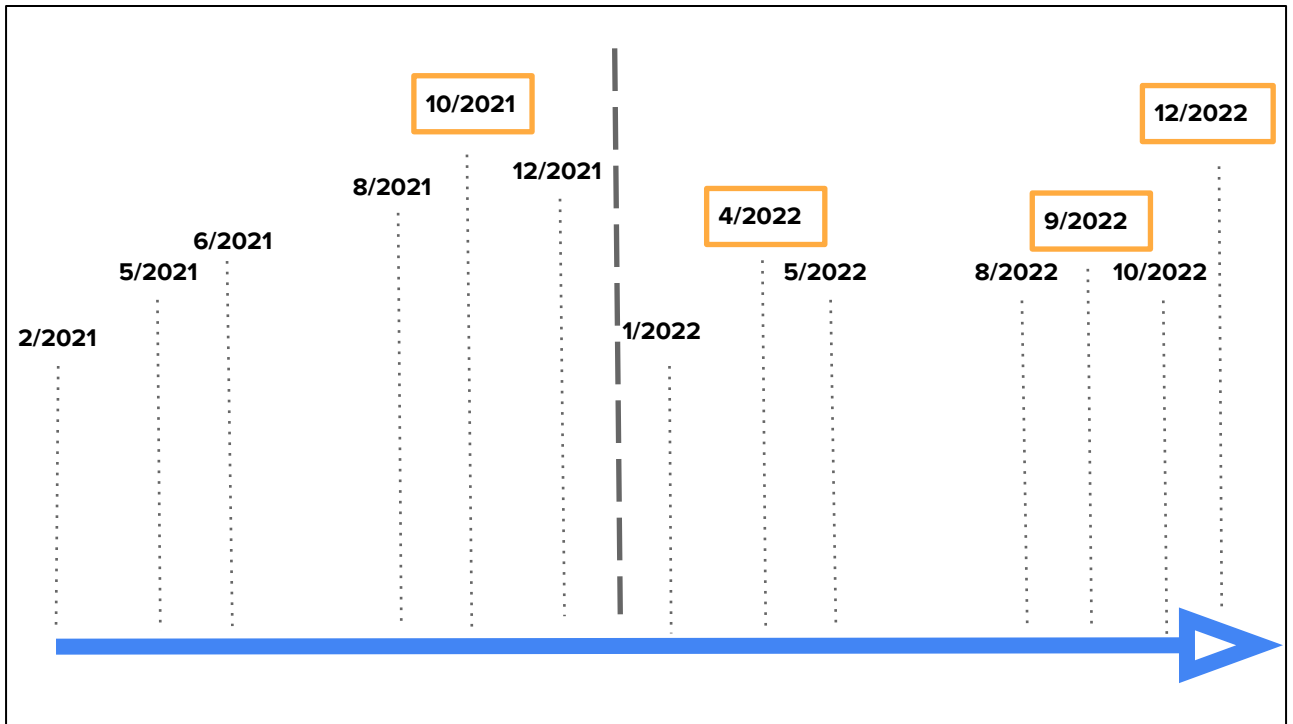


Principal Hiring Debrief

March 15, 2023



The Council of Intown Neighborhoods and Schools



- Timeline of events leading up to and following the naming of the principals at both Howard and Virginia Highland Elementary:
- First of all, this starts during the depth of the pandemic with the opening of Howard which was projected to happen in August 2020, which did not happen.
- In February 2021, Howard Middle opens at approx. 25% of students returning with Dr. Maxwell as the founding principal. This was a long time in the making with the school community working for about two years to get here.
- In May 2021, Dr. Maxwell is named the Asst.

