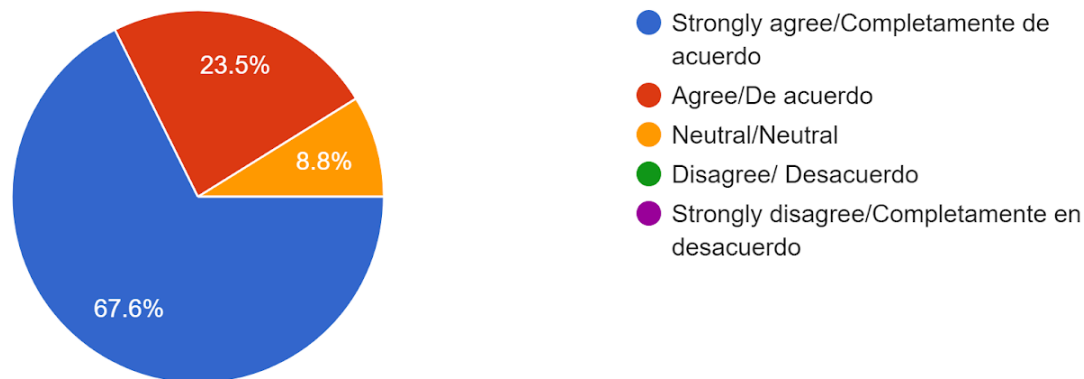
34 responses



Response: Thank you for those that have taken me up on my open door (literal and digital) to reach out to me with a concern, a solution, or just a hello. In the previous survey, I dedicated myself to doing more walkthroughs, and I am still learning to balance all of the work that has to be done.

I feel that I our principal is honest and transparent. Siento que el director es honesto y transparente.

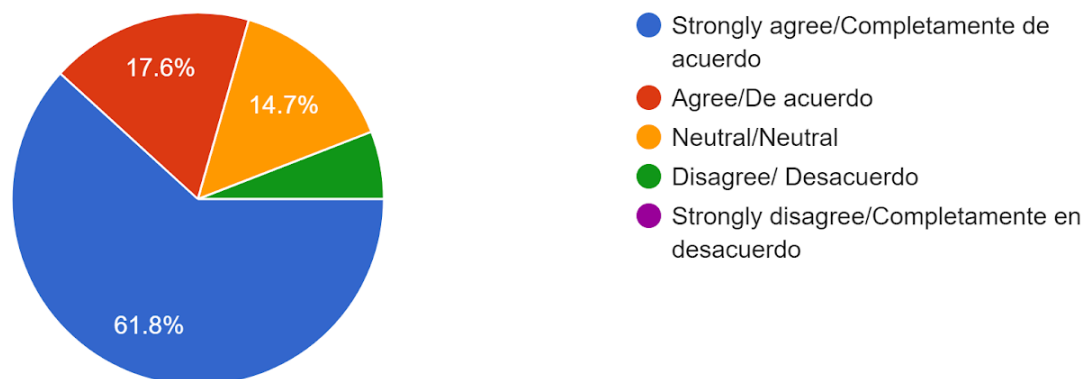
34 responses



Response: I believe the improvement in this category is a direct result of my increased communication and open door policy. There is still work to be done, we are working this year on making sure that the scheduling and master schedule processes are transparent to teachers, students, and parents. Students will be able to see their course selections twice and have a clear timeline for making changes before the end of the school year. Parents will get the student choices mailed home, a new process for us. Teachers will have an opportunity to provide recommendations directly to their students on our scheduling day on February 7th. I hope that this process leads us to making more processes as transparent.

I feel that my concerns are heard by our principal. Siento que mis preocupaciones son escuchadas por el director.

34 responses



Response: The most frustrating part of hearing someone's concern or struggle is to not be able to solve it in an instant. Many challenges take time and involve fixing a procedure or protocol that has been long held. I appreciate all of you being patient as we continue to improve James Lick High School for our students, staff, and parents.

Areas that I feel that our principal could improve with our school's vision, expectations, and or communication. Areas que creo que nuestro director podría mejorar con la vision, las expectativas y la comunicación de nuestra escuela.

