

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
MINUTES OF THE SPECIAL MEETING OF THE BOARD OF EDUCATION

April 11, 2017

I. CALL TO ORDER

The meeting was called to order at 4:00 p.m.

II. ROLL CALL

PRESENT: Mr. Marchese, Ms. Ellis, Ms. Foster, Mr. Brodrick, Mr. Vue, Ms. Vanderwert, Mr. Schumacher, Superintendent Thein, Ms. Cameron, General Counsel, Ms. Polsfuss, Assistant Clerk

III. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Mr. Schumacher moved approval of the order of the main agenda as published. The motion was seconded by Ms. Ellis.

The motion passed with the following roll call vote:

Mr. Marchese	Yes
Ms. Ellis	Yes
Ms. Foster	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Vanderwert	Yes
Mr. Schumacher	Yes

IV. OLD BUSINESS

A. Consideration Of and Decision On Selection of New SPPS Superintendent

The Chair stated the purpose of the special meeting was to name the preferred candidate for Superintendent of SPPS. The vote this evening will authorize contract negotiations to begin with the preferred candidate.

He then went on to outline the process the Board utilized for finding and naming its next Superintendent.

- Before embarking on the search, the Board took a number of steps to help guide and shape the process. Research was done on how other districts completed their searches, best practices they implemented and learnings they had collected and shared.
- The Board meet with a consultant and staff with experience in superintendent searches to understand what to expect, decisions to be made and pitfalls to avoid.
- The Board approved a partnership with The Bureau of Mediation Services (BMS) and the Dispute Resolution Institute at Mitchell Hamline School of Law (DRI) to facilitate a comprehensive community engagement plan to inform their decisions on candidates to bring forward and ultimately make an offer to.
- From this, a Design Team was created which was comprised of students, parents, community members, district leaders, the school board, staff and collective bargaining units.
- After the research phase, the Board completed a thorough RFP & Interview process and hired Ray and Associates to assist in the search.
- 67 candidates submitted applications to be the new SPPS superintendent

- 13 were selected by the search firm as semifinalists based on the profile created using the community feedback collected through the Design Team outreach.
- This was narrowed to 3 finalists of which 2 moved on to interviews.
- Finalists were brought in for a rigorous assessment and interview process between March 29 and March 31 which included:
 - Visits to SPPS schools
 - Conversation with students
 - Presentation to community members at an open, meet the candidate forum
 - Meeting with the Design Team
 - Conversations with leaders from the government sector
 - Conversations with partners in nonprofit, foundation, education, community and corporate sectors
 - Conversations with parent groups
 - Conversations with the Union and Bargaining units
 - Conversation with Interim Superintendent
 - Conversation with Senior Leadership Team
 - The formal, televised interview with the Board of Education
 - An exit interview with selected Board Members
- After the three days in St. Paul, selected Board members visited finalists' school districts. There they met with:
 - Direct reports of the candidates
 - Superiors of the candidates
 - Partners
 - Union and Bargaining groups
 - Elected officials represented by the candidate's school district
 - Building leaders where they spoke with Principals and Teachers and also did school tours.
- The Board members were asked to do the following after completion of the formal interview.
 - Review the profile
 - Read all of the feedback gathered through the community engagement process
 - Read through all notes from visits to the finalist's district
 - Review their own notes from the entire assessment and interview process
 - Consider feedback from impression forms completed by community leaders, partners, parents, students and stakeholders
 - Consider the interview with each candidate and
 - Were instructed to come to the April 11 special Board of Education meeting prepared to consider action to select the preferred candidate.

He then opened discussion to each Board member to share their reflection and perspective on both candidates. Those who made the district visits provided an overview of the visits.

MOTION: Ms. Vanderwert moved the Board of Education select Dr. Joe Gothard to serve as the next Superintendent for St. Paul Public Schools and that negotiations on the contract begin immediately. The motion was seconded by Mr. Brodrick.

The motion passed with the following roll call vote:

Mr. Marchese	No
Ms. Ellis	Yes
Ms. Foster	Yes
Mr. Brodrick	Yes
Mr. Vue	No
Ms. Vanderwert	Yes
Mr. Schumacher	Yes

V. ADJOURNMENT

MOTION: **Mr. Brodrick moved the meeting adjourn, seconded by Ms. Ellis**

The motion passed with the following roll call vote:

Mr. Marchese	Yes
Ms. Ellis	Yes
Ms. Foster	Yes
Mr. Brodrick	Yes
Mr. Vue	Yes
Ms. Vanderwert	Yes
Mr. Schumacher	Yes

The meeting adjourned at 4:42 p.m.

For clarity and to facilitate research, these minutes reflect the order of the original Agenda and not necessarily the time during the meeting the items were discussed.

Prepared and submitted by
Marilyn Polsfuss
Assistant Clerk,
St. Paul Public Schools Board of Education