- Superintendent for Innovation, Improvement and Redesign. It is important to note that around the same time, we had a change in cluster level leadership as well.
- In June 2021, Ms. Antone is named interim principal and in August, Howard opened its doors at full enrollment. It is important to remember that Covid was (and still is) a big concern and affected the way the community could interact with and in the school environment.
- In October 2021, the process of searching for a new principal for Howard began. All of the standard procedures were followed.
- By December, the search process yielded no viable candidates and the community was told the search would start over in early 2022. Ms. Antone had agreed to stay on through the end of the school year.
- The search resumed in early 2022
- On April 21, 2022, Janet McDowell was announced as the new principal of David T. Howard. Dr. Paula Snowden was brought in to help support Ms. Antone through the end of the school year.
- On May 31, 2022, after the official end of the school year, parents and staff were invited to meet Ms. McDowell for the first time since her naming as

- principal.
- Doors opened for the 2022-23 school year in August with a very new team at Howard Middle – 50% of the admin team was new that year.
- In September 2022, Ms. McDowell was let go from Howard and Dr. Snowden, Ms. Shea and Ms. Cappelli were all brought in to help and support.
- In October 2022, after one failed search and the release of a new principal just one month after school opens, the process starts again for finding a new principal.
- In December 2022, Ms. Hollis, who previously served in leadership is announced as the new principal of Howard and starts in January 2023.
- Concurrently, the process to identify a principal for the new Virginia Highland Elementary was happening. The process began in August 2022 and moved quickly with a candidate named for approval in September 2022.
- After concerns arose around information shared during the process, the offer to the candidate was rescinded.

Susanna Roberts

Howard PTO Co-President



The Council of Intown Neighborhoods and Schools

Susanna Roberts, the current Howard PTO co-president. She has 3 children, one each at Midtown, Howard and Morningside.

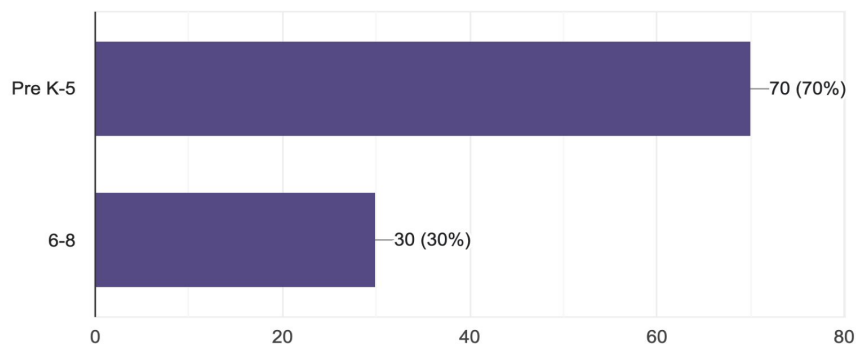
She is a former special education teacher who previously served as the Parent Liaison at Hope-Hill Elementary.

In her free time she is a fubar (free uber) driver for her kids.

Teacher Survey Results

Please select the grade levels that you currently teach.

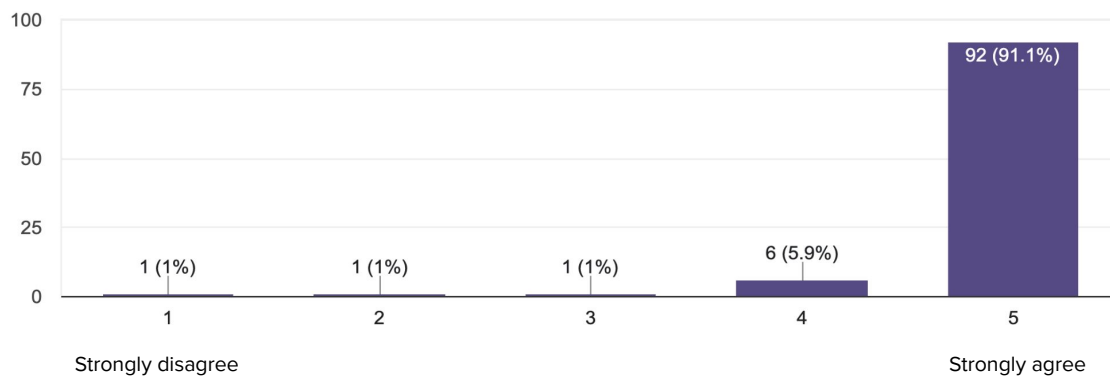
100 responses



First Question

A principal can influence the culture of the school's community for teachers, parents, and students.