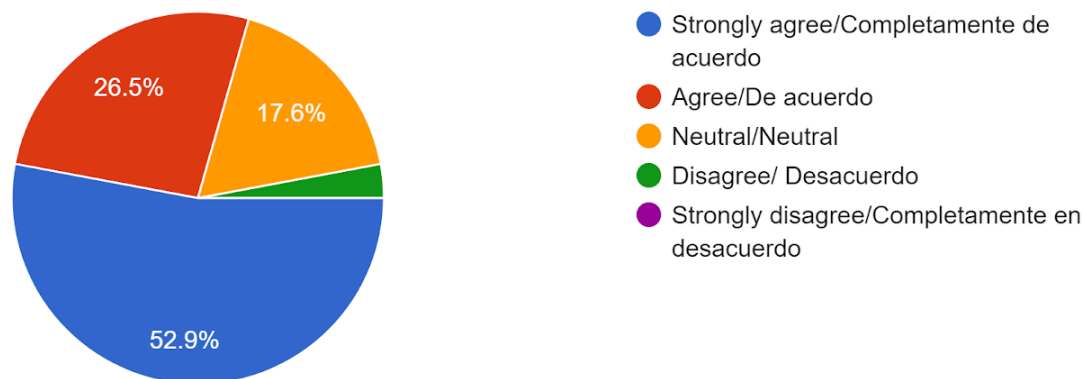
Areas of Focus	Principal Response
<p>Nothing at all. Mr.Porter is very interactive with all students,staff and parents in all those ways and always listens to you and gives a strong answer to what your asking of him.</p> <p>Strongly agree....</p> <p>Estoy conforme</p>	<p>Thank you for your kind words. I will aspire to live up to the ideals of being a strong, caring and listening leader. I have a great passion for this school and know that I honored to be the principal of James Lick High School.</p>
<p>Remove imentor it's taking class time away from us.</p>	<p>Believe it or not, this has been a hot topic of discussion lately and I am meeting with iMentor to look at variations and ideas in order to balance the great things iMentor is bringing to our campus (1-on-1 mentors, college Mondays, and greater awareness of college and career) with the needs of instructional time. Leading that discussion is our Social Studies Department. I believe we will have some adjustments for the second semester and for the 2019-2020 school year. I hope to make you proud.</p>
<p>Holding your staff to same expectations that you have.</p> <p>The vision should be supported by ALL staff. So, equality across our school needs to be enforced by principal when it comes to his vision.</p>	<p>I believe you hit the nail on the head. We must all be held to the same lofty standards as the professionals in the building, including myself. It is imperative that we model the behaviors, thoughts, and actions we want our students to aspire to.</p> <p>I have learned in the last year and a half that I must speak honestly and openly with those that are not living up to our standards – including myself.</p>
<p>Keeping meetings relevant, on topic, and flowing. At times, the vision gets lost in irrelevant and/or stretched out meetings or activities.</p> <p>Sometimes I don't know what you mean when you talk about our school vision (vocabulary).</p> <p>More whole group meetings that aren't controlled by the requirement to use particular language</p>	<p>I hope you will continue to see improvements in our meetings. I am learning that a well-planned, efficient, open minded meeting takes a lot of time. I am still working on balancing my time to make sure the meetings are moving us all towards our common goal of getting students college and career ready – starting with a diploma for all.</p>
<p>How exactly either a community member or a parent can help - whether it be financial support, physically helping in the classroom/front desk/other.</p>	<p>We have a few ways right now that you can volunteer. James Lick has a need for coaches, testing proctors, classroom aides and bookroom clerks. If you are interested in volunteering, please contact parrillam@esuhsd.org. We would love to have your help.</p>
<p>The campus climate isn't ideal, but it's a hard job and he's doing the best he can. We can't expect perfection when we don't have perfection to offer.</p> <p>School halls</p>	<p>Hat's off to our STARS (safety team)! Our new Associate Principal Elizabeth Dinh has been doing an amazing job alongside our two advisors to help keep the campus safe and clean. I am looking forward to more positive results in the second semester and in years to come. We have</p>

	some work to do, especially around the language we use while at school and I know we have the staff to take on that challenge.
Recognition to all Girl Sports	James Lick could not be more proud of our Girl's Athletics programs – both Volleyball and Girls Basketball made history last year and Volleyball made history again this year by qualifying for CCS. This is a tough year for our winter sports, due to the construction of our stadium, so my heart goes out to the teams having to make the most out of a difficult situation. If there is something specific I can do to show more support for our sports programs, please email me or leave me a note.
Provide more opportunities for tutoring so student stay on track	<p>Currently we have two programs to help with tutoring, GreenZone which runs Tuesday – Friday from 3:00-3:30 PM and Assests that runs from 3:30-5:00 PM and varies from day to day.</p> <p>I would love to hear more about how we can improve both of these tutoring programs to help keep students on track for graduation. Please email me or drop me a note.</p>

