



Board Special Meeting

Work Session: Superintendent Search

Tuesday, January 30, 2018, 4:30 - 6:30pm

Board Office Conference Room, John Stanford Center

2445 – 3rd Avenue South, Seattle WA 98134

Minutes

Call to Order

Director Harris called the meeting to order at 4:32pm.

Directors Harris, Geary, Burke, Patu, Mack, and DeWolf were present. Director Pinkham joined the meeting via conference call.

Providing staff support to the meeting were Erinn Bennett, Executive Director of Government Relations & Strategic Initiatives; Nate Van Duzer, Director of Policy and Board Relations; Carri Campbell, Chief Engagement Officer; John Cerqui, Deputy General Counsel; and Michele Ramirez, Board Office Administrator.

Consultants from Ray and Associates present were Dr. Tony Apostle as well as two consultants via Skype, Ryan Ray and Dr. Gloria Davis.

Work Session: Superintendent Search

Dr. Tony Apostle, Ray and Associates Consultant, gave an introduction of the Superintendent search process that Ray and Associates has been conducting. He gave a quick overview of the Seattle area and the Seattle School District, as well as, what the future of our area and school system may look like.

Dr. Apostle read some of the feedback and comments given to Ray and Associates from the focus groups. This included feedback on the search process as well as the qualities participants hope the next Superintendent will have.

Director DeWolf noted that one concern he has heard is that the Superintendent process is moving quickly and that this should be reflected in the feedback.

Dr. Apostle went over a handout that expressed the qualities and recommendations of a future Superintendent. The directors discussed this handout and the recommendations with Ray and Associates.

Director Harris asked how many surveys were completed and how does that compare to other districts. Mr. Ray explained 2,096 surveys were completed and that Ray and Associates are very happy with this amount of responses. Ryan Ray, Ray and Associates Consultant, reviewed the form reflecting the diversity the survey respondents.

Director DeWolf voiced his concern with the lack of representation of the surveys in comparison to the districts' ethnic diversity.

Carri Campbell, Chief Engagement Officer, gave an overview of the roll out process for the survey.

Director Mack expressed her concern about the lack of feedback they have received from the focus groups. She noted that there was good feedback from folks at these focus groups and that she feels this was not included in the feedback review given today by Ray and Associates.

Director Harris asked the consultants to explain the timeframe of the search process. Mr. Ray explained that this is the season many boards conduct superintendent search processes.

Director Burke noted that we can increase engagement during the month of February given our timeline. Mr. Ray noted that the board should be approving the flyer at this meeting. Director Mack stated she does not think today is sufficient time to approve the flyer. Dr. Gloria Davis, Ray and Associates Consultant, noted that the order of the qualities on the flyer should not matter. She believes that all qualities will be considered equally regardless of order.

Director Burke inquired about the upcoming steps to this process. Dr. Davis and Mr. Ray explained the steps that will take place. Mr. Ray described the process of narrowing the search from a large pool: applicants (anticipated to be around 70 people) will be narrowed down to 12, then 5 to 6, then 2 or 3, then the board would make a decision.

Director Harris expressed her desire for robust recruitment to create a diverse applicant pool. Director Burke noted that the flyer should be used as something to advertise for applicants, but not used to narrow the field. Director Mack agreed with this approach. She explained that the language used in the flyer does not align with the district's messaging and the key work that they do. She would like more time to make edits and have staff members approve of that language. Directors discussed these concerns with Ray and Associates. Mr. Ray cautioned the board about changing the language on the flyer because focus groups have already taken place, and he would not want the community to feel that their thoughts were changed or not considered.

Director Harris mentioned that the Board have chief engagement officer Carri Campbell take the language and replace it with the terms familiar to the district, but this could get the board hung up on the process and slow it down. Dr. Davis pointed out to the board that the flyer would not be the only thing the applicants are looking at, they will be looking at the website, and the district as a whole.

Director Geary suggested that we stick to the timeline. She suggested that the board give their edits to Ms. Campbell for the flyer by 10am tomorrow. Ms. Campbell will then use the edits and provide the final flyer to Ray and Associates.

Director Geary motioned to have edits for the flyer due to Ms. Campbell by 10am the following morning. Director Harris seconded. All directors present were in favor. Director Pinkham abstained.

Board directors discussed the salary range for the Superintendent position.

John Cerqui, Deputy General Counsel, clarified for the board the current pay for the Superintendent. The current salary is \$301,883 after 3 years of being Superintendent. Director Harris stated that \$276,000 was the base salary starting out.

Directors discussed the Superintendent Salary Comparison forms with Ray and Associates.

Director DeWolf noted that the comparable districts are Portland, San Francisco, and Boston. He mentioned these may be the sites we want to use for comparable salaries. Mr. Ray suggested that directors choose a range around a set number instead of giving a high and low end to the range.

Dr. Davis advised that city superintendents who will most likely be considering the position are already making a similar salary and we would not want to deter folks from applying because they may have to take a pay cut.

Director Harris noted for the record that Ray and Associates in no way receives benefit from the amount of money we hire the Superintendent at.

Directors discussed the salary options.

Harris moved to set the advertised salary at "in the range of \$300,000". Director Patu seconded this motion. The motion passed unanimously.

Director Burke wrapped up the meeting noting the action steps for the board to provide Ms. Campbell with edits to the flyer by tomorrow morning at 10am. He noted that provided updated criteria for selecting first round candidates is due Feb. 28th.

Staff noted that a meeting is to be scheduled as soon as possible for community engagement.

Adjourn

Director Burke adjourned the meeting at 6:09pm