

**Oak Park and River Forest High School
201 N. Scoville
Oak Park, Illinois 60302**

**Special Board Meeting
Monday, February 22, 2010
7:30 a.m.
Board Room**

REVISED AGENDA

- | | |
|---|------------------|
| 1. Call to Order, Roll Call, and Introduction of Visitors | Dr. Ralph H. Lee |
| 2. Visitor Comments | |
| 3. Administrative Search Team Updates | Information |
| 4. Motion to go into Closed Session | Action |
| 5. Motion to Adjourn | Action |

C: Board Members
Administrators

*Oak Park and River Forest High School
District 200*

201 North Scoville Avenue • Oak Park, IL 60302-2296

TO: Board of Education
FROM: Jason Edgecombe
DATE: February 18, 2010
RE: Administrative Search Team Update – Fine and Applied Arts

BACKGROUND

The purpose of this memorandum is to provide the Board with recent developments in the Administrative Search process for the Fine and Applied Arts Division Head position. As indicated in the earlier memorandum four (4) candidates were interviewed on February 2, 2010 with two (2) candidates recommended to continue in the First Round Process. The two candidates separately spent last Tuesday and Wednesday mornings participating in a Divisional Forum, touring the facilities of the Division and conducting a demonstration lesson with a second period Art Foundations class. Many members of the First Round Search Committee were present for the Forums and four members of the Committee observed the lesson demonstration. The full Committee met on Tuesday, February 16th to discuss the feedback of Divisional members and the feedback of selected First Round Committee members and the class of students who observed and participated in the demonstration lesson respectively.

SUMMARY OF FINDINGS

The feedback for both candidates was mixed from the Divisional Forums. A major failing for both candidates during the Forums was the failure to adequately address their approach to leading the departments of the Division not tied to their own area of expertise. As a result this failure and other concerns, Division members were not as a group supportive of either candidate serving as the next leader of the Division.

Student feedback from the lesson demonstrations and feedback from Committee observers were also mixed with neither candidate demonstrating the skills of a master teacher. The first candidate presented a lesson that deemed to be simplistic in nature, lacked enthusiasm, good individual interaction with students, and had an end product. The second candidate presented a lesson with interesting creativity, using music and art together, but was beyond the abilities of Art Foundation students. This candidate had an interesting opening to the lesson, but its duration of 25 minutes reduced its effectiveness. Neither candidate used closure techniques at the conclusion of the lesson.

In the end, the consensus opinion of the First Round Committee was that neither candidate should advance to the Second Round process of the search.

RECOMMENDATIONS

The recommendations of the District Leadership Team are to do the following:

- Re-open the search immediately,
- To once again attempt to shake the trees through contacts in the profession, and
- To explore the option of an Interim Director for 2010-2011.

Oak Park and River Forest High School
District 200

201 North Scoville Avenue • Oak Park, IL 60302-2296

TO: Board of Education
FROM: Attila J. Weninger
DATE: February 10, 2010
RE: Math Division Head search by search firm - **REVISED**

BACKGROUND

The Board requested information from search firms as to cost and timeframe for a Math Division Head search. I contacted the following firms and received replies from each: BWP; Exec Connect; Hazard Young Attea; and Ray and Associates.

SUMMARY

Below, please find the message I sent to reps from each search firm and responses from each firm.

- **BWP**
If a new search is conducted, it probably would be \$12K plus expenses. I would say the timeframe would be about 10 wks.
Ron Barnes
- **School Exec Connect**
Our price is \$8,500 plus about \$150 for expenses. Ideally two months. Could do it faster, but not as good.
Linda Hanson
(In communicating with Linda, I suggested this search as an add on, and would that then be less costly. Her reply was after that communication.)
- **Hazard Young Attea**
Attila,
Talked to Hank and some of our High School consultants today and everyone agreed this would be a tough position to fill because of salary and especially after two searches during which you haven't been able to identify an acceptable person. Consequently, rather than doing a search, we would prefer to aggressively seek individuals for your consideration on a contingency basis, with a payment of \$5,000 if we bring to your attention a candidate you hire.
Bill Attea
(Later, in talking with Bill's Assistant, I was told that such a search would most likely take 6-8 weeks. Bill has already been in touch with a couple candidates just in case.)
- **Ray and Associates**
Attila,
We feel this is a bit out of our field of expertise so are going to decline the invitation to present a proposal. Thank you for contacting the firm to determine our interest.
Steven Triplett

RECOMMENDATION

Information only.