Processes and Procedures. Procesos y Procedimiento

I feel that our principal has put in processes and procedures that improve our school's culture. Siento que el dir...os que mejoran la cultura de la escuela.

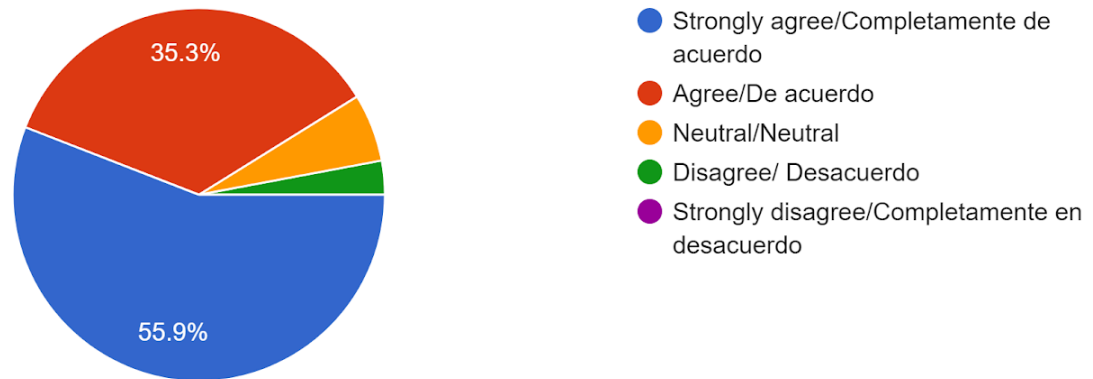
34 responses



Response: For me, culture starts with students feeling welcomed for who they are and feel safe in the classroom and in the halls. I hired Elizabeth Dinh, our new Associate Principal, as my partner to help create a safe and caring environment for all students. I believe Mrs. Dinh, along with our advisors, have done an amazing job setting a new tone. I know that as an entire school, we still have work to do. Most importantly is the use of derogatory, defamatory, and unprofessional language at school. Students have a right to be at school free of language that harasses or intimidates and we are committed to that work.

I feel that our principal has put in processes and procedures that improve our school's safety. Siento que el dir...que mejoran la seguridad de la escuela.

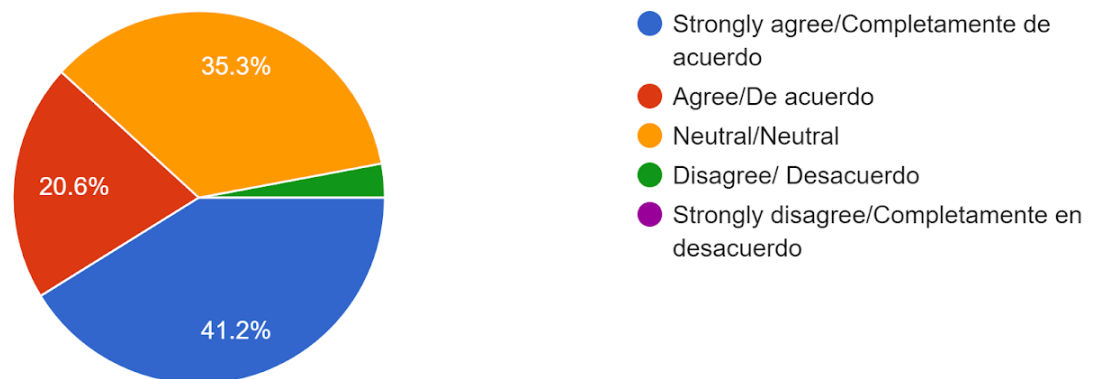
34 responses



Response: This year we are really focused on creating a safe and caring environment and we have seen some dramatic improvements, but we still have work to do. Mrs. Dinh and the STARS team are doing a great job, but school safety is up to all of us: Students, Staff and Parents. I applaud those that have alerted us to a situation or made a complaint about an unsafe environment – you have made James Lick a safer place.

