



BOARD OF DIRECTORS
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Christy Perry, Superintendent

AGENDA
SPECIAL BOARD MEETING
6 p.m.
November 30, 2022

Public access is available online:

English: <https://www.youtube.com/watch?v=bOkMJYjgP3U>
Spanish: <https://www.youtube.com/watch?v=CYHMoBxvjyM>
ASL: Services provided online during meeting

The meeting will also be broadcast on CC:Media, channel 21. Closed caption in English is available through CC:Media television and YouTube.

- 1. CALL TO ORDER** Chairperson
 - a. Attendance
 - b. Land Acknowledgement
 - c. Pledge of Allegiance
 - d. Agenda Modifications

- 2. OVERVIEW OF SUPERINTENDENT HIRING PROCESS AND PROFILE** Chairperson
 - a. Hank Harris of Human Capital Enterprises will provide an overview of the hiring process and profile for the next superintendent.

- 3. PUBLIC COMMENT** Chairperson

Public comment will be accepted on the **action item only** (*Salem-Keizer Public Schools Ideal Profile for Next Superintendent*) by **phone call or Zoom**. The link to sign up to give public comment opens when the agenda is posted and **closes at 9 a.m. Wednesday, November 30**. Please [click here](#) for directions and to sign up to comment.

A lottery system will be used to select speakers at random. Depending on the number of people who signed up to comment, we may not be able to hear from everyone. For this meeting, **thirty (30) minutes** will be designated for public comment. Since we are accepting comment on one item only and want to provide opportunity to hear from as many individuals as possible within 30 minutes, each speaker will be allowed up to **two (2) minutes**. Electronic mechanisms are utilized online and in the meeting room to for translation purposes.

The board opened **written public comment from November 16 to 28, 2022**, and the public comment received during that time was provided to the board ahead of the meeting and will be posted on the district website.

- 4. DISCUSSION** Chairperson
 - a. **Salem-Keizer Public Schools Ideal Profile for Next Superintendent*, facilitated by Hank Harris of Human Capital Enterprises

- 5. ACTION** Chairperson
 - a. **Approve the Salem-Keizer Public Schools Ideal Profile for Next Superintendent*

- 6. DISCUSSION** Chairperson
 - a. **Compensation for the next superintendent*, facilitated by Hank Harris of Human Capital Enterprises

- 7. ADJOURNMENT** Chairperson

*Supplemental material included and/or will be posted to the district website.

**SALEM-KEIZER PUBLIC SCHOOLS
IDEAL PROFILE FOR NEXT SUPERINTENDENT**

Background/Discussion

A required component of selecting and hiring a new superintendent for the 2023-24 school year is developing hiring process and standards, criteria, and policy directives. Following an RFP process that included a public interview on August 23, 2022, and subsequent reference checks, the SKPS Board of Directors hired the search firm Human Capital Enterprises (HCE) to facilitate the search for the next SKPS Superintendent.

At a work session of the board on October 4, the SKPS Board of Directors met with Hank Harris and Kathleen Rodden-Nord of HCE and came to consensus on a hiring process to hire the next superintendent. This process was then presented as a reading/discussion at the October 11 board meeting and was subsequently approved at the November 8 board meeting.

Part of the hiring process includes development of criteria for the next superintendent: *Salem-Keizer Public Schools Ideal Profile for Next Superintendent*. Between October 25 and November 5, an online survey opened and HCE conducted stakeholder engagement sessions to collect feedback on criteria, which was used in development of the profile.

Beginning November 16, the draft profile/criteria was released. Additionally, an opportunity was made available to provide written public comment between November 16 and 28 to be included as public comment for the November 30 board meeting. Public comment focuses on the following questions:

- What statements on this list [criteria] are most important to you?
- Is there something you would like to see changed in this list?
- Is there something you would like to see added to this list?

The written public comment will be posted to the website as supplemental material to the November 30 board meeting. Additionally, the board will hear public comment on the profile/criteria during the meeting via call-in and Zoom participation.

Following public comment, Hank Harris from HCE will facilitate discussion on the profile/criteria, with potential for changes to the criteria based on the board's feedback. Once changes have been made, the profile will be presented for action.

Recommendation/Board Action

This item is presented first for discussion and then for action: ***Approve the Salem-Keizer Public Schools Ideal Profile for Next Superintendent.***



Salem-Keizer Public Schools Ideal Profile for the Next Superintendent

Below are the specific criteria that the consultants will use in identifying outstanding prospects for the position of Salem-Keizer Superintendent of Schools. It is also a document the school board will use in the selection phase of the search. These characteristics emanate from feedback from the focus groups and interviews and from the results of the *Superintendent Search Survey*. Within the focus groups, interviews, and survey, our first two questions ask about strengths and complexities of district; and the third question asks specifically about desired characteristics of a new leader. The responses to all three of those questions help inform and shape the establishment of this criteria.

Distilling a list from so much input is both an art and a science, but ultimately must reflect the desires of the elected school board. To that end, we provide to the school board these fifteen desired characteristics as a composite voice from your community and your stakeholders – and as a draft for you to consider.

Salem-Keizer School Public Schools seeks an exceptional educational leader who is a(n)

- Experienced and accomplished educator with a proven track record for leading a district toward greater academic achievement
- Steadfast guardian of safe, welcoming, and inclusive learning environments
- Authentic, approachable communicator who listens deeply and speaks compellingly knowledgably, empathetically, and with ease in a multitude of venues and with a variety of audiences
- Tireless defender of equitable opportunities for all students

and who

- Has demonstrated the ability to explicitly serve, engage, and empower all students, especially and intentionally reaching those students who have been marginalized or historically underserved
- Places top priority on student well-being, with the student at the center of decision-making, and recognizes that youth are capable of playing a vital role in decisions that affect them – and that they must be afforded that voice
- Uplifts, unifies, and builds bridges through engagement with all stakeholders
- Establishes trust by focusing on shared values and common ground
- Deftly navigates divergent beliefs by relentlessly centering decision-making around what is best for students, even in the face of external pressures
- Has demonstrated financial acumen in order to garner resources that benefit the district's students
- Has demonstrated political acumen in order to affect legislation that benefits students districtwide and statewide
- Champions behavioral and mental health so that students can grow and thrive
- Develops, grows, and sustains public, private, and nonprofit partnerships
- Explicitly focuses on building a workforce that reflects the rich diversity of the district's students
- Demonstrates a long-term commitment to the community through visibly participating in service organizations and community and school events