

April 13, 2024 School Board Special Meeting Minutes

Tigard-Tualatin School District, 23J

The minutes are official after Board approval and will be posted at www.ttsdschools.org

Board Members Present:

Tristan Irvin, Chair
David Jaimes, Vice Chair
Jill Zurschmeide
Crystal Weston
Kristen Miles

Others Present:

Patty Roberts, Executive Assistant
Thor Kuhn, Teacher & Media Specialist
Mike Scott, Consultant, McPherson & Jacobson, LLC
Steve Lowder, Consultant, McPherson & Jacobson
And
Members of the Community via the Internet

I. SPECIAL BOARD MEETING ~ Time: 9:03 AM

A. Call to Order – Chair Tristan Irvin ~ Time: 9:03 PM

Chair Irvin called this Special Board Meeting of the Tigard-Tualatin School District Board of Directors to order at 9:03 AM, virtually, through a Zoom meeting link and streamed live and can be found on the [TTSD YouTube Channel, \(04/13/2024 TTSD Board Special Meeting\)](#). *(Please access the online video of this special meeting for full verbiage in its entirety.)* She welcomed everyone to this Special Meeting and shared that this meeting will provide an update and describe a possible shift in the TTSD Superintendent search process and to offer a “hybrid” search option.

B. Approval of the Agenda – Chair Irvin ~ Time: 9:04 AM

Chair Irvin asked for a MOTION to approve the agenda, as presented. Director Jill Zurschmeide made a MOTION to approve the agenda, as presented. Director Kristen Miles seconded the MOTION. Chair Irvin asked for discussion. There was no discussion. The MOTION carried unanimously, 5-0. The MOTION passed.

II. ACTION ITEM ~ Time: 9:04 AM (Timestamp: 0:35)

A. Superintendent’s Search Process Update – Presenter: Chair Irvin ~ Time: 9:04 PM

Chair Irvin shared that, this morning, McPherson & Jacobson, LLC, executive search services representatives, Steve Lowder and Mike Scott, with McPherson & Jacobson, LLC, are present to discuss a possible shift in our search process and they are prepared to offer a “hybrid” search option. McPherson & Jacobson shared a [“Draft Expedited Search Calendar”](#), a copy is found here. Board members and our consultants discussed, in detail, the current search process, potential “hybrid” search process, the current superintendent candidate pool, and calendar dates for the superintendent search process, confidentiality of the process. Mr. Lowder shared that he does not see any negativity for the hybrid process, other than making sure the community understands what the board is doing. We must have a lot of transparency around the process, not the people necessarily, but the process.

Board members shared the following comments and questions:

- When we are talking about a fully confidential process, I assume that means that we get all the way to our finalists, and the name is not released to the public until it is the one person we’ve selected. I like the idea of this hybrid process, especially because we are in that awkward place where it is a little too late to begin a full search, and really earlier than needed for an interim candidate. Do we

2023-2024 Tigard-Tualatin School District Board of Directors:

Tristan Irvin, Chair, David Jaimes, Vice Chair; Kristen Miles, Crystal Weston and Jill Zurschmeide Directors

need to vote on new qualities and qualifications (Q & Q's) before we advertise the position? So today, do we just want to vote on the process or do we want to specifically call out the calendar?

- I think that my biggest and only concern was that there was not going to be the time to find the depth and breadth of the pool what we are looking for and it was just too late in the season to do a full search. Regarding the calendar that was sent to the Board, earlier today, those dates would change, based on what we are talking about now?
- I like that this is good news. A permanent administrator would be better. This seems like a good option, and I like that it's a possibility. Would we still look nationally? Also, as part of the public engagement, would we be looking at the qualifications, because we already did the qualifications, but that was for the interim candidate. What would that look like if we changed the process. I want to caution the Board on using the same qualifications that were adopted for the interim, although I don't expect significant change to the qualifications, I think it's important to tell the community with proper notice that we're now changing the process. Would we have some community input options available at board meetings and then other opportunities for people that might want a different setting or timeframe to engage? When will we vote on the updated calendar? I am wondering if we could include in those dates that we're looking for input on a permanent superintendent hire, even if it is a range, just to make it clear, to the public.
- I am concerned regarding the "optics" of the process, because we have been saying we are going to run an interim process and now we may switch to a full-time search. We have adopted the qualifications for an interim and I agree that this is exciting, we said we were going to run a very open process. I feel that we must use caution on this because we don't want to rush into this now and switch everything that we have said to the community. We may need to hold more community forums and reopen things and possibly slow things down.
- There was discussion regarding scheduling opportunities to collect public comments and public input regarding what our community wants to see in a new superintendent.

Director Zurschmeide made a MOTION that the Tigard-Tualatin School District Board of Directors approve the hybrid search process option for the interim / permanent superintendent search, as presented. Director Weston seconded the MOTION. Chair Irvin asked for discussion. There was no discussion. The MOTION carried unanimously, 5-0. The MOTION passed.

III. ADJOURN ~ 9:41 AM

Board Chair Tristan Irvin adjourned the Board meeting of the Tigard-Tualatin School District Board of Directors at 9:41 AM.

APPROVED BOARD MEETING

DATE: February 24, 2025

CHAIRMAN:

CLERK:

This Board Meeting was streamed on the [TTSD YouTube Channel](#).