

BOARD OF EDUCATION
NORWALK - LA MIRADA UNIFIED SCHOOL DISTRICT
MINUTES OF THE STUDY SESSION OF

September 29, 2014

The meeting was called to order by the President at 5:00 p.m., in the Board Room, 12820 Pioneer Blvd., Norwalk, with all members present except Darryl Adams who arrived at 5:25 p.m. and Margarita Rios, who was not able to attend due to work commitments.

Board Members Present: Mr. Jesse Urquidi, Vice-President
 Mr. Darryl Adams, Member
 Mrs. Karen Morrison, Member
 Mr. Chris Pflanzner, Member
 Mr. Sean M. Reagan, Member
 Ms. Ana Valencia, Member

At this time, the Pledge of Allegiance of the Flag was led by Board Member Chris Pflanzner.

2 - Administration Agenda

It was moved by Chris Pflanzner, seconded by Ana Valencia, and R-291
carried with “yes” votes by Karen Morrison, Chris Pflanzner, Sean Reagan, Jesse Urquidi, and
Ana Valencia,

That the Agenda for this meeting be adopted.

At this time, Vice-President Urquidi explained that the Superintendent’s Process that would be discussed would be information only, no direction or decisions would be made. Mr. Urquidi introduced Dr. Steve Fink, Executive Director for the Center for Educational Leadership.

Study Session – Presentation/Dr. Steve Fink

Dr. Steve Fink gave some background on himself. He shared that he is the Executive Director and Professor with the Center for Educational Leadership, University of Washington. The organization is dedicated to eliminating the achievement gap. They work all over the country supporting teachers in improving the quality of teaching, principals in improving their leadership at the school level, and district administration in improving the quality of district leadership. He briefly explained the relationship his organization has had with the District.

Dr. Fink provided information for the Board Members on how he facilitated the Superintendent Search in 2008/2009 when a replacement was needed for Ginger Shattuck. He provided what he called a “hybrid” search process where the Board Members had a very active role in the process. A timeline was provided that outlined the process that was used at that time. It also showed what items he assisted with and what items were done by the District and the Board Members at the time. Dr. Fink emphasized that this was a time intensive process for Board

Study Session – Presentation/Dr. Steve Fink, Continued

Members and District Staff and all seven Board of Education Members would need to be completely committed to the time allocation needed to complete the process. He shared that this is just one method and there are numerous reputable search firms available.

When a search firm is hired they do the recruiting and bring to the Board qualified candidates that match the criteria for the position. He stated that his organization is not a search firm, and they do not do all of the steps that a search firm does; he would be facilitating the process and advising the Board Members.

Dr. Fink advised the Board that if they decided to go with a search firm, they should interview the firms, and ask specific questions regarding their process. He emphasized that a search firm should be able to tailor the search to meet the Board Members' needs and criteria. The Board Members would be in control of the process and the search firm should provide to the Board Members any information they request to see.

Dr. Fink shared the hiring process is a consensus process. It is not always unanimous, but he emphasized the importance of once reaching consensus that the vote be unanimous. Board Members thanked Dr. Fink for his information and taking the time to meet with them.

Questions asked by the Board Members: how long the process took (an estimate was given on how long each step took); timeline for this process (depends upon what components you include –usually leads to a July 1st hire date); number of superintendent searches that Dr. Fink had assisted with (only the one in 2008 for the District); search firms and the applications they bring to the Board Members; the amount of staff time needed for this kind of search (significant amount of staff time needed – Human Resources was the hiring entity.); California search vs. nationwide search (depending on hiring criteria); average amount of applications received after the screening process (10-15); obstacles for a new Board Member to participate in a “hybrid” type approach (They would need to understand time involved and fully commit); and difference in time commitment for Board Members in using a search firm vs., using a “hybrid” process (additional time needed in the reading of applications – approximately 20-30 minutes per application).

ADJOURNMENT:

It was moved by Chris Pflanze, seconded by Sean Reagan, and carried unanimously,

R-292

That the study session of the Board of Education be adjourned at 5:40 p.m. with all members present except Margarita Rios.

The next regular meeting of the Board of Education will be held at 6:30 p.m. on October 6, 2014 in the Board Room, 12820 Pioneer Blvd., Norwalk, CA 90650.

Ginger Shattuck
Secretary to the Board

Jesse Urquidi
Vice-President