

# STEM Director K-12 Transition Plan

Ensuring stability and continuity for our teachers, students and families to uphold our mission of *Never Stop Innovating*.

# A Message from Dr. Leanne Weyman

*It is with a heavy heart that I share with you that I will be leaving STEM School Highlands Ranch to pursue an amazing opportunity that will allow for me to grow and learn within the area of Charter School Leadership.*

*I have accepted a position as Regional Vice President of Charter Schools and my last day at STEM will be Friday, Sept. 11.*

*I have had the most incredible experience in my eight years as a part of the STEM community and I appreciate all that each of you have taught me as we have navigated many years together.*



# A Message from Dr. Leanne Weyman

*I want you to know that Dr. Eucker has graciously allowed me to continue on in an advisory role to ensure a seamless transition. This will allow me to advise key administrators to ensure continuity as well as alignment to our STEM mission and vision.*

*In addition, I will continue to work closely with the administrative team to launch the integral year of the Charter Principal Induction Program. An initiative that we launched last year in collaboration with the other Douglas County School District Charter Schools and the Colorado League of Charter Schools.*

# Transition Plan

- We have established a transition team that will enable STEM to continue on its upward trajectory.
- Using data from staff feedback surveys, administrative surveys as well as several other data sources, we have thought hard about matching skills and experiences with each of the vacated roles.

# Transition Plan

## Jenny Johnson

Will take on responsibilities that include HR and Personnel Management.

As a former manager within a large organization, Jenny has the necessary skills and experience to ensure these needs are met.

## Hannah Reese

Will oversee issues regarding district regulations and charter agreement compliance.

She will also continue to be a support for our teachers to reach out to in regards to social and emotional needs as she continues in her role as Recovery Coordinator.

## Assistant Directors

Dan Hoffman (9-12), Anna Magle-Haberek (6-8), LynAnn Kovalesky (K-5) will continue in their roles to support teachers and advocate on their behalf.

Any issues that arise will be handled, first, by the school level AD.

# Transition Plan

## **Stephanie Mendrala**

Will continue in her role as Director of Professional Development and team lead for the STEM Coaches.

## **Dr Karen Johnson**

Will continue in her role as Director of Curriculum and Accountability and also attend the District level meetings as part of this interim plan.

## **Liz Dougan**

Will continue with her role as special programs oversight.

# Transition Plan

- The Staff Feedback Team (SFT) and the Advisory Council (AC) stand ready to assist teachers, administrators and/or teams with any concern that may arise throughout the remainder of the year.
- Each of these teams will be meeting regularly with administration based on the needs of our organization.
- All stakeholders at STEM are encouraged to conference with these skilled, thoughtful teams as necessary.
- Please contact Katie Hoffman at [katie.hoffman@stemk12.org](mailto:katie.hoffman@stemk12.org) to schedule time with the SFT, or reach out to [Advisory@stemk12.org](mailto:Advisory@stemk12.org) to contact the AC.

# A Message from Dr Penny Eucker

*Dr. Leanne Weyman has been a tremendous leader at STEM for the past eight years. She was hired at the end of the first tumultuous year in 2012 where the entire leadership team resigned. She was unfazed and began her long tenure as a key member of the leadership team building the most powerful K-12 learning lab in Colorado.*

*STEM is proud to have been part of her leadership growth trajectory and her new organization will be the beneficiary of her wisdom and dedication.*

# A Message from Dr Penny Eucker

*STEM is grateful to Dr. Weyman and wishes her well in her new role. She will continue to be a part of the STEM community leading the Charter Principal Induction Program at STEM as well as being a resource during the transition.*

*I know we all feel she is irreplaceable and that is true. Dr. Weyman is one of a kind. She is a champion of distributed leadership and nurtured a cadre of next generation leaders. All are motivated to serve faculty who serve students. Dr. Weyman is confident that STEM leadership will remain strong with her departure. That is her legacy.*

# A Message from Dr Penny Eucker

*Dr. Weyman has been an inspirational leader at STEM. I knew she was ready to lead and celebrate her next level of career growth. Dr. Weyman is wise beyond her years and STEM is grateful for the gifts she abundantly provided our school over the years. One of her highest gifts is the development of next-level leaders. She will always be part of the STEM community and my trusted advisor.*

# Who We Are

- Never Stop Innovating guides all work at STEM. The teacher-created instructional model using problem based learning, maximizes student growth spanning K-12.
- This instructional model requires an exceptional faculty.
- All resources are allocated to support STEM's faculty to *Never Stop Innovating*.

# What We Believe

1. Humans are most creative when they feel safe and valued.
2. STEM is a think tank, a learning lab, and a catalyst for creativity.
3. STEM empowers students to lead with confidence and character.

# How we will move forward

- STEM leadership will continue to serve our faculty who nurture our students to maximize their potential. The realignment of responsibilities holds this as our highest priority after safety.
- Nicole Bostel, communications manager, will assist with the messaging of how to navigate the organization to access resources and to get answers to any question or concern.

# How we will move forward

- The current leadership team will examine and distribute responsibilities to those most skilled and passionate about the needed role.
- Long ago, STEM moved away from titles to responsibilities aligned with skills and passion.
- With Dr. Weyman's departure, there will be a recalibration of these roles and responsibilities.

# How we will move forward

- It is not anticipated that STEM will launch a national search and hire her replacement.
- Instead, her responsibilities will be distributed to the team allowing for professional growth of each team member.
- A gap analysis will open new roles for the next generation of leaders. Keeping a growth pipeline of future leaders is necessary for the health of the organization.