

School District No. 1J, Multnomah County, Oregon
Board Special Meeting of September 28, 2016

INFORMAL MINUTES

A Special Meeting of the Board of Directors came to order at 3:04pm at the call of Chair Tom Koehler in the Mazama Conference Room of the Blanchard Education Service Center, 501 N. Dixon Street, Portland, Oregon, 97227.

There were present:

Board of Directors:

Tom Koehler, Chair
Amy Kohnstamm, Vice-Chair
Paul Anthony
Steve Buel
Julie Esparza Brown
Pam Knowles (via phone)
Mike Rosen
Aliemah Bradley, Student Representative

Staff:

Amanda Whalen, Chief of Staff
Lisa Gardner, Interim Deputy Chief Human Resources Officer
Caren Huson-Quiniones, Board Clerk

Chair Koehler stated that the goal of the meeting was to select a search firm to assist with the Superintendent hiring. On August 4th, the Board adopted Selection Criteria for the next Superintendent, and last week, the Board reviewed all Search Firm proposals received as a result of an Informal Request for Proposals. Three firms were selected for interviews, and those interviews would occur during the Special Meeting. Lisa Gardner, Interim Deputy Chief Human Resources Officer, served as facilitator during the meeting.

The following seven questions were asked by the Board to each Search Firm. Answers appear below from each firm.

1. Describe how you conduct community processes around superintendent searches, in particular, how do you engage historically underserved commds-2.8(a?).5()JTJ 0-.5928 -1.1497 TD .0004

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3:15 to 3:55pm

Hazard, Young, Attea and Associates (HYA)

Presenters: Dr. Hank Gmitro and Dr. Carolyn McKennan

Use a four-phase process and customize the search to the client's needs. Very inclusive when conducting interviews with stakeholders, both internally and externally. Very involved in diversity and they reach out to constituents and go where they are and have on-line surveys in multiple languages. Conducted the last two superintendent searches for Beaverton, and also recruited for Los Angeles and Houston. Pre-screen candidates so that there are no surprises. They will gain insight from Board members and the value system of the organization. They will communicate with the Board on a weekly basis and want the entire Board involved in the entire process.

4:00 to 4:40pm

McPherson and Jacobson

Dr. Steven Lowder and Steve Joel (via Skype)

Performed Vancouver, Bend, Las Vegas, and Charlotte NC superintendent searches. 80% of the superintendents that get placed are there for 5 years or more. Wants to give the Board a sense of ownership. They have a 5-phase model: 1) establish the characteristics of new superintendent; 2) stakeholder input meetings; 3) vet the candidates; 4) assist in developing interview questions and process customized to meet client needs; and, 5) work with the client during the first year of the new superintendent and conducts a retreat with team building activities. They have performed over 600 searches. Experience with diversity and they will meet with external stakeholders once they are identified by the Board. Very familiar with urban districts. Board would receive update every three weeks and they will speak with the Board Chair weekly.

4:45 to 5:25pm

Ray and Associates

Gary Roy and Tony Apostle

Performed superintendent searches for Salem, Lake Oswego, and OSBA; they know the northwest. Will customize profile of future superintendent, and they aggressively recruit. They do not collect applications or run ads. They will recruit to the profile and have a record of success. Will go out into the community and have a high success rate.

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ADJOURN

Chair Koehler adjourned the meeting at 6:17pm.

Submitted by:

Caren Huson-Quiniones, Board Clerk
PPS Board of Education