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STATE OF NEW HAMPSHIRE

STRAFFORD, SS

SUPERIOR COURT

Docket No. 219-2012-CV-000001

David K. Taylor

v.

The Oyster River Cooperative School Board

AFFIDAVIT OF JOCELYN O'QUINN

I, Jocelyn O'Quinn, do hereby depose and swear as follows:

- 1) I am a member of The Oyster River School Board and was the chair of the Superintendent Search Screening Committee formed in the fall of 2011 to begin a superintendent search process.
- 2) The New England School Development Council ("NESDEC") was retained by the Oyster River Cooperative School District to provide support and consulting services relative to the recruitment and hiring of a superintendent in the fall of 2011, with an anticipated start date for the position in the summer of 2012. According to NESDEC's presentation to the Oyster River Cooperative School Board, NESDEC's Executive Search Program was started almost thirty years ago and the organization has conducted over four hundred and fifty successful executive searches throughout New England. (See Exhibit A to this Affidavit)
- 3) The timetable and plan implemented for the search conducted in the Oyster River Cooperative School District was designed and recommended to the Board by

NESDEC. Per NESDEC's Typical Standard Search Timeline, the search process commences with school board orientation and concludes with selecting a superintendent over a course of 120 days. (See Exhibit B to this Affidavit) NESDEC's plan called for the establishment of a screening committee with a broad base of representation (teachers, administrators, parents, non-parent community members, and school board members) and a process that included community focus groups to identify desirable candidate traits, in depth review of applications submitted by the screening committee, and screening committee interviews of candidates. (See meeting minutes of 10/13/11 submitted as Petitioner's Exhibit 8 at 2/2/12 trial) All of these steps were followed.


- 4) The timeline developed specifically for Oyster River began on October 13, 2011 with an initial meeting with the School Board and concluded with the superintendent selection on February 6, 2011. (See Exhibit C to this Affidavit).
- 5) The process called for the screening committee to review applications, select first round candidates, and recommend finalists to the school board, after which the school board would conduct interviews among the finalists. At that point, the public would have an opportunity to meet the candidates and observe a school board public interview of the finalists, reference checks and site visits would occur subsequently, as needed, and a candidate would be selected. All of these steps were followed.
- 6) The timetable from the initial NESDEC meeting with the School Board, through selection, was estimated at inception to last just under four months, from October

13, 2011 through February 6, 2012. (See exhibit C to this Affidavit) The committee and board did their work within that timetable, leading to the selection of Dr. James Morse by the board on February 6, 2012.

- 7) A NESDEC representative consultant, Ken DeBenedictis, was present at screening committee meetings which occurred on Sept. 19, 2011, Oct. 3, 2011, Oct. 25, 2011, Nov. 14, 2011, Dec. 5, 2011, Jan. 3, 2012, Jan. 7, 2012, Jan. 13, 2012, Jan. 20, 2012, Jan. 31, 2012, and at which this process and the pace of this process were discussed publicly. No complaints about either were made.
- 8) The posting of the vacancy in Oyster River produced a pool of 14 interested candidates. According to Mr. DeBenedictis, in the current hiring market, that number is typical for a district of the size of Oyster River.
- 9) The screening committee took the following steps to narrow that field of candidates to those receiving a request to be interviewed: 1) Reviewed the 14 completed applications, 2) Used data obtained from focus groups to evaluate candidates and chose six candidates to interview, 3) Interviewed six candidates and used NESDEC scoring sheet to determine which candidates to recommend to the School Board, 4) Decided upon three candidates to recommend to the School Board.
- 10) All steps taken by the committee to narrow the field of candidates throughout the process involved discussion and a point system rating the candidates under criteria defined in the focus group stage of the process.

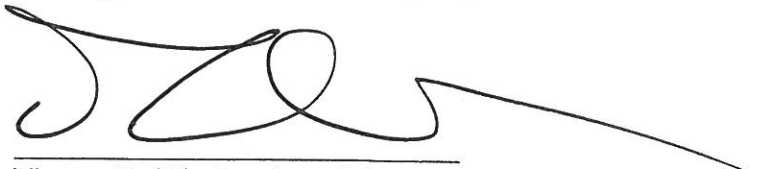
- 11) Per the NESDEC representative, all of the final candidates are considering job openings in other school districts.
- 12) Additionally, per the NESDEC representative the pool of current superintendent candidates is fairly limited in number.
- 13) The School Board was advised by NESDEC's consultant Ken DeBenedictis on January 31, 2012 that each of the three finalists were applying to other superintendent positions and that there were many superintendent positions open throughout the New England area. In Mr. DeBenedictis' opinion, delaying the search would jeopardize the probability of securing a viable candidate.

2/10/12
Date


Jocelyn O'Quinn

State of N.H.
County of Strafford

On this ___ day of February, 2012, before me personally came Jocelyn O'Quinn, who executed the foregoing affidavit and acknowledged that she executed same.


Notary Public/Justice of the Peace
My commission expires: 8/5/12



2/19

New England School Development Council
Celebrating over sixty years of service to education

- 450 searches completed
- most popular firm in New England
- will redo search if necessary

PROPOSAL TO THE OYSTER RIVER COOPERATIVE SCHOOL BOARD

The New England School Development Council (NESDEC) is pleased to submit this proposal to the Oyster River Cooperative School Board describing the services we would provide in a superintendent search.

