

## 05 12 2010 Special School Board Meeting

### Call Meeting to Order

1. [Call Meeting to Order](#)

#### Minutes:

Dick Greene, of Hazard, Young, Attea & Associates, outlined the procedures to be used to select the final 3 candidates for the Superintendent position. Five candidates have been interviewed over the past two days.

School Board Members should be considering:

- What can he/she bring to our district to raise it to a higher level
- Why would he/she be more acceptable to the entire Board
- Does he/she seem to be capable of working with the Board as a whole
- What were your concerns and issues with each candidate
- What strengths and weaknesses did you see
- What one candidate are you LEAST interested in bringing back.

That name will be written on a piece of paper (no name attached). This allows candidates to be eliminated rather than favorite identified.

### Acceptance of Agenda

2. [Accept the Agenda for the May 12, 2010 Special School Board Meeting](#)

### Invocation

Pledge of Allegiance

Special Recognitions

Public Comments on Agenda Items

Approval of Minutes

Approval of Consent Agenda

New Administrator Announcements

Consent

Regular

Administration - School Board

3. [Selection of Finalists for Position of Superintendent of Schools](#)

Minutes:

Candidate No. 1. Dr. Donald Carlisle

Frank O'Reilly:

- Presented himself very well; spent a lot of time praising our current programs.

Lori Cunningham:

- Very approachable, soft spoken, gentle leadership style, has the background and experience with audits in different segments of the organization.

Tim Harris:

- Liked his idea of an audit of each department to ensure job duties and responsibilities are aligned; did his homework on the district.

Kay Fields:

- Very competent; impressed that he would not initiate any changes until he was comfortable in the district, concerned he is a finalist with the Louisiana school district opening.

Hazel Sellers:

- Very knowledgeable and likable; concerned that he is from a much smaller district and accustomed to moving faster than what can happen in a district as large as ours.

Margaret Lofton :

- Did his homework on the district; person of integrity; bold, gentle yet strong, believes he will work well with School Board.

Candidate No 2. Kenneth Connolly

Margaret:

- Didn't seem to be familiar with our programs and strategies; disappointed he would not relocate to Polk County.

Hazel:

- Direct, no nonsense personality; would need to live in the district; doesn't feel he had the passion for the position.

Kay:

- Very articulate, accomplished; disappointed when he would not move to Polk County, stated he was unwilling to work with Charter Schools.

Tim:

- Understood that he was not a big fan of charters because they take revenue from traditional schools, concerned with his inability to relocate.

Lori:

- Interviewed well, lots of experience, great perspectives on moving the district forward, great supporter of arts; impressed until he stated he would not relocate.

Frank:

- Presented very well, intelligent; but no burning desire to take over the challenging issues of this district.

Candidate No. 3. Dr. Robert Schiller

Frank:

- has a 29 page resume, intelligent, moves around a lot, this is the type of individual to come if you had a serious challenge; he comes in, gets it done and moves on. Multitude of accomplishments; didn't feel he gave direct answers.

Lori:

- Impressed with leadership and management style; wouldn't make changes until he knew the district; background impressive, knowledge of legislative process and financial acumen is far more superior than other candidates.

Tim:

- Interest and willingness to jump on the budget process now rather than wait until 2011, would be a strong lobbying advocate, most qualified of the candidates. Would he recognize employer/employee relationship? He is used to being the one in charge; might have problem working with School Board.

Kay:

- He stated the School Board has the ultimate authority; well rounded background; staff could learn from him and his best practices; can we afford him? very personable.

Hazel:

- Very impressive resume; very knowledgeable, very well connected. he is a man of action; goes in to clean up bad situations; but do we feel the trust that he can be a team player? will he be collaborative? He has been the one in charge, can he work with the School Board? Can we afford him?

Margaret:

- Very impressed with experience, he would form his leadership style to the culture and environment of Polk County, promised to relinquish his consultant retainers, has connection to people in power at the State level.

