

**INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota**

**SPECIAL MEETING OF THE BOARD OF EDUCATION
360 Colborne Street
Saint Paul, MN 55102, and**

Available Streaming Online at www.spps.org/boe and Saint Paul Cable Channel 16

**December 18, 2024
6:00 p.m.**

MINUTES

1. CALL TO ORDER

The meeting was called to order at 6:00 p.m. by Halla Henderson, Chair.

2. ROLL CALL

Board of Education: C. Franco, E. Valliant, H. Henderson, U. Ward, J. Vue, C. Allen, Y. Carrillo

C. Long, General Counsel; S. Dahlke, Assistant Clerk

3. APPROVAL OF THE ORDER OF THE MAIN AGENDA

MOTION: Director Henderson moved approval of the order of the main agenda with one change to add “Deliberations of the Finalists for the Position of Superintendent of Saint Paul Public Schools” following the public interview. The motion was seconded by Director Franco.

QUESTIONS/DISCUSSION:

- It was noted that while deliberations will begin following the public interview, there will not be a final decision made at this meeting.

The motion was approved by roll call vote:

Director Franco	Yes
Director Valliant	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Carrillo	Yes

4. INTERVIEW OF A FINALIST FOR THE POSITION OF SUPERINTENDENT OF SAINT PAUL PUBLIC SCHOOLS

Director Henderson regrounded the Board in the process, beginning with the search for an interim superintendent, Dr. John Thein, and she thanked him for being the steady force for the transition as we

begin the search for the next superintendent. Next, we hired a superintendent search firm, BWP, and developed the leadership profile, which included the needs of the community, students, this district and what it means to be SPPS and the future. This work was compiled through community engagement, stakeholder small groups, surveys and forums. The leadership profile was the basis for the interviews held with the task force, which included stakeholders, members of each PAC, union leaders, Administration, school board members, and community leaders. The task force was about to narrow the pool of candidates to three finalists, and for the past three days, finalists have spent time in schools, meeting with stakeholders, participating in virtual sessions, and to ensure candidates are well-rounded in the areas of programs and opportunities in SPPS.

A. Dr. Stacie Stanley

Dr. Stanley then responded to the below questions:

- Please take a few minutes to introduce yourself and explain why you believe Saint Paul Public Schools would be a strong match for your leadership style and personal values.
- The Board and SPPS believe that public engagement and transparency are critical to making decisions and charting the way forward for our schools. What did those principles look like in your previous school district's decision-making model? Would you suggest doing anything different as the superintendent of SPPS?
- Presentation: How would you prioritize improving student outcomes in reading, math, and science during your initial two to three years as superintendent? If given the opportunity to continue into years three to six, what strategies would you implement to sustain and further these improvements? Please provide specific examples of similar successes in your previous roles and explain how your experience equips you to lead this initiative effectively in SPPS?
- How will you lead the district towards an inclusive school culture where students with disabilities are fully integrated into the academic and social aspects of school life? How will you utilize your team to ensure we are in compliance with IEP requirements and providing the necessary tools to schools in order to deliver high quality services?
- In Saint Paul Public Schools, the diversity of the students we serve is a strength of our district and something we celebrate. What has been your experience serving and increasing proficiency for students who receive Multilingual Language Learning support? Please provide an example of how you have utilized data to improve educational practices and outcomes for students receiving MLL services.
- What does it take to transform the culture of an organization, and how would you approach this process? Have you undertaken such an effort in the past? If so, please provide details about your experience and the steps you took to achieve the change.
- As the leader of a school district, what has been your approach to developing leaders? What are key accountability measures you monitor? How did the demographics of your teaching and administrative staff change during your years as superintendent? What strategies did you use to attract and retain staff from underrepresented communities?
- What is your perspective on school district governance, including the roles of the Board of Education, staff, and community in decision-making and operations? How do you see yourself successfully managing the relationship with the Board to ensure the effective implementation and functioning of this governance model?
- How do you define "safe schools" in your present or most recent school community? How do you know how well your schools meet that definition? What have you found to be the most impactful ways to ensure your schools are safe places for learning? How might you adapt these strategies to meet the unique needs of SPPS?

- We have heard from community about the appreciate of deep connections to SPPS as a leader connects with students, staff, and community. With the differences in Edina and SPPS, please provide examples of scaling-up in budget, leadership development, and accountability for progress, and anticipate how that would look throughout the first year.
- Reflections on day in SPPS.
- What do you need from this school board in order to be successful in your role?

4. DELIBERATIONS OF THE FINALISTS FOR THE POSITION OF SUPERINTENDENT OF SAINT PAUL PUBLIC SCHOOLS

Board members then began with the leadership profile as the guiding document for deliberations. Each board member lifted one strength, one district challenge identified in the profile and one essential leadership quality that they would need to see in the next superintendent.

Director Henderson identified Diverse Programs and Services, School District Collaboration, and Trust-Builder. Director Ward identified Uplift Committed Staff, Academic Outcomes, and Relationship Builder. Director Carrillo identified Understanding of Diversity, Academic Outcomes and School Safety, and Instructional Leadership. Director Allen identified Community Pride, Academic Outcomes and School Safety, and Cultural Integrity. Director Valliant identified Student Support, Diversity and Cultural Integrity, Strategic Thinker, Change Management, and Decision-Maker. Director Franco identified Community Pride, Budget, and Commitment to our Students. Director Vue identified Community Pride, Facilities and Strategic Thinker.

The Board then discussed the strengths seen in candidates in addressing the strengths of the district, weaknesses of the district, and essential leadership qualities. The Board also discussed how they need the next superintendent to work and connect it back to the candidates in their visions, and how they need the superintendent to show up Year 1 and Day 1. They also discussed the vision for SPPS in 3, 4, and 5 years.

14. ADJOURNMENT

Director Henderson moved to adjourn the meeting; Director Allen seconded the motion.

The motion was approved by roll call vote:

Director Franco	Yes
Director Valliant	Yes
Director Henderson	Yes
Director Ward	Yes
Director Vue	Yes
Director Allen	Yes
Director Carrillo	Yes

The meeting adjourned at 9:23 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:

Sarah Dahlke

Assistant Clerk, St. Paul Public Schools Board of Education