OVERVIEW OF NESDEC'S SEARCH ASSISTANCE

NESDEC's search assistance includes several components that are unique:

- An announcement process, which includes communication with our exclusive regional and national network.
- An active recruitment component designed to provide high quality candidates.
- A lead consultant supported by a region-wide search staff with direct experience as superintendent of schools or school board member.
- A formal follow-up process which includes an Entry Planning workshop for the new superintendent, and the options of a fee-based superintendent/school board retreat or fee-based executive coaching support for the new superintendent.

QUALIFICATIONS

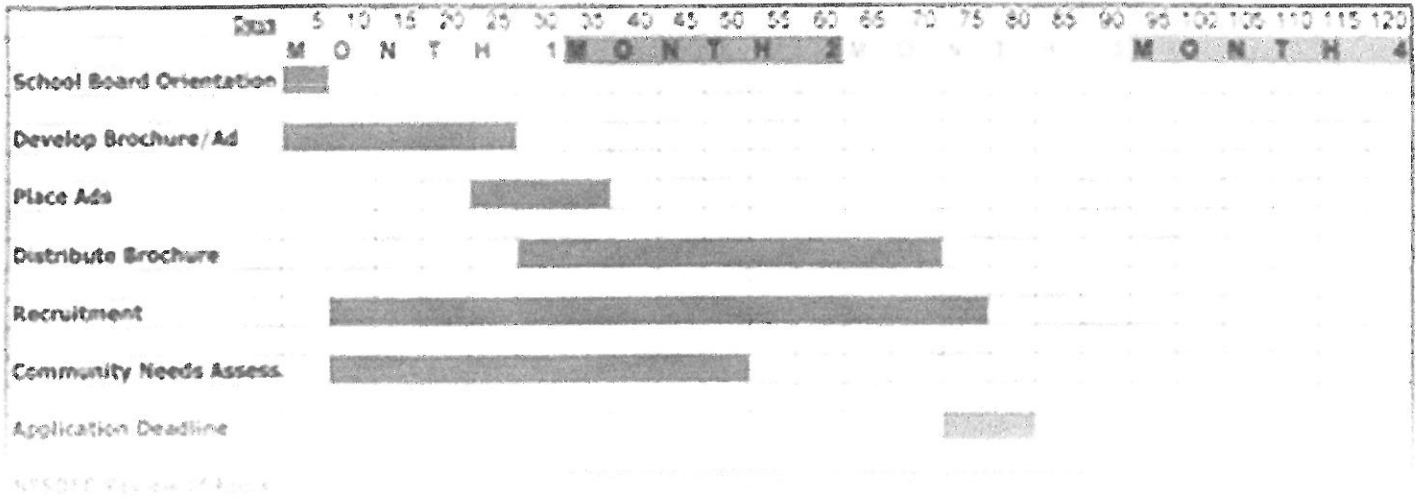
NESDEC's Executive Search Program was started almost thirty years ago with the specific objective of broadening the base of high-quality candidates available to school systems when they need to fill an administrative vacancy. Since the inception of the program, we have conducted over four hundred fifty successful executive searches throughout New England.

In deciding who might best provide assistance, we hope that you would seriously consider that NESDEC is a comprehensive educational organization. In addition to executive searches, we offer services in the areas of planning and management, professional development, and research and development. Moreover, NESDEC has three national publications:

- *Getting There from Here: Creating a School Governance Team Capable of Raising Student Achievement*
- *Thinking Differently: 21st Century School Committee/Leadership, Governance, and Teamwork for High Student Achievement*
- *Improved Leadership for Improved Achievement*

"B"

NESDEC Typical Standard Search Timeline



Oyster River Coop School District Supt Search Calendar

10/14/11 (draft)

| TASK | RESPONSIBILITY/DECISIONS | DATE(S) |
|--|--|-------------------------------------|
| Initial meeting Discussion of Search Process: Timeline Application Procedure Search Committee Salary range | School Board and NESDEC | October 13, 2011 |
| Approve Ad and Announcement | NESDEC prepares/ School Board approves | October 20, 2011 |
| Distribute announcement/ post vacancy on web sites. Advertise? | NESDEC | November 1, 2011 |
| School Board meeting to discuss screening comm. and plan for focus groups | School Board and NESDEC | October 25 |
| Recruitment | NESDEC | October - December |
| Focus Groups | NESDEC | November 7 - 10 November 14 - 16 |
| Focus Group Report Focus Group Report Next Steps | NESDEC School Board decisions | November 30 December 5, 2011 |
| Application Deadline | | December 21, 2011 |
| Screening Committee workshop: review candidates/ develop questions/ organize schedule | NESDEC/ Screening Committee | Jan 3 and 5, 2012 |
| Interview candidates | Screening Committee | Jan 9 - 12 |
| Select candidates to forward to School Board. | Screening Committee and NESDEC | Jan 12 |
| First Agreement in Principle | NESDEC | Jan 10, 2012 |
| Announcement of Candidates to forward to School Board | School Board | January 16, 2012 |
| School Board Workshop | NESDEC / School Board | January 16, 2012 |
| Candidate visits to district and School board interviews | School Board | January 23 -26 |
| School Board decisions about next steps: site visits/ telephoning/ etc. | School Board | January 30, 2012 |
| Second Agreement in Principle | NESDEC | January 26 , 2012 |
| Site visits/ telephoning, etc | School Board with NESDEC support | January 30 – Feb 3, 2012 |
| Superintendent selection | School Board | February 6 |
| Contract Negotiations | School Board | February 7 - 15 |
| Superintendent start date | | July 1, 2012 |
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