Candidate No. 4. Dr. Sherrie Nickell

Margaret:

- Admitted she didn't have all the answers; has gained valuable experience under Dr. McKinzie, letter of recommendation from Dr. McKinzie; some answers weren't as strong as she would have liked to have heard; impressed with idea of zero based budgeting; supports our programs.

Hazel:

- Capable, understands budget and budget needs, bold to consider zero based budgeting, certainly can handle the job; has the advantage of

knowing where we are and what we are doing, she will listen to stakeholders to make things better; very intelligent.

Kay:

- Strong in the programmatic areas; weak in operational area of the district; would be interested in her plan to revisit strategic plan with widen community input in the design and how it would work, she really wants what is best for the district and students.

Tim:

- Impressed to hear she would develop standard operating procedures, impressed with the zero base budget idea. Wise enough to know that professional development would be necessary as it is not the routine way to do business in education. Only area where she is different than the other candidates is that she has not been a sitting superintendent.

Lori:

- Liked the leadership and management style, collaborative and respected; liked the idea of zero base budgeting and professional development to realign staff with goals; has helped our district improve; felt her answer to the question on what projects she would work on during the transition period was weak.

Frank:

- Loved the zero base budgeting idea; very calm, collected, does things in a professional manner; gets the job done. Very firm in her beliefs and what she will have done; during the transition period she would be working with her boss (Dr. McKinzie) and would be placed in a position where she would be telling 'the boss' what to do. She has and will learn a lot in key areas working with Dr. McKinzie. Very well respected; worked hard for the district in the past. Her strengths are there beneath the calm demeanor. We have heard praise from all the candidates over the last three days, praise on Dr. McKinzie's work; she surrounded herself with wonderful, competent people. A sign of a good leader is to make sure those subordinate to you are prepared to take over when you depart. It is the sign of a great organization that the people are trained to be ready to move on.

Candidate No. 5. Dr. Harold Nelson

Frank:

- Very impressive, spoke very well, good command of district needs.

Lori:

- Background information was quite extensive, true passion for education and moving students forward and closing achievement gap. Liked his style; servant leadership. Most articulate of all candidates; capable of disaggregating data.

Tim:

- Liked the ideas of feeder patterns for our high schools, weak in the area of budget development; question would be what is the real reason his position is being eliminated in Sarasota County.

Kay:

- Very impressed; did his homework, evident he has not been a superintendent; he had to be pushed for an answer, well-rounded knowledge, very competent; lack of knowledge in the area of budget and budget process.

Hazel:

- Impressive but doesn't understand budget process; lack of experience, passionate about kids.

Margaret:

- Very articulate but he used 'educationeze' language, never addressed the question, talked around it; feeder patterns with the schools would require additional positions and would be very costly to the district; couldn't follow his answers on unpopular decisions, hasn't been a superintendent so he hasn't made any unpopular decisions.

The School Board Members then wrote down the name of the candidate of the least interest.

Kenneth Connolly 4

Harold Nelson 1

Sherrie Nickell 1

By consensus, the School Board agreed to eliminate Kenneth Connolly.

Next candidate of least interest:

Harold Nelson 4

Sherrie Nickell 2

By consensus, the School Board agreed to eliminate Harold Nelson.

The remaining three candidates will return on May 17, 18, and 19. At that time, School Board Members may ask any questions of the candidates they wish. The candidates are to bring with them a typed, contractual needs document for a breakfast interview with Chairman Kay Fields and School Board Attorney, Wes Bridges.

Public Hearing

Superintendent's Report

Attorney's Report

Auditor's Report

Board Members' Report

Public Comments Addressing Items Not on Agenda

Adjournment

Meeting adjourned at 6:10 PM. Minutes were approved and attested this 25th day of May, 2010.

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Kay Fields, Board Chair

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Gail F. McKinzie, Ph. D., Superintendent