

March 7, 2024

Dear FCPS Leadership,

We, the faculty at Justice High School, **request a meeting with those from FCPS's leadership who are involved in the decision to hire our next principal with teacher leaders**, namely our department and program chairs, to listen to our input ahead of the principal selection process. We know and understand our school's needs and are eager to collaborate with you in finding the right person to be our principal. Faculty input (as well as parent and student input) must be taken seriously.

The next Justice High School principal needs to be someone who:

- Knows our community and student population, with all its diverse needs, namely the integration of ESOL, SPED, AVID, Arts programs, and student activities, as an IB World School Program.
- Collaborates with faculty and staff on the management of the school.
- Is committed to stay at Justice High School for five or more years.
- Understands the importance of SEL and its impact on our school culture.
- Has experience with FCPS leadership and a strong understanding of district policies and goals.
- Demonstrates a focus on instructional leadership and facilitating high-quality teaching and learning in the classroom.
- Has the energy and vision to take our school forward, building on demonstrated success while developing new approaches to better serve all our students.

We need a principal who can immediately walk in and lead our school effectively due to their experience with FCPS and strong understanding of our community, faculty, and student population.

We have had four principals in 12 years. This turnover inhibits sustained academic and professional growth and the development of a positive school culture. The impact of these frequent changes in leadership on students, families, and teachers is palpable. This is why it is a priority to select a principal who is committed to lead our school long-term.

We also request that the faculty representatives on the interview committee are chosen by our faculty and truly represent the faculty.

Thank you for considering our input. We look forward to working with you on this important decision.

Members of Justice High School Faculty and staff:

Taqwa Abo-Issa

Hannah Ange

Rachelle Ashour

Margaret Autry

Allie Balma

Djalil Bemmerzouk

Stephanie Bilimoria
Diego Borda
Jesse Brooks
Michael Cahir
Carissa Camacho
Amanda Chartrand
Amber Cobb Vazquez
Alex Collins
Becky Corallo
Elizabeth Corbin
Jenifer Csaszi
Narissa Cumberbatch
Tara Davison
Ana Delgadillo
Steven L. Denlinger
Christina Dwyer
Zakaria EL Homrani
Cindy Ferruffino
Kellan Fitzgerald
Richeal Fretwell
Maggie Futato
Megan Garnett
Lisa Gunther
Linda Hardy
Matt Harmon
Wilson R. Harvey
Cassandra Haynes
Ishtiak Hussain
Eun Ji
Caroline Joya
Mahmoud Khalaf
Matt Levi
A. Kentopp
Ronald S Kronlage
Stephanie Machado-Lynch
Raquel Marquez
Noelani Martin
Cynthia Martinez
Emmeline Mejia
Alison Militano
Amy Nast
Kathe Naughton
Thom Nuzum
Emma O'Grady
Vicki Petitbon
Jill Price
Bakhan Rasul
Kirstin Joanna Reed

Leah Reid
McGuire-Robb Jennifer
Traci Rogers
Kirsten Salonga
Julia Sanchez Monzon
Ana I. Scavuzzo
Abigail Slezak
Benjamin Slyngstad
Tracy A. Sollers
Mike Southee
Brian Thomas
Gabrielle Troia
Jason Vanderburgh
Eric Wolf Welch