

MINUTES FOR THE *SPECIAL MEETING* OF THE GOVERNING BOARD OF THE
SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT

June 18, 2019

Sierra County Office of Education, 109 Beckwith Rd, Rm 4, Loyalton CA 96118

Videoconferenced to Downieville School, 130 School St., Downieville, CA 95936

Immediately followed the 11:00am special meeting of the Sierra County Board of Education

A. CALL TO ORDER

President MIKE MOORE called the meeting to order at *11:15am*.

B. ROLL CALL

PRESENT: Mike Moore, President
Allen Wright, Vice President
Jenny Gant, Clerk
Patty Hall, Member

ABSENT: None

VACANT: Area 4, NW & NE Loyalton

C. FLAG SALUTE

D. APPROVAL OF AGENDA

HALL/WRIGHT

4/0

E. PUBLIC COMMENT

1. Current location –

JENNA HOLLAND—Sierra Schools Foundation and parent. Thank you for your service Dr. Grant. Looking to see that a local candidate be hired for the next Superintendent. Concerned about hiring a firm to do the search before searching locally using in-house personnel and resources due to the current deficit spending pattern. Would like to know each Board member's position on hiring locally.

KATRINA BOSWORTH—Teacher in Downieville. Want to emphasize that we need someone that is able to work well within a small community. When is the Superintendent position going to be flown on Edjoin? Concerned about timeline.

STACI ARMSTRONG—LES Teacher and parent. Would also like to emphasize seeing someone hired locally or someone that will commit to making their family part of this County/Community. We want Sierra County to be advertised as a destination, not a stepping stone.

RICHARD JAQUEZ—Employed with District for 30 years. Want to see someone hired locally or someone who has experience with a similar community to ours. Don't want our District to be a stepping stone.

APRIL BURNS—LES Teacher and parent. Echoing the desire for hiring someone that fits with our community. Glad to hear community members may be part of the interview process.

2. Videoconference location –

AMBER BACA-SAINSBURY—Downieville Teacher and parent. Would like to have a committee created with community members and staff members to show that our district and community is strong, bright and capable of making an important decision like this for our district.

F. ACTION ITEMS

1. New Business

a. Superintendent Search

The Board of Education will meet with the Superintendent Search Consultant to develop timelines and establish general criteria for the position of Superintendent.

BOB FERGUSON, Search Consultant from McPherson & Jacobson, led the Board of Education through developing a timeline and criteria and characteristic statements to begin the Superintendent Search process.

--Break for Lunch at 12:35pm--

--Reconvene at 1:02pm--

Tentative timeline and criteria and characteristic statements attached

G. ADVANCED PLANNING

1. Next Regular Board Meeting will be held on July 09, 2019 at Sierra County Office of Education, 109 Beckwith Rd, Loyalton CA 96118, beginning with Closed Session as needed at 5:00pm and the Regular Board Meeting at 6:00pm.

2. Suggested Agenda Items

a. *Transportation – discussion about adding bus stops*

b. *Board position on hiring Superintendent locally and not using internal staff*


H. ADJOURN at 1:57pm

HALL/WRIGHT

4/0



Jenny Gant, Clerk



Tom Jones, Interim Superintendent

Tentative Timeline for Superintendent Search as of 6/18/2019:

June 20, 2019 – Open job application

July 08, 2019 – Community meetings

July 09, 2019 – Prep interview questions with Board, 3:30pm (prior to 5pm Closed Session)

July 23, 2019 – Close applications

July 29-31, 2019 – Applications available for Board members to review at their discretion

July 31, 2019 – Closed Session 1-3pm to pick candidates to interview

August 6-7, 2019 – Informal & Formal Interviews Scheduled (encourage candidates to
visit/spend some time in the area)

August 13, 2019 – Announce finalist for Superintendent at Board meeting

Criteria/Characteristics:

- Move to/live in Sierra County
 - o Not a stepping stone
- Keep search in CA
- Inspires excellence
- Administrative experience, budget experience, teaching experience...
- Viewed as partner in leading County/District
- Delegate respectfully and professionally
- Understanding of rural environment as well as small community
- Empathetic, understanding, good listener
- Fiscally responsible
- Good communicator and visible
- Able to build trust from staff and community
- High expectations for all students, staff, operations, sites...
- It's about the kids!!
- Value rural environment/community
- Continuous learner
- Supports professional development

Criteria/Characteristic Statements:

1. The superintendent will need to reside and participate in Sierra County as the County Superintendent and value our rural environment and small communities.
2. A visionary leader who inspires excellence and is committed to student achievement for all students in our district.
3. An effective collaborator and communicator who has high expectations for this position, high expectations for staff, and the ability to hold staff accountable.
4. A person who has teaching experience, is a continual learner, supports professional development for all staff, is empathetic, understanding, and a good listener.
5. The superintendent is viewed as a partner in providing leadership to our district, is fiscally responsible with budget experience, is able to delegate responsibilities professionally, and has proven administrative experience.
6. A person who has passion for public education, wants to become part of this community, and realizes that the focus needs to be on student learning and a positive learning environment. A person who leads by example, who models high ethical standards for themselves and staff. A person who has had success in building teams and strong relationships through their ability to coach, mentor, and teach others.
7. The ability to manage multiple issues that are part of providing leadership to two different organizations, and the ability to navigate the political realities of the superintendent position.