



## MINUTES

Board Study Session  
Superintendent Search Discussion

Wednesday, December 28, 2005  
4:00 p.m.  
Kohlwes Education Center

The Board study session was called to order at 4:05 p.m. by President Al Talley.

### MEMBERS PRESENT:

Al Talley, President  
Lynn Desmarais, Vice President  
Marcie Maxwell  
David Merrill  
Joy Poff

Dr. Dolores J. Gibbons, Superintendent and Secretary to the Board

Superintendent Gibbons stated the purpose of the study session is to give possible educational superintendent search organizations an opportunity to present their proposed process and timeline to replace the retiring superintendent. Invitations for proposals were sent to several firms with two responding.

Dr. John Fotheringham, Northwest Leadership Associates (NLA), gave a brief history of the firm. The partners in NLA have past professional education experience and have conducted over 90 superintendent searches for school districts in Washington, Oregon and Idaho.

Dr. Fotheringham stated in the search process, Northwest Leadership Associates would work closely with the Board of Directors to identify the highest priority needs of the district. Through the use of focus groups, questionnaires, interviews and community forums, they would develop a leadership profile identifying the personal and professional characteristics desired in the superintendent. NLA would recruit the right candidates to compose a quality pool of candidates and conduct reference checks prior to presenting the Board of Directors with a comprehensive screening report. Additionally, NLA would facilitate an interview process that meets the Board's needs for appropriate community and staff involvement while maintaining the Board's decision-making responsibility. Lastly, NLA would assist with contract negotiations with top candidates.

Dr. Fotheringham presented a proposed timeline for the consultant and Board to consider. He encouraged immediate action to ensure receiving a wide-range of top quality candidates. (A complete copy of the proposal is attached.)

A second proposal was reviewed from Educational Service District 112 without representation from the ESD. Discussion ensued on the experience and depth of their past superintendent searches . (A copy is attached.)

President Talley stated the appointment of a superintendent search contract will appear on the January 11, 2006 Board agenda.

**ADJOURNMENT:**

There being no further business, the session was adjourned at 5:40 p.m.

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President, Board of Directors

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Secretary to the Board of Directors