

ELMA SCHOOL DISTRICT #68

Special Board Meeting

Meeting Minutes

via Zoom Meetings

<https://us02web.zoom.us/j/87653623813>

Wednesday, January 13, 2021 05:00 PM

Call to Order

The Elma School District #68 Board of Directors met in a Special Board Meeting to discuss the criteria for the superintendent search on January 13, 2021. The meeting was called to order by Board Chairperson Bernadette Bower at 5:02pm.

Flag Salute

Board Chairperson Bower led the Board and audience in the Pledge of Allegiance.

Roll Call

BOARD MEMBERS PRESENT: Jamie Bailey, Bernadette Bower, Ryan Cristelli, Stephanie Smith, and Jody Thompson.

STAFF PRESENT: Bobbi Smith, Kathleen Stidham, Erin Walker, Laura Nelson, Mailyynn Curl, Robert Beldin, Liz Farrar, Stacey Rockey, Lisa Arnold, Eric Smith, Wendy Beldin, Caleb Bogar, Denise Boling, Kelly Rasanen, Maurrie Aukland, Rich Rasanen, Sunshine Perry, Raquel Cruz, Jeri Bogar, Mark Keating, Jennifer Monroe, and Kendis Goldsmith.

GUESTS: Renee Volz, Shelley, Nicole Olsen, Mandie Mezzell, Christi Murray, Mark Hottowe, and Lacey McMeekin.

Work Study Session

1. Discussion of Superintendent Search Criteria

Board Chairperson Bower introduced Mark Hottowe from NW Leadership Associates who will be facilitating the superintendent search.

Mark Hottowe explained the timeline for the superintendent search, the format of tonight's meeting, and how the information will be used.

Mark asked for a list of DISTRICT STRENGTHS from the Board Members:

- *community & teachers invested in our kids, lots of involvement outside of school
- *community & district, as a whole, invested in our children, which pushes forward a clear passion for our children; the diversity of it is a good thing
- *supportive business district
- *healthy, but robust growth in the community
- *physical proximity to Olympia and the coast
- *strong well established relationship with our police department, civil services as a whole
- *location, rural setting but close to Olympia area
- *supportive community, generational community, family based, support of organizations, lots of booster clubs
- *strength in alternative high school and CTE programs
- *safe community
- *professional jobs that are easy to commute to for families
- *CTE program one of the best in the state, opens doors for students
- *high caliber non-traditional rigorous programs, well blended among all students
- *college in the high school and running start programs
- *staff comprised of learners and doers
- *longevity, low teacher turnover and administrative team
- *financially stable and generous support of community with levy passage
- *job industry (Summit Pacific, Satsop Development Park, Eagles Landing, etc)

He asked for a list of DISTRICT CHALLENGES:

- *important to pay attention, listen, to keep us moving in a forward trajectory/pace that we have been on in with the improvements that have been made
- *immersing themselves into our community, not easy to understand a small community
- *overall achievement of all of our students that is adequate, some students still struggle, district is falling short
- *coming in at a time that there is unprecedented times with Covid, needs a clear vision
- *new Board members, came on board just a month or two before the pandemic started
- *set vision for curriculum or when there is a curriculum adoption it is upto individual teachers if they want to use it or not, distracts from the district's vision, need to come together as a group
- *strength and weakness of staff being on strong personal relationships as a whole, need to set boundaries or expectations
- *strategic planning for Board
- *moving forward on small projects that have been put on hold within the last year
- *levy and bond success rates, levy passing rate is still low
- *not a diverse population as a whole, teaching and support staff is not representative of our community, large Hispanic population and the students are not getting the deserved services
- *stadium
- *facilities overall are in need, lack in all buildings; MS, elementary, and alternative at capacity

Mark asked for a list of PROFESSIONAL CHARACTERISTICS:

- *educator background, understanding of what the roles entail
- *experience in understanding budget, etc.
- *business sense, good steward of communities money
- *willing to listen, be organized, and be able to organize people for a common goal
- *strong systemic organizational skills, organizing an organization, management background, be able to cast and sustain a vision, to be able to put a plan in place
- *be able to accomplish a dream
- *someone who has worked with a more diverse population, hiring a more diverse population
- *good leadership skills, 4 schools with 4 sets of administration, ability to recognize strengths and weaknesses and lead as according to that
- *working superintendent, be involved in the buildings and community events, need to invest in the community
- *need to know the kids, socialize with the kids, can relate to the students
- *balance of business and ability to relate to students

At this time, Board Member Jamie Bailey asked about the distribution of the brochure and how the job opening information gets spread.

Mark shared that Northwest Leadership Associates shares it through email lists and available online at WSSDA and Washington School Administrators, which are also connected to national organizations. He also pointed out that most candidates will come from the northwest. They will also go out and recruit candidates.

He recommended that the district use "superintendent certification preferred" language in the brochure. If we say "required" we would be limiting the pool of candidates. It's reasonable to attain the certificate while doing a superintendent's job.

Mark asked for a list of PERSONAL TRAITS:

- *honesty
- *integrity
- *good listener
- *good communicator
- *problem solver
- *strong self initiative

Mark shared that there are a few more zoom meetings later in the week, including the community, staff, and administrators. He will write a report and send to the Board by early next week with a draft of the brochure. He

should have the brochure published by a week and half from now.

Board Member Jody Thompson wanted to include that the elementary is strong, especially with all that they have done during pandemic. We have a very diverse elementary, with a Hispanic student population of 21%.

Board Member Bailey asked what his success rate is for a successful match.

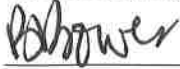
Mark shared that this is 2nd year doing this job. As far as he knows, all of the searches that he has been involved in have been successful. He shared the importance of having a commensurate salary to local districts to get the best set of applicants. Due to the pandemic, we may not have a large applicant pool.

Board Chairperson Bower asked what is the average size of applicant pool for a district oursize.

Mark responded that in previous years (prior to the pandemic) 20 would be a good applicant pool. This year is different this year. He hopes for 15-20, but hopes we get at least 10.

Adjournment

The meeting adjourned at 5:50pm.



Board Chairperson



Board Secretary

Date