

Professional Learning session with other District Leaders, Mr. Inman tells me to come in the hallway. He was sitting next to Mr. Kuehnle, and had been told that we (Mr. Inman and myself) have to get together with the students and finalize the plans for the walk out...the one that is the next day. The one that we had known about for weeks. Mr. Inman and myself completed the plans with the students, communicated to all necessary parties, and missed almost the entire morning of our professional learning.

- Mr. Kuehnle was the evaluator of a teacher he was non-renewing. During first period the day of the meeting, Mr. Kuehnle asks the Department Chair to meet with him and the teacher he will not be renewing. The Department Chair required SHTA representation to be there. Just prior to the meeting later in the day, Mr. Kuehnle ran through three reasons for non-renewal. The Department Chair stated they did not agree with the 3rd reason and they did not have evidence for it. When teacher came in, Mr. Kuehnle expressed the three reasons, and asked the Chair to comment on the item that they had explicitly not agreed with.

Unreliability/lack of follow through

- Last minute communication
 - September Board of Education Meeting: About 20 minutes prior to meeting starting asks if an AP is still at school to meet the student presenter.
 - Homecoming 2018: 25 minutes prior to the doors opening up at Homecoming, the APs get this text: "APs, Z, and Joia—I am representing SHHS at the Alumni Hall of Fame induction and dinner. I will be at the dance when I'm able to get away." For two weeks at our Admin meetings, I brought up how I wasn't going to be there and we discussed how it would be very important to have all the rest of the APs and Mr. Kuehnle there (one for each line/class for the breathalyzing). He agreed heartily. In early September, he had declined the event on his calendar. I asked him about it, knowing it was important that he was there, or that other arrangements were made. He assured me he would be there, and he wasn't sure why his calendar had declined the event.

Communication inconsistencies

- One of his norms, "You can't over communicate. You can't over communicate. You can't over communicate." He doesn't always communicate with all APs if he is going to be out, or if he is leaving the building for whatever reason. It is common practice to give the others a courtesy email or text.
- A clear document exists outlining each administrative team member's role and responsibilities. Despite this, on a number of occasions (even after talking with Mr. Kuehnle multiple times about the tight spot he puts me in when I'm not brought into the discussion on one of my responsibilities), I have been left out of the loop on several occasions
 - 2016 Inaugural PTO CommUnity Builders Coffee House at Parent Teacher Conferences
 - Commencement 2017 with a graduate and service dog
 - Fall 2018 Activity Fair and Ice Cream Social
 - Fall 2018 Hall of Fame Assembly

Mr. Kuehnle has demonstrated many instances of poor leadership, which have compromised the stability and mission of the schools. While Mr. Kuehnle may be able to address the issues I raise, and learn to fix areas of concerns, I believe that his actions have irreparably damaged the relationships with stakeholders including other administrators and counselors, the teachers, parents, and most importantly students. The school environment has become toxic, and without trust, I do not feel that it is in the best interest of the school for Mr. Kuehnle to remain as principal of Shaker Heights High School.

Best,

Sara J. Chengelis