

MINUTES

The Campbell County Board of Education met in a search committee meeting on Thursday, January 13, 2011, at 6:00 p.m., at the courthouse in Jacksboro, Tennessee. The following school board members and search committee members were present and Gail Parks kept the minutes. Rector Miller, David Lynch, Homer Rutherford, Josh Parker, Scott Hill, Eugene Lawson, Johnny Creekmore, J.L. "Sarge" Collins and Chairman Mike Orick. Board member Johnny Byrge was absent. Search Committee members present were Marjorie Paul, Marlene Broadway, Vickie Heatherly, and Jerry Sharp. Committee member George McFarland was absent.

Chairman of the Board Orick called the meeting to order.

Roll Call.

Chairman Orick stated the board had discussed the timeline in last weeks meeting. The board would like to have a Director of Schools in place by April 15th. The criteria was discussed. The board will use the same criteria as the last search but may make any additions or deletions. The position will be advertised for 30 days and a 30 day notice will be given of when the selection of the Director of Schools is being voted on.

Proposed Timeline for Selection Process.

January 6, 2010, Introductory Meeting, Community member introductions, Selection of Chairman, Discussion of Proposed Timeline, Overview of Information Booklet

January 13th, 20th, 27th Approval of Timeline, begin discussions of Criteria, Begin discussion of wording and placement of advertisement

February 3rd Finalize Criteria, Finalize wording of position advertisement and approve placement, Direct staff to place advertisements

February 17th Begin screening incoming applications

March 10th Continue screening applications

**** The remaining meeting require Board of Education members only; per state guidelines Board of Education members can participate in interviews**

March 22nd & 24th Conduct interviews

March 31st Discuss finalists, direct staff to conduct background checks or hire firm to conduct

April 5th or 7th Reinterview finalists, Post notice of Board of Education to vote at May meeting

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Motion by Miller, second by Collins to adopt timeline as proposed to add the Campbell County Board of Education will have a Director of Schools by April 1st or no later than April 15, 2011.

Miller-yes, Lynch-yes, Rutherford-yes, Parker-yes, Byrge-absent, Hill-yes, Lawson-yes, Creekmore-yes, Collins-yes, Orick-yes. Motion Passed.

Board member Parker asked if a transition period would be necessary. Chairman Orick responded if one was needed he did not have a problem with it. Board member Parker also asked the board how they felt about someone applying who obtains an MBA degree and perhaps it is time to look out of the box. We pay a lot of folks a lot of good money for educational experience and times have changed. He stated this was a thought and a suggestion of his. Board member Rutherford stated he felt applicants should have at a least a Masters in Education. Committee member Broadway stated ideally you would have a Masters in Education. Board member Creekmore stated board member Parker has some valid and good points because of the budget. Committee member Sharp stated the Board of Education is the largest employer of the county and there were many ways to look at things. Board member Miller stated he wants someone who cares about the kids and our test scores. Board member Lawson stated we had someone before who was good with the money and he was fired. Chairman Orick stated no he resigned and we need to stay in discussion of the meeting. Board member Lawson stated Dr. Martin bought Jeff when he gave him the \$16,000 dollar raise. He shrewd us out of money. Board member Parker asked if candidates had to be employees within the system or could they be retirees from our system. Board member Hill stated they need to include some surrounding counties. Board member Collins felt it should be local area but could go along with surrounding counties. Committee member Heatherly commented that maybe a certain mile radius of Campbell County but preferred the Director be from Campbell County. Committee member Sharp stated he felt surrounding counties would be okay. Board member Creekmore stated his opinion was someone from Campbell County and nothing else. Board member Lawson asked if it should be someone in the school system. Committee member Broadway stated if they are qualified them staying in Campbell County is fine. Board member Lynch stated his preference is for Campbell County only. Board member Rutherford asked if there was an employee who wanted to apply but lived outside of Campbell County if this would be an issue. Chairman Orick felt the candidates should be from this county as well. Other members questioned this issue as discussion continued.

Motion by Creekmore, second by Collins all applicants for the Director of Schools position must be a Campbell County resident.

Miller-yes, Lynch-yes, Rutherford-yes, Parker-yes, Byrge-absent, Hill-yes, Lawson-yes, Creekmore-yes, Collins-yes, Orick-yes. Motion Passed.

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Chairman Orick stated in order to approve the criteria the action taken for applicants to be a resident of Campbell County would need to be approved.

Motion by Lawson, second by Miller to approve the criteria and add that applicant must be a Campbell County resident.

Miller-yes, Lynch-yes, Rutherford-yes, Parker-yes, Byrge-no, Hill-yes, Lawson-yes, Creekmore-yes, Collins-yes, Orick-yes. Motion Passed.

Proposed Criteria

The director of schools will serve as the chief executive officer of Campbell County Schools and will be responsible for carrying out all school board policies. Candidates will be evaluated on how well their personal and professional qualities match with the needs of the school district with an emphasis on the following.

1. Applicant must be a Campbell County resident.
2. Ability to listen. A “people person” with exemplary listening skills, who listens carefully to students, staff, and community concerns and is comfortable interacting with a wide range of persons with diverse backgrounds and educational levels.
3. Effective communicator, both oral and written. Exhibits strong interpersonal communication skills including speaking and writing. Communicates genuine concern for individuals.
4. Strong analytical and problem solving skills. A documented record of team management, solving problems, making wise decisions, and bringing issues to a satisfactory resolution.
5. Effective spokesperson for school district needs. Effectively communicates the needs and successes of the schools; is seen as a champion for children and for public education and can build support, confidence and pride in the school system. A minimum of a master’s degree and or higher is required. Preferable someone with strong background in education.
6. Goal oriented. Experienced in working with community, staff, students and board to develop goals for the school system and in working through a plan to accomplish those goals.
7. Makes decisions based on facts and information rather than political affiliation.
8. Able to work with and generate support from the entire board. A record of working effectively with a school board, keeping the board well informed and sharing credit for accomplishments.
9. Ability to initiate and adapt to change. Has a record of leadership in working with the board, staff members, students and community to plan and implement change. Maintains familiarity with innovations and related research in education. Experience in Alternative Learning to assist with problems.

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10. Committed to long-range planning. Keeps focus on the “big picture”. One who can work with the school board, county commission, community and staff to develop a vision of success and long range plans with timeline to make the vision become reality.
11. A demonstrated knowledge of budget and fiscal affairs. Someone with the skills necessary to successfully manage a multi-million dollar budget and the facilities of the school system.
12. Knowledgeable about local community. Ability to understand and relate to local customs and issues. Someone who is already vested in or who has the ability or desire to invest in the community.

A member of the audience, Mr. Jerry Chadwell asked Chairman Orick the question if a school board member wanted to apply for the Director position what would be required. Chairman Orick stated he had inquired and was told the member would be required to resign from the position as a member of school board. The next meeting will be a special called meeting on January 20, 2011 at 5:30 p.m., and a search committee meeting on January 20, 2011, at 6:00 p.m.

Meeting adjourned.

**Mike Orick
Chairman of the Board**