



Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: <i>All action on teaching and learning will focus on empowering achievement at the highest level for each student.</i>	Learning Environments: <i>All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.</i>	Staff Development: <i>All staff will learn, perform and lead in such a manner as to inspire learning for students.</i>	Community Engagement: <i>The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.</i>	Resources: <i>All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.</i>

**LINN-MAR COMMUNITY SCHOOL DISTRICT
BOARD SPECIAL MEETING MINUTES
SEPTEMBER 15, 2014**

ATTENDEES:

- Board: Wilson, Patterson, Buchholz, Gadelha, Hutcheson, Isenberg
- Administration: Morrison, Mulholland, Jensen, Anderson, Ramos
- Absent: Halupnik, Christian, Ironside

CALL TO ORDER AND DETERMINATION OF A QUORUM

The Linn-Mar Community School District Board of Directors special meeting was called to order in the Board Room of the Learning Resource Center by President Barry Buchholz at 5:15 PM. Roll was taken and it was determined a quorum was present.

REVISION AND/OR ADOPTION OF THE AGENDA: Motion: 055-09-15

Motion by Patterson to approve the agenda as presented. Second by Hutcheson. Voice vote. Motion unanimously approved.

WORK SESSION DISCUSSION/INFORMATION

Superintendent Search Update & Discussion

Ted Blaesing, Consultant with HYA Executive Search, provided an update on the results of the focus groups sessions and facilitated a discussion on the next steps in the search for a superintendent for the 2015-16 school year.

Highlights shared were:

- Focus groups: 180 individuals in 23 focus groups
- Total responses: 604 responses including focus groups and online survey
- Strengths of District: successful academic and co-curricular activities, preschool initiative, advanced placement courses, outstanding facilities, committed teachers/staff, Teacher Leadership grant, small town feeling in a large and growing district, supportive and engaged parents and community members.
- Challenges/Concerns: fast-paced growth of district, cost of managing the growth, and high school dilemma (when to build another building and funding), perception of emphasis on athletics over academics as a result of recent facilities built for football, softball/baseball, and swimming, need to stay current with technology, continued need for expansion of facilities and finances to fund the expansions, need to increase communication within the District and community about programs, initiatives, and reasons driving decisions being made.

- Desired Characteristics: (*in no particular order*)

An education leader who has the demonstrated ability to:

- 1) Lead with a depth of pedagogical knowledge in the many aspects of providing an effective educational experience for all learners. Understands and utilizes the latest research, educational trends, and innovation in the areas of curriculum, instruction, and assessment.
- 2) Nurture and maintain an organization in an environment of mutual trust.
- 3) Demonstrate an ability to listen and discern information from a multitude of sources.
- 4) Provide leadership and guidance to foster healthy, productive working relationships with the school board, staff, and numerous school and community organizations in an inclusive framework that respects all groups and individuals.
- 5) Communicate as an effective spokesperson for the District; able to clearly articulate the District's vision, successes, and challenges.
- 6) Be visible in the schools and community, interacting comfortably with students, staff, parents, and community members.
- 7) Develop a shared vision of a preferred future and clearly articulate the vision to the staff, parents, and community.
- 8) Successfully work in a school district of similar demographic composition, complexity and sophistication with engaged parents and community members.

An individual who models:

- 1) Excellent interpersonal skills and is able to motivate others to achieve at the highest levels.
- 2) A willingness to become familiar with and understand the unique history, culture, expectations, and needs of the District, the communities within the District, and the state of Iowa and become a participating member of the community taking advantage of the many benefits of living in the District.
- 3) Commitment to the District and surrounding communities by becoming engaged in the community and providing leadership that will span many years.
- 4) High ethical and moral standards for personal and professional performance and the performance of others.

Additional Information Shared:

- Received 16-18 names as suggestions for superintendent. All were contacted by HYA.
- Student focus group represented the district in a respectful and intelligent way.
- Only "surprise" in the focus group process was how often the theme of growth and facilities came to the top of the list as well as an individual who is trustworthy, visible, and approachable.
- It is typical to have lower attendance in open forums due to the convenience of survey.
- Linn-Mar was above average in the number of focus groups and total participants.

Next Steps:

- HYA will take the next eight weeks to recruit and screen potential candidates using Skype interview sessions and background checks.
- HYA will narrow the list down to the top 5-6 candidates to present to the Board for initial round of interviews in November. *Blasing recommend in-person interviews.*
- Board will narrow down the top 5-6 candidates to the top 2-3 finalists. Board will make the decision on the final candidate. It was clarified that interviews will be hosted off-site to protect the confidentiality of the candidates.

- *Ed Week* advertisement has already been shared with the Board. Additional print advertisement will be shared with the Board as well.
- List of desired characteristics will be placed on District website with clarification that they are listed alphabetically and not in prioritized order.

ADJOURNMENT: Motion: 056-09-15

Motion by Wilson to adjourn the meeting at 6:12 PM. Second by Patterson. Voice vote. Motion unanimously approved.

Board President

Board Secretary

*Respectfully submitted by Gayla Burgess,
Admin Assistant to the Superintendent
September 15, 2014*