

FINDING LEADERS

BRECKSVILLE BROADVIEW HEIGHTS CITY SCHOOLS

STAKEHOLDER INTERVIEW PROCESS

Stakeholder Selection

The stakeholders should be a diverse group composed of the following:

7 - Teachers (selected by principals)

- 2 ES teachers
- 2 MS teachers
- 2 HS teachers
- Union president
- Attempt to balance across gender, age, experience, race

7 - Support Staff (selected by Craig Yaniglos and Brian Wycuff)

- A balance of classified staff from secretary, aides, bus driver, food service, maintenance and union officer
- A long-time employee of the district, 15 years or more
- A short-time employee of the district, 3-6 years
- Attempt to balance across gender, age, experience, race

6 - Community Group One (selected by the various group leaders)

- 4 - PSO members from each building (plus preschool)
- 1 - Athletic Boosters Representative
- 1 - Music Booster Representative

6 - Community Group Two (selection as described)

- 1 - Broadview Heights Mayor (or his designee)
- 1 - Brecksville Mayor (or his designee)
- 1 - Broadview Heights council representative (selected by the council president)
- 1 - Brecksville council representative (selected by the council president)
- 1 - Brecksville community member without current BBH students (selected by the mayor)
- 1 - Broadview Heights community member without current BBH students (selected by the mayor)

5 – HS Students (selected by the HS principal)

- If students are to be involved, up to 5 high school students should be chosen who are representative of the student body and community and who have shown leadership qualities
- If possible, avoid seniors as they will not engage with the new superintendent

Administration (all)

- All administrators should attend

Stakeholder Interview Process

Stakeholder must commit to participating in both interviews of the two finalists on May 17th. The core group sitting in the inner circle will conduct the only questioning of the candidate. A meeting will be held with the core group interviewers one hour prior to the group interview to receive training and determine the line of questioning strategies.

The Board of Education will be seated behind the observers. Their only function is to observe and obtain input during the reflective process. Finding Leaders consultants will facilitate the training and the interview process. After the 45-minute interview, the consultants will facilitate a reflective process with the interviewers and observers to seek their input on the candidate for the Board of Education.