I feel that our principal has put in processes and procedures that improve our school's professional development....rollo profesional de nuestra escuela.

34 responses



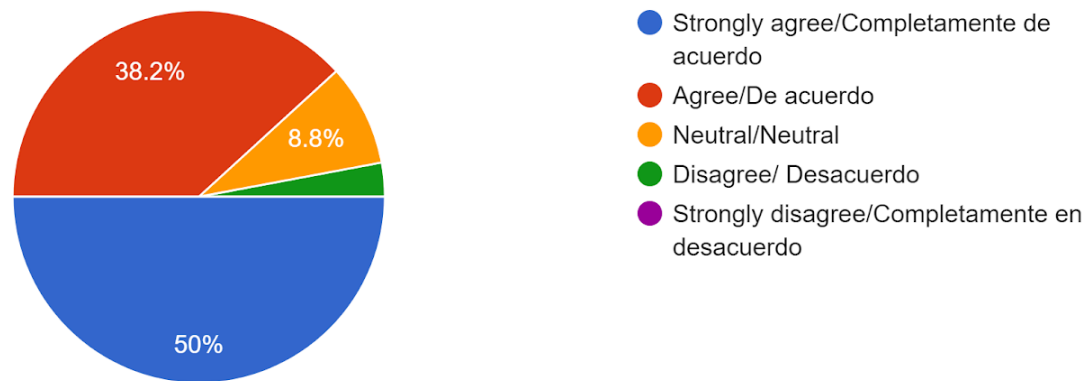
Response: I have a lot of work to do this area. I would like to thank the Professional Development Committee for the assistance they have provided so far this year. Finding a relevant, challenging and impactful PD system that helps teachers positively impact students is the most important and difficult tasks I have. I am looking forward to our next A/B days in January because we will be able to see our WASC report in rough draft form and get a chance to unite around what courtesy mode means in our classes.

Areas that I feel that our principal could improve with our school's processes and procedures. Áreas que siento que nuestro director podría mejorar con los procesos y procedimientos de nuestra escuela.

Areas of Focus	Principal Response
Remove iMentor from our class.	Believe it or not, this has been a hot topic of discussion lately and I am meeting with iMentor to look at variations and ideas in order to balance the great things iMentor is bringing to our campus (1-on-1 mentors, college Mondays, and greater awareness of college and career) with the needs of instructional time. Leading that discussion is our Social Studies Department. I believe we will have some adjustments for the second semester and for the 2019-2020 school year. I hope to make you proud.
<p>Professional development opportunities are only found in emails from outside sources, not the principal.</p> <p>I don't think the Silicon Valley FACES professional development on Mondays are worthwhile. Especially the part after 3:30pm when they insist that we get in a circle and each say something. One can easily tell that most people by that time feel restless/bored/annoyed and are just itching to leave.</p> <p>Professional Development.</p> <p>I don't know what professional development is offered to the teachers or staff. Maybe post that somewhere? Mr. Smith attended this learning event and this is the information he was able to share here at JLHS. ??</p>	<p>I have to agree that the work with Silicon Valley Faces has yet to find their impact. The premise of their work is important and being able to identify unintended bias in our work, in our responses and being able to recognize our bias before it has impact is important work. Professional Development should bring our actions as a staff together, be focused on things that will improve the educational environments for our students and inspire the staff to work as a team.</p> <p>We have not found the right mixture yet, but I am hopeful that at the next A/B day, we will find a great starting point.</p>
Personally I would prefer that students not be able to order Uber eats given that it is impossible to review any bags that come in from strangers.	We worked closely with students and parents last year and been able to limit the number of deliveries and we make every effort to inspect each bag that comes onto our campus. So far, this has worked. We have noticed a few students are starting to order during class time and that is not allowed – students who order or have deliveries at any time other than lunch could lose their food.
Safety regarding code red drills and things like that	I can't believe it has not even been a year since the tragedy at Parkland High School in Florida. It is impossible to believe that taking young innocent lives is a reality we have to live in – but it is our reality. We will be conducting our safety drill in February. It is our goal to make sure that all students and staff know what to do in the case of a major incident. We will also have more Earthquake and Fire drills in the second semester.
More around creating a truly school-wide and comprehensive school culture. I feel it is now something some teachers implement, but not others.	I could not agree more. That is why I am looking forward to our upcoming A/B days in January. We are going to look at Courtesy mode and what that means for students and for staff. The goal is to have a unified message and response. I hope this is just the beginning of more shared outcomes as a staff.

