

Special NESDEC Superintendant Search Work Session
11/14/11 7:30pm
ORHS Room C-124

Attendees:

Krista Butts	Megan Turnbull	Henry Brackett
Jocelyn O'Quinn	Jim Kach	Ken DeBenedictis - NESDEC
Ann Lane	Ann Wright	

Meeting was called to order at 7:32pm by Henry Brackett.

Ken distributed a schedule so that everyone can understand what had been done and what has left to be done. Ken reviewed the process for the focus group report, what we can expect, and how we will receive and distribute it to the greater public.

Ann asked how the focus group report would then be turned into something that the screening committee could use. Ken said that there will be a summary that is provided with the report and NESDEC will use that to assist the screening committee in developing questions for the candidates.

Ken then discussed what he perceives should be on the committee, 2 Board Members, some teacher representation (1 from each level), administrative representation (1 or 2), community representatives (1 from each town), parents of students (2-3), representatives from Town Government (1), and student representative (1). Ann, Krista, Jim, and Megan offered up their positions on the above make-up, all which differed only slightly, however, Megan and Jocelyn thought that the number making up the committee should be closer to 11 as long as we could do dual representation so that everyone has a voice. Megan offered up clarification as to why she thought a lottery system might be better. She had spoken with someone on a PTO committee and there was a fear that there are some parents that are not involved with PTOs because of work schedules, etc that might also provide a vested interest in this district and would not necessarily be recognized because they have not been able to volunteer. Ken suggested that we have people submit names to the central office and then have the student representative choose the names. Jocelyn asked Ken whether or not we should be considering people's backgrounds and what the necessary components are for a position such as this. He said that was a very valid point. A hybrid system was suggested that the PTO or parent group choose three people and then we draw one for the committee. Ken commended the Board for taking all of this into consideration and trying to make it as far as possible for representation on the committee. He stated that we had 46 parents at the forums, 14 residents, and 12 business and community leaders. Ann asked that we go back to the make-up and finalize the make-up and then go from there.

Ken and the Board decided on: 2 Board Members, teachers (3-1 from each level), parents (3), community rep (3), 1 student, administrative rep (1 central office, 1 other/principal), 1 support staff. Ken stated that this was a very well represented group. He asked that we try to figure out now how they will be selected. Ann Wright suggested that we consider who comes to our meeting on a regular

basis and choose a community member from those to make sure those who are most vocal at our meetings are included (ie: seniors.) Megan suggested that a smaller group might be more conducive and suggested 2 parents, 2 community members, 1 student, 3 teachers, 1 administrator, 2 School Board. Ken said that there is not a constituent group this is not covered in this group either. Ann Wright made comment that she is concerned that there is not enough staff representation on this group. Ken suggested that someone make a motion to see where it goes. Ann Wright stated that she is not going to make a motion because she is concerned that there will not be buy in from the district. Jim Kach made a motion to be 2 parents, 2 community members, 1 student, 3 teachers, 1 administrator, 2 School Board, seconded by Jocelyn O'Quinn. Jocelyn stated that the ratios are the same between the 15 and 11 groups that were suggested...going from 15 to 11 reduced 2 community/parent and 2 staff. Megan expressed some concern and Ken suggested that he thinks this group is extremely representative. Henry stated that he liked the suggested make-up of 11; it will be very difficult to make sure that everyone is represented and we just have to do the best we can. The motion passed with a vote of 5-2. Ken said the next thing we need to discuss is process for selection. He suggested that it should be as open and smooth as possible. He suggested that the student senate or council suggest the person who they prefer and let them pick whomever they want. Let the teachers pick their own reps at each level. Let the administrators pick their own reps. So, the only issue left is the two parents and two community members. Jocelyn suggested that perhaps we do not make a final decision tonight and we think about it. Ken agreed that we made progress and it is not a decision that we have to finalize tonight. He stated that we need to have another meeting to finalize this selection process. Ken distributed a Sample Letter for the Screening Committee Invitation. He said it will be 14-15 hours of work within a week and that will be self-selecting for some people as to whether or not they want to volunteer. Ann Lane asked what would happen if the 3-5 people come forward and the Board feels that none of them match the criteria that the district is looking for. Ken said that is a valid question but he thinks it is unlikely to happen. He believes we are conducting this process in the right way and at the right time and that it will be successful. Jim expressed concern about not having communication from the screening committee to the Board throughout this process. Ken stated that he wants to keep this as open, transparent, and flexible as possible and gear the meetings so that it can accommodate as many people as possible. Megan asked when we are going to have this meeting to decide how to select the final community and parent representatives. Krista suggested that we have that meeting on November 30th at 6:30pm prior to our Budget Workshop.

Ken stated that we had a huge, hard task this evening and we completed it commendably. Henry asked again for the Board Members to consider who wants to be on the Search Committee. Motion to adjourn made by Jim seconded by Jocelyn and approved unanimously at 8:59pm.

Respectfully submitted,
Krista Butts