

**MINUTES OF THE MEETING OF THE BOARD OF EDUCATION
OF DISTRICT 497, HELD IN THE LAWRENCE PUBLIC SCHOOLS
INTERACTIVE TECHNOLOGY CENTER,
EDUCATIONAL SUPPORT AND DISTRIBUTION CENTER,
110 McDONALD DRIVE, IN THE CITY OF LAWRENCE**

October 19, 2017

CALL TO ORDER

At 6:03 p.m., Board President Shannon Kimball called to order the special meeting of the Board of Education.

APPROVAL OF AGENDA

Upon a motion by Vanessa Sanburn, seconded by Jessica Beeson, the board voted, in a unanimous voice vote, to approve the agenda, as published.

ROLL CALL

<u>Board Members Present</u>	<u>ELT Members Present</u>
Shannon Kimball, president	David Cunningham, executive director, human resources/chief legal counsel
Jessica Beeson, vice president	Dawn Downing, deputy clerk
Jill Fincher	
Marcel Harmon	
Melissa Johnson	
Vanessa Sanburn	
Absent	
Rick Ingram	
<u>Others Present (Including Administration and Staff)</u>	
Joanna Hlavacek, LJWorld	Quentin Rials

WORK SESSION

The Lawrence Board of Education met with consultants, Gloria Davis and Dr. Brenda Dietrich to finalize its candidate profile, including characteristics desired in a superintendent and a salary range.

Mrs. Davis shared that they were able to obtain solid information through the public surveys, focus groups and public forums. There were 94 participants in the focus groups and public forums.

Mrs. Davis provided the top 10 themes that merged from the data-(Attachment # 1)

Thirty (30) qualities considered desirable in a superintendent were presented on the surveys for feedback. (Attachment #2). The board reviewed the input of students, staff,

parents and community members and used it to determine a candidate profile for the next superintendent. The successful candidate will be a leader who:

- Possesses the leadership skills required to respond to the challenges presented by an ethnically and culturally diverse community.
- Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
- Is a strong communicator; speaking, listening and writing.
- Is able to listen to input, build consensus and commitment among individuals and groups with emphasis on parental involvement, and is a decision maker.
- Is able to delegate authority appropriately while maintaining accountability.
- Possesses excellent people skills, can present a positive image of the district, and is committed to community visibility.
- Is strongly committed to a “student first” philosophy in all decisions.
- Can develop and communicate a vision of quality education for the future to the Board, staff and community.
- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- Promotes a positive and professional environment for district employees and the board.
- Has experience recruiting and maintaining exceptional staff for the district and schools.

The consultants provided the board a superintendent salary comparison for the state of Kansas and for school districts of similar enrollment size across the country. The consultants recommended \$225,000 plus benefits for the salary. After viewing the comparisons which showed a Kansas average base superintendent salary of \$216,881, and a national average of \$217,052, the board also reviewed the district's superintendent's salary history. Ultimately, the board agreed on a base salary range of \$215-220,000 plus competitive benefits.

Dr. Dietrich explained that with the information now being finalized, the flyer advertising the superintendent position would be posted tomorrow and the position would be open for the next 30 days.

During the month of December, the firm will assist the board in developing interview questions, screening candidates and selecting finalists to invite to interviews. Since school board elections occur in November, and by state statute, newly elected board members may not take office until the second Monday in January, finalist interviews will not occur until after January 8. In accordance with the agreed upon timeline, the board plans to interview each finalist on a separate day, if schedules permit, and plan an additional day for deliberations. The board's goal is to hire the district's next leader by February 2018.

ADJOURNMENT

At 7:22 p.m., a motion was made by Melissa Johnson, seconded by Jessica Beeson, to adjourn the special meeting of the Board of Education. The motion passed by a unanimous voice vote.