I trust my principal to follow through with our school's concern and my concerns. Confío en que mi director c... preocupaciones mias y de la escuela.

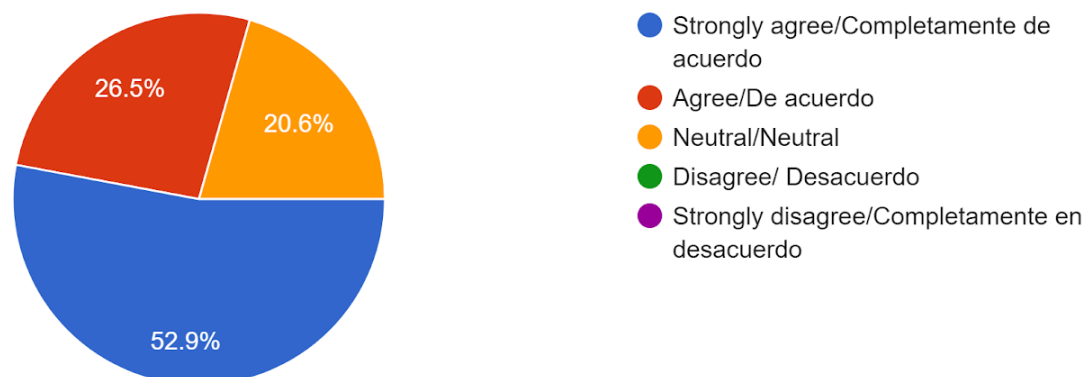
34 responses



Response: Follow up and Follow through are two critical factors for my job. I hope I can continue to not only hear out your concerns, but in the times that I can assist, I hope to ensure that you hear from me about the result. You have to be able to trust your principal and the administration to hear out your concerns and take them on as if they were yours.

I feel that I have received meaningful feedback from my principal. Siento que he recibido comentarios significativos de mi director.

34 responses



Response: This year I have completed many more walkthroughs than in years past. I am currently averaging 22 walkthroughs a week. Far below my target of 50. For this next semester I will focusing on providing more feedback for students and for staff that will help to keep us on target.

Areas that I feel that our principal could improve with our school's follow through and feedback. Áreas en que nuestro director podría mejorar con el seguimiento y la retroalimentación de nuestra escuela.

Areas of Focus	Principal Response
Parent Square is a phenomenal tool that Mr. Porter utilizes daily. He communicates both school concerns and community issues.	I am so happy that ParentSquare is helping. We are just at the beginning of harnessing this powerful tool and I hope to get all students and parents to download the app. Communication is the key to success at schools and I hope we can make communicating between parents and teachers as easy as possible.
Remove iMentor from my class time.	Believe it or not, this has been a hot topic of discussion lately and I am meeting with iMentor to look at variations and ideas in order to balance the great things iMentor is bringing to our campus (1-on-1 mentors, college Mondays, and greater awareness of college and career) with the needs of instructional time. Leading that discussion is our Social Studies Department. I believe we will have some adjustments for the second semester and for the 2019-2020 school year. I hope to make you proud.
When walking through classrooms, it would be nice to hear an introduction upon entering (especially if he is bringing a guest). Also, a follow up conversation (verbal or written) would be beneficial. Otherwise, we are left wondering the reasons why and the assessment of what was seen.	I completely agree and will be leaving more feedback this semester. Thank you for keeping me honest.
The newsletters he sends every Monday contain a lot of useful information.	Thank you for the feedback. My goal for the newsletter is to inform of the staff of upcoming events and to prepare you for meetings.
We are going in the right direction but I would like more accountability for all of the goals and projects we have going on. Also more communication between staff.	Well said. I agree that we are going in the right direction, much of our data indicates that we are making great progress. There is much more work to do. I hope to create a stronger sense of ownership and shared accountability by having departments do more work on alignment to shared outcomes.
The amount of gang members on campus	Thankfully, James Lick is a safe place – thanks to the amazing students, staff, and especially our STARS team. If you notice something, please speak to any of our safety team members and we will get on it immediately.
I don't know that we ever really talk about concerns -- it's always only the things that ARE working (in the eyes of some).	I would like to hear more about this. I know I have an optimistic view of the work we are doing. I have a tendency to phrase concerns as opportunities for improvement and that does not always help with the discussion. If you are open to meeting with me, I would love hear how we can improve our discussions.