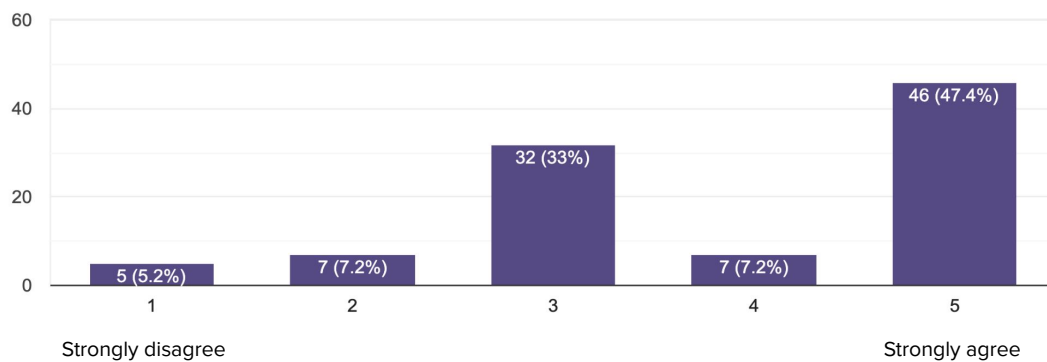
101 responses



Second Question

Principal hiring events this past Fall negatively impacted the school community.

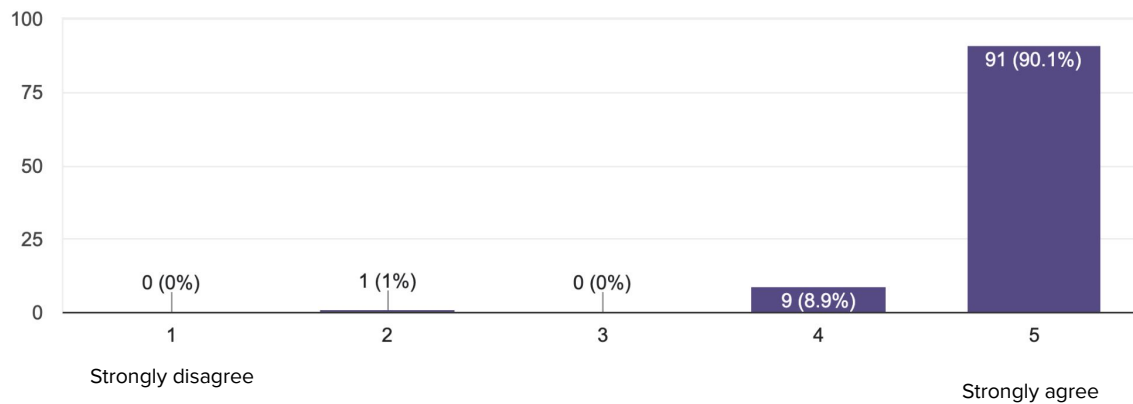
97 responses



Third Question

It is important to have a principal that understands school culture.

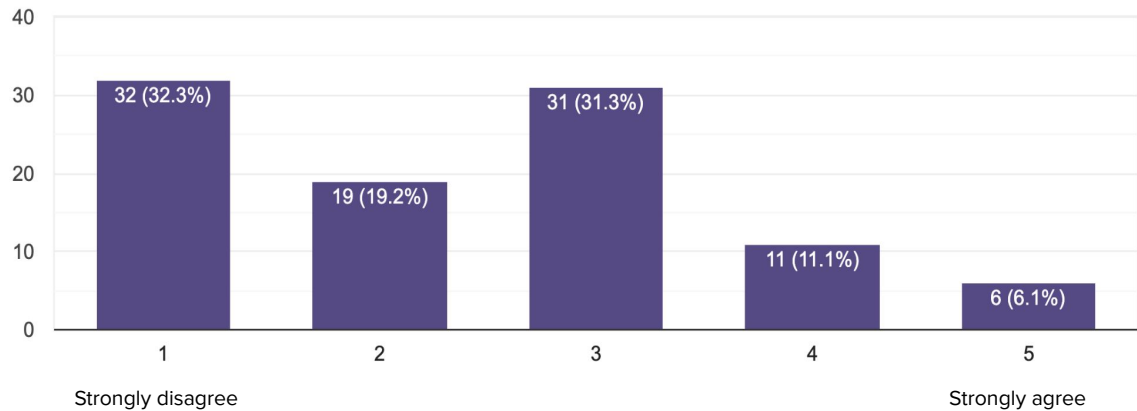
101 responses



Fourth Question

APS conducts hiring processes with a high level of integrity and transparency.