Dawn Downing
Deputy Clerk, Board of Education

Lawrence Public Schools

Themes from Staff, Students, and Constituent Meetings

October 4 - 5, 2017

Top Ten Themes:

1. The community of Lawrence, Kansas has a rich history in many areas. Overwhelmingly, everyone in all groups expressed great pride in the fact Lawrence is a college town that strongly supports education. Many appreciated the focus on the Arts that is supported throughout the community and the School District. It was felt these are just a few of the many positives that make Lawrence a great place to live and raise a family.
2. It was mentioned many times that the District is progressive and innovative. All groups expressed appreciation for the very committed and dedicated staff that go above and beyond to educate and help students. It was stated the community and staff, as a whole, is very caring and wants what is best for everyone.
3. There was unanimous agreement from all groups that one of the major critical issues that needs to continually be a top priority is a more thorough understanding of how to positively address diversity and equity, especially as it relates to race, gender and sexual orientation. The point was made in several groups that the district needs to better understand the difference between equality and equity and how equity impacts financial and people resources i.e. "putting the resources where they are most needed regardless of the push back".
4. It was clearly expressed that one of the major goals for the new Superintendent should be a laser like focus on academic achievement. For most this means utilizing available data in a systematic manner and developing a strategic plan that has an increased focus on the achievement gap of some minority student groups. This point was mentioned in several groups especially as it relates to advanced placement and higher-level classes as well as discipline procedures.
5. Staff and community groups expressed the need for stronger curriculum development in all subject areas that is included in a written, well-thought-out plan. It was noted there needs to be a consistent curricular focus that is followed by all schools and holds everyone accountable for implementation.
6. The need for the new Superintendent to collaborate with the Board, staff, students and community members to establish a clear direction and vision for the district was expressed by many groups. In addition, it was stated

there is a desire for consistent district-wide policies and procedures that are developed with staff and community input, where appropriate, and once established remain steadfast even in the midst of concerns or disagreement. The desire for the new leader to be a strong individual with great "people skills" was the primary theme in this area.

7. All participants would like the new Superintendent to be a great communicator who is able to listen to all sides and make appropriate decisions. He/she should lead by example and be open, honest and approachable to all. The superintendent should be visible in the schools, at all levels, and throughout all segments of the community. It was also mentioned by several groups the new leader should help facilitate increased communication and sharing of information to the staff, students and community at large.
8. Staff and parents mentioned district/state finance issues should continually be addressed by the new Superintendent and the Board in order to advance achievement levels by utilizing even more current resources, including people and materials. It was stated this is especially true as it relates to the growing English as a Second Language population, as well as other minority student groups. It was also expressed that Lawrence has a great staff and yet some are leaving the district for higher salaries elsewhere; thus, the need to maintain a strong focus on finance issues.
9. Both high school student groups expressed excitement over the new improvements that are going to be put in place as a result of the passage of the recent Bond Referendum. As the two schools move forward in this area it was stated that there is a desire for the new Superintendent to address the school boundaries and zoning policies that the students feel are contributing to some social class issues among high school student groups. It was also expressed there is a need to address the "Open Campus" concept as some believe it is contributing to tardiness and in some instances, student discipline issues.
10. There was overwhelming agreement from all groups that the new Superintendent should be someone that has the skill-set to strengthen community partnerships and develop trust with all stakeholder groups. This person should also have a proven track record in a district that celebrates diversity, is similar in size to Lawrence, and has demonstrated increased achievement results.

Survey Participant _____

- 15. Is strongly committed to a "student first" philosophy in all decisions.
- 16. Is capable of developing both short and long-range district goals.
- 17. Can develop and communicate a vision of quality education for the future to the board, staff and community.
- 18. Has experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board and community.
- 19. Is committed to the importance of both the academic and activity programs.
- 20. Promotes positive student behavior conducive to a healthy learning environment.
- 21. Provides leadership in the planning, implementation, and assessment of relevant professional development for all staff members.
- 22. Is able to identify and select building and central office administrators who are capable of advancing the district vision.
- 23. Has work experience in a similar district.
- 24. Is comfortable leading innovation and reform efforts.
- 25. Is able to lead a large organization dedicated to goals of continuous improvement.
- 26. Has the ability to develop and maintain a mutually beneficial relationship between the business community and the school district.
- 27. Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- 28. Makes recommendations and decisions that are data-driven.
- 29. Has knowledge of emerging research and best practice in the area of curriculum/instructional design and practice.
- 30. Promotes a positive and professional environment that includes mutual trust and respect among faculty, staff, administrators and Board.

Ray and Associates, Inc.

We will provide our clients with the highest quality services to assist them in hiring leaders who will meet district specific needs and positively impact the education of all students.

Please return to consultant immediately following the meeting or fax/e-mail all THREE SIDES directly to Ray & Associates at 319-393-4931; glr@rayassoc.com AS SOON AS POSSIBLE.

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