Please include any likes you may have, any questions that you would like included in this survey or any other comments. Incluya cualquier cosa que le gusta del director, cualquier pregunta que desee incluir en esta encuesta o cualquier otro comentario.

Areas of Focus	Principal Response
<p>Mr. Porter is very kind and heart full of everyone and always wants to see a safe environment for his community at Jane's lick high School. He also has a nice beard</p> <p>Porter has been doing a fantastic job as Principal. He has done his best to stay open and communicative, however it is evident that there is much more going on behind the scenes.</p> <p>There was a strong support of Mr. Vander Zee when he was principal. James Lick had entered the road to success. Then, there was much disappoint when the next person came in. A lull came about in all areas. I have witnessed since your arrival Mr. Porter, a new age of James Lick High School. I see JLHS functioning within a more positive environment, reaching higher goals and scores both academically and athletically, better unity among students, better camaraderie between our parents, and an overall sense of JLHS belonging within our community. I hear you speak of 'what our students need' to learn, to grow, to become. I hear you speak of how we as a community and as parents can help our students. Your concentration, focus, goals are always for the best for our students. I thank you and I hope for your continued guidance and leadership at James Lick High School.</p> <p>I feel that the school is moving in the right direction and that the principal is a hard worker. I like how Porter allows us teachers a great deal of flexibility in how we teach our course and is mindful of staff concerns.</p> <p>I feel that our principal is open, honest and has our students best interests in mind.</p> <p>Very approachable! Shows concern and follows through!!</p> <p>It's nice to have strong leadership back at James Lick!</p>	<p>I can't thank you all enough for your kind words. James Lick is a very special place – we have the opportunity to deeply impact people's lives in very meaningful ways on a daily basis. I try not to take that lightly. It is hard work, sometimes it feels impossible, but when I think about the community of parents, students, and staff that come to James Lick every day ready to make their dreams a reality, everything is possible.</p> <p>At James Lick High School, every student has a chance to succeed – I believe that to my core and I believe in the Alum Rock Community. I know that the staff of James Lick are dedicated to the success of every child and while we might all care in very different ways – we all are working for that day where a student dons that cap and gown, marches up the stage and receives that diploma. That degree will stand more for completing the state requirements – it will mean that we, the community of James Lick, have instilled the skills and experiences to thrive and prosper in an ever-changing world. I am just one small piece of that process and could not be more proud to serve all of you.</p>
<p>Please remove imentor from my class time.</p>	<p>Believe it or not, this has been a hot topic of discussion lately and I am meeting with iMentor to look at variations and ideas in order to balance the great things iMentor is bringing to our campus (1-on-1 mentors, college Mondays, and greater awareness of college and career) with the needs of instructional time. Leading that discussion is our Social Studies Department. I believe we will have some adjustments for the second semester and for the 2019-2020 school year. I hope to make you proud.</p>
<p>Me gusta que es un director que se preocupa por sus estudiantes ,es una persona muy agradable.</p>	<p>¡Gracias! Cada estudiante, padre y miembro del personal es un miembro valioso de nuestra comunidad. Solo los trato con el mismo respeto y el</p>

	mismo apoyo que me han brindado. La comunidad de James Lick es fuerte y solidaria.
It'd be a lot more fun if our principal participated in spirit days. That would really bring up lots of spirit!	You are absolutely right. Count me in!
Buen trabajo !!! Director me encanta que siempre saluda a los padres, en cualquier momento y cualquier area de la escuela. buen trabajo!!!!!!! Es nuestro último año en James lick lo extranaremo.	Cuando llegué a la Escuela Secundaria James Lick en 1999, recibí la bienvenida de maestros, alumnos y personal atentos. Esa es la tradición de la familia y el amor con la que espero continuar y desarrollarme cada día.