

The Board of Directors of the Cedar Falls Community School District in the County of Black Hawk, State of Iowa, met in special work session pursuant to the laws and rules of said Board at the James L. Robinson Administrative Center, 1002 West First Street, Cedar Falls, Iowa, at 5:30 p.m. The meeting was called to order by the President and the roll being called there were present Deon Senchina in the chair, and the following named Directors: Jim Brown, Susan Lantz, Jenny Leeper, David Williams and Joyce Coil. Others in attendance were: Douglas Nefzger, Director of Business Affairs, Dan Conrad, Director of Secondary Education, and Dr. Adrian Talbot, Director of Human Resources.

President Senchina called the meeting to order and reported that the business and action to be taken at tonight's meeting will be focused on student achievement.

The Cedar Falls Board of Education discussed the process for an upcoming superintendent search. Suggestions include:

- Open work sessions
- Communication with the public
- Educate the public on the process. In some circumstances the Board is bound by confidentiality.
- Need for third party consultant to assist with the process.
- Continue to communicate the process and move forward effectively.
- Need to be open with our actions to rebuild any potential loss of trust in the community.
- Continue building on the positives taking place in the District.

The discussion then centered on the actual superintendent search and how the process worked during the last search. Board members stated that using an outside firm was a positive and liked the scripted questions that were developed during the interviews. Board members continued to discuss the pros and cons of using a search consultant.

The Board then discussed the pros and cons of having an interim superintendent versus hiring a new superintendent. Discussion points included:

- Public perception
- Timing of a start date of an interim superintendent
- Need for the right person
- Continue to move forward with District initiatives
- Emotion within the school and community
- Strong board leadership
- Strong Executive Cabinet and Administration
- Reputation of District

A subcommittee consisting of President Senchina, Director Williams and Director Brown will contact superintendent search firms and report back to the Board.

Board members reviewed the following processes for the upcoming superintendent search:

- Reference checking
- Facilitator involved during the selection of final candidates
- Development of weighting of questions during the interview process
- Length of interview process
- Consistency within the stakeholder groups

Adjournment

Director Coil moved and Director Williams seconded the motion to adjourn. Directors voting in favor of the motion: Brown, Coil, Senchina, Williams, Lantz and Leeper. Those voting "no" none. Motion carried. The meeting adjourned at 6:53p.m.

Secretary

President