

Regular School Board Meeting – December 6, 2021 2021 Superintendent Search Summary – Karen Springer

President Karpick has asked me to recap the Superintendent Search Process. So, I am going to restate my monthly School Board meeting reports.

-At the May 3rd Regular School Board meeting Dr. Rocky Killion announces his intent to retire June 30, 2021.

-Throughout the rest of May the Board researches 4 Superintendent Search consulting firms and interviews two.

-At the June 2nd Regular School Board meeting the Board appointed Administrator Assistance as the Superintendent Search Consultant and appointed Ross Sloat as Acting Superintendent July 1-31, 2021.

-Late June the Superintendent Search Tab is created on the WLCSC home webpage. All documents pertaining to the Search plus a timeline to be posted here.

-At the July 12 Special School Board meeting the Board appointed retired Superintendent Mike Pettibone as Interim Superintendent effective July 20, 2021.

-July 23: Superintendent Vacancy Announcement and Application posted on Corporation website, posted under the Superintendent Search tab, and distributed nationwide by Administrator Assistance.

-August 9: Superintendent Qualities Questionnaire posted on the Corporation website and under the Superintendent Search tab. The Board is seeking the community's input on desired qualities they want in the next Superintendent. Notification of this online questionnaire was emailed to all teachers, staff, administrators, and parents plus press releases to local media plus postings on social media.

-August 23: Two public forums held at the WLIS Café to receive verbal input on qualities desired in the next Superintendent. 5:30 p.m. forum for School Personnel and 6:00 p.m. for parents, students, and community members.

-Late August: The American Association of School Administrator's article "Superintendent Searches Public or Confidential?" posted under the Superintendent Search tab and referred to in succeeding monthly Board meetings. "Confidentiality is the item of highest priority to candidates who are highly successful and well regarded in their current positions". "Most candidates who are highly successful in their current positions cannot aggressively seek a new post in a non-confidential search without damaging their capacity to lead and their status in their current roles".

-August 26: The Compiled Superintendent Qualities Questionnaire posted under the Superintendent Search tab along with a frequency distribution of respondents. 438 submissions were compiled into the top 12 qualities requested in the next Superintendent. The frequency distribution of respondents show 305 respondents or 69.6% were parents of current WLCSC students.

-August 27: Application submissions closes. 17 applications received. In the next 2 weeks first round interview questions developed using question banks from Administrator Assistance and the

ISBA (Indiana School Board Association) plus questions directly pertaining to the Superintendent Qualities Questionnaire plus questions suggested from all board members.

-September 13-22: School Board conducts first round interviews with 7 candidates. Candidates evaluated based on their ability to handle all roles of a Superintendent plus based on the top 12 qualities of a Superintendent requested by the community.

-Over the next two weeks more complex and thought provoking second round interview questions developed honing in on all aspects of a Superintendent's job, the top 12 qualities the public wants in the next Superintendent, current issues facing the WLCSC, and future issues facing the WLCSC. Questions came from Administrator Assistance, the ISBA, unused first round interview questions, all board members, plus second round interview questions from the 2007 Superintendent Search.

-October 20 – November 4: School Board conducts second round interviews with 4 candidates. Again, candidates evaluated based on their ability to handle all roles of a Superintendent plus based on the top 12 qualities of a Superintendent requested by the community.

-November 15: Final two candidates continue to request confidentiality, but agree to third round interviews with Administrators.

-November 18: School Board reaches a consensus on a preferred potential candidate.
All 7 Board members were fully present and fully participated in all Board meetings throughout the Superintendent Search process.

-December 3: Pursuant to Indiana law the Notice of Public Hearing on the proposed Superintendent contract is published in the Journal & Courier and is posted on the Corporation website. This notice includes a compensation and benefits summary. The full copy of the proposed contract is also posted on the Corporation website.

-December 13: Pursuant to Indiana law the Public Hearing on the proposed Superintendent contract will be held at 5:00 p.m. at the Happy Hollow building.

-December 20: Pursuant to Indiana law a Special Meeting of the Board of School Trustees will be held at 5:30 p.m. at the Happy Hollow building to vote on the contract and to then vote on the candidate.

I would like to finish up with a few more comments about confidentiality. I repeatedly spoke of the importance of candidate confidentiality at monthly School Board meetings and referred all to the AASA article on confidentiality posted on the Superintendent Search Tab. Of the 17 initial applicants, nine were sitting Superintendents who had asked for confidentiality throughout the entire search process. The Board fully intends to honor that request. Honoring a confidentiality request is acting with integrity and is simply an honest and ethical business practice.