



Board Special Meeting

Work Session: Superintendent Search Engagement Process

Wednesday, February 7, 2018, 2:30 – 4:00pm

Board Auditorium, John Stanford Center

2445 – 3rd Avenue South, Seattle WA 98134

Minutes

Call to Order

Director Harris called the meeting to order at 2:30pm. Directors Mack, Geary, and Patu were in attendance. Director Burke arrived at 2:34pm.

Staff present were Director of Policy and Board Relations Nate Van Duzer, Executive Director of Government Relations & Strategic Initiatives Erinn Bennett, Communications Specialist Rachel Nakanishi, Board Office Administrator Michele Ramirez.

Director Geary moved to approve the agenda as is. Director Mack seconded. This motion passed unanimously.

Work Session: Superintendent Search Engagement Process

- February Engagement

Nate Van Duzer explained that a February deadline was discussed around engagement for the Superintendent Search. He reviewed a form with the timeline for what this engagement looks like. Erinn Bennet commented that the consultants have reviewed the information provided to them and now the consultants are looking for feedback from the board on what should be done from now until the end of the month. Ms. Bennett noted applications are due by February 28th.

The board discussed engagement suggestions with those in the room.

Director Patu inquired about what communities the information has gone out to. Director Harris clarified that it is up to the board to reach out to their communities. Director Harris noted that the board would like to know who, out of the groups invited, attended the focus groups.

The board discussed details and suggestions with the public members in attendance.

Director Geary supported the idea of hearing what questions the community would have for the interviewees. She notes that this is a good way of hearing what the community wants. Director Burke noted that this type of feedback may be more beneficial during the onboarding stage rather than the selection process. He explained that problem-statements that are relevant to the district would be a good way of identifying a good candidate.

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Director Mack noted that using the survey with nearly 800 comments on the open ended question could be a good resource to look at to keep the community's voices in mind.

Director Geary mentioned the feedback the board has received around moving too fast. She noted that the board will either have to stop the process completely, or continue at the current pace, there is no ability to slow it down. She asks if the board is individually committed to sitting down with the organizations that are not always showing up in order to get their feedback.

Director Harris reviewed the dates of the selection process.

Director Geary inquired how can Ray and Associates recognize the qualities it takes to move this work forward without a proven track record. Director Harris noted that each director met individually with Ray and Associates and should have been able to articulate this.

Ms. Bennett advised the board to come up with a decision on February community engagement to give Ray and associates that explains to them how the board wants them to move forward.

Director Burke noted that he would like to commit to visiting those organizations that the board does not typically hear from, but he wants to know what the ask is in that situation. Director Patu noted that there must be a way for the board to communicate with the communities they don't typically hear from. Director Patu plans on sponsoring meetings within her own community.

Mr. Van Duzer asked the board if they were to do engagement, what would be the result of it. He also asked the board what their intended result would be for the end of February.

Directors discussed community engagement with those in the room.

Ms. Bennett asked the board if they want to provide an additional document other than a prioritized flyer to Ray and Associates by February 28th.

Director Mack asked what the value of providing more information would be. She discussed with the community members in the room.

Director Patu said that it is up to the board members to meet with their communities and figure out what the community wants to see in a superintendent. Ms. Bennett asked how Ray and Associates would get this information from those meetings.

Director Harris proposed the idea of setting up an email box and having input come in to inform the board about the communities' thoughts.

Director Geary suggested having some of the CBOs make calls on behalf of the board to bring in engagement rather than board members try to do that sort of engagement with communities on their own. She noted that the board wants someone who understands how to do authentic engagement.

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Rachel Nakanishi advised the board that if they are planning engagement, to think about what they are going to use that for.

Director Harris inquired if we could ask our CBOs of racial and ethnic diversity, if they have children in SPS schools and what their top three questions would be for Superintendents. This would be for the board to read and to provide to Ray and Associates. Ray and Associates could use this feedback to help with screening. Ms. Bennett asked clarifying questions around how this information is going to be provided to Ray and Associates. She highlighted that any feedback must be given to them by Feb. 28th.

Director Mack noted that having this inbox suggested by Director Harris is confusing and is asking the people to redo the same feedback they have already given. She would rather analyze the feedback the board has already received. She noted that she did not get the actual data of what was said at the focus groups. It was her expectation that detailed responses would be provided.

Director Geary asked if the feedback that has been provided can be analyzed. Mr. Van Duzer and Ms. Bennett will ask Ray and Associates if they can provide the demographics of those who gave feedback.

Directors discussed the process with the community members in the room.

Director Harris asked that John Cerqui be a part of asking Ray and Associate for a further analysis of the data provided from the surveys and focus groups.

Directors discussed the options for moving forward with community engagement. The board does not know what they will do with the analysis of information from Ray and Associates yet because they have not seen it. Directors would also like more robust notes from the focus groups.

Ms. Bennett asked the directors if there are any other deliverable that need to go to Ray and Associates before February 28th. Director Mack clarified no they will not be providing any additional documents to Ray and Associates before the February 28th deadlines.

Another meeting will be scheduled early next week.

The meeting adjourned at 4:21pm.