99 responses





Additional Comments

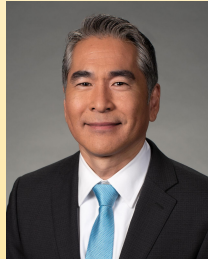


The Council of Intown Neighborhoods and Schools

Alex Wan

District 6

Atlanta City Council



The Council of Intown Neighborhoods and Schools

Alex Wan, Atlanta City Council Member of District 6

A native Atlantan, Atl City Council member Alex Wan currently serves as the executive director of Horizons Atlanta. He also serves on the board of directors of the Piedmont Park Conservancy and Live Thrive Atlanta.

Swing by his house and you can meet his pet bees.

Cynthia Briscoe Brown

Seat 8 At-Large
Atlanta Board of Education



Michelle Olympiadis

District 3
Atlanta Board of Education



The Council of Intown Neighborhoods and Schools

Our 3rd group of panelists today are Atlanta Board of Education Members Michelle Olympiadis, Atlanta Board of Education Member, District 3 and Cynthia Briscoe Brown, Atlanta Board of Education Member, At-Large Seat 8.

Council Member Briscoe Brown's, At-Large Seat 8, includes all of APS in her jurisdiction.

Cynthia is the granddaughter, daughter, daughter-in-law, and parent of APS alumni.

She has been involved in the development of Dual Language Immersion classrooms, International Career Exchange opportunities, special-needs Pre-K, Social Emotional Learning initiatives, significant community partnerships, and Equity Policy. Though Cynthia's background is law, her original major in college was musical theater.

Michelle, a first generation American, and virtually native to Atlanta

(if you count the 2 weeks she lived in NY), Board Member Olympiadis lives in the Morningside neighborhood with her 3 children, giving her more than 15 years as an APS parent.

Michelle's board of education seat makes up City Council Jurisdiction 5 & 6, including E. Rivers Elementary, Garden Hills Elementary (N. Atl. Cluster), Morningside Elementary, SPARK, VaHi, and Mary Lin Elementaries (Midtown Cluster), as well as Whiteford, Toomer, Burgess Peterson, and Phoenix Academy (Jackson Cluster).

When she's not busy answering all of her emails, she is indulging her hat fetish.

Nicole Lawson

Chief Human Resource Office

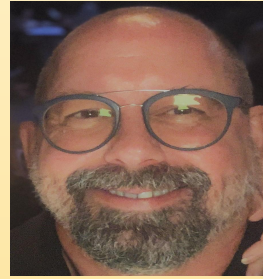
HR Talent Management APS



Matthew Rogers

Director of Leadership Staffing

HR Talent Management APS



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Nicole Lawson is a native Atlantan going back 3-generations and is a graduate of the Atlanta Public Schools – D. M. Therrell High School.

She was appointed to the role of Chief Human Resources Officer for Atlanta Public Schools in January 2022.

Nicole provides the strategic direction for the departments of Employee Relations/Well-being, Talent Management, and Human Resource (HR) Services. She has had [over 20 years of experience in human resources management for K-12 public education, previously serving as Executive Director of Talent Management for APS.](#)

Matt Rogers is the Director of Leadership Staffing for the Atlanta Public Schools. He is also a native Atlantan and a 22 year resident of the Virginia-Highlands. Matt began his career as a fifth grade teacher serving in Cobb County. Then he served as a principal in both Fulton County and APS for 8 years, one of his schools being

E. Rivers Elementary School in the N. Atlanta Cluster. Apart from his current role in the district office, other roles have included recruitment operations manager and Director of Organizational Development.

Matt is a Swiftie and you might see him rocking out to Taylor Swift in Piedmont Park.

Final Points



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QR Code for Feedback Link



[Feedback Survey Link](#)



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Thank you



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**No, Time, thou shalt not boast that I do
change**



- William Shakespeare