

# Memo

**To:** Governance Council  
**From:** Dr. Mary Whitrock, Superintendent  
**Date:** July 22, 2024  
**Re:** Odyssey High School Principal Recommendation

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This memo is to formally recommend Mr. Vincent Propson for the .3 FTE high school principal position at Odyssey Academy of Virtual Learning beginning August 1, 2024. He would replace Rebecca Miller whose last day was June 20, 2024. Mr. Propson is the current Ripon High School Assistant Principal and Athletic Director. At the August meeting, the Board will be asked to approve a .3 FTE Assistant Athletic Director to fill behind Mr. Propson as he takes on new tasks with Odyssey.

The Odyssey Principal position was posted from June 26 - July 10, 2024. Staff and parents were invited to participate in a survey regarding characteristics they valued in their next principal. 22 people applied for the position through WECAN that was posted noting the potential for a shared position given the wide range of grade levels and student needs within the school. Three applicants were internal. Through a screening process, six candidates were invited to interview on July 16, 2024. Three of the candidates had previous administrative experience. The selection team consisted of members of the Governance Board, administration, parents, teachers, and staff. Two candidates were invited back on July 19 to participate in a second day of interviews and a virtual Meet & Greet with staff, parents, and students. Other events of the day included a second writing sample, an interview with the leadership team, and a driving tour of the district.

Mr. Propson has served for one year in his current role as Ripon High School Assistant Principal and Athletic Director. Prior to being hired in Ripon, Mr. Propson served as the Activities Director (CAA), District Strength and Conditioning Coordinator, and the physical/health education teacher at Randolph School District, a position he held for three years; Athletic Director (RAA) and physical/health education teacher at White Lake School District for a year; and a physical education teacher in Fond du Lac High School for a semester. Mr. Propson has a Bachelor of

Science degree in secondary physical education with a minor in secondary health education from Northern Michigan University and a Master of Science degree in Educational Leadership from Cardinal Stritch University.

Mr. Propson shared “I believe that behind every great teacher, support staff, or coach, is a supportive, continually learning, and competent leader. A leader that embraces candor, embodies the image of courage, and one who is brimming with loyalty to their staff.” To increase effectiveness in the classroom, Vince noted he “leads by utilizing reflective practices which permit extensive growth through the process of learning, unlearning, and relearning with a growth mindset and coupling that with the incorporation of technology, inquiry, and collaboration”. He worked to attract students marginalized by demographic hardship into extracurricular and athletic activities to build their self esteem, collaboration skills, and confidence.

One references describing Mr. Propson said “leadership, repertoire with students, and organizational skills are some of his highest attributes. In terms of community and administration, Mr. Propson has not only earned the respect of the community, but has actively engaged them in being part of his decision making through his work with the Booster Club and parent interaction”. Another reference noted his having the ability to build relationships with students and staff and possesses strong communication and interpersonal skills. Mr. Propson is known for his unwavering “vision and his commitment to working with students to reach their athletic and academic goals”. In addition it was stated, “his leadership in these endeavors was unmatched as was his desire to improve and continue to learn.”

**Recommendation:**

Approve Mr. Propson for the .3 FTE high school principal position at Odyssey Academy of Virtual Learning.