



Board of Directors Work Session September 15, 2011

Board Members: Chair Terry Rahmsdorff, Vice Chair Bob Moore, Directors Ron Gallinat, Cathy Miller, Carol Moorehead, Scott Pillar, Scott Reynolds and John Sundell

HDESD Staff: Dr. Dennis Dempsey, Superintendent and Shelley Knutz, Executive Assistant

Work Session: The Work Session began at 5:35 pm

Discuss and Determine Superintendent Search Process

Bob Moore opened up the work session and referred to the packet of information that was distributed to the board members at the meeting.

The Board asked Dr. Dempsey for his input on where the focus should be as they look to hire someone to fill his position as superintendent. He said that by 2013, SB250 will reform ESDs in Oregon so he believes the new superintendent should know they have to focus on doing business differently with less money. The individual must be an excellent communicator and understand the need for change. This is a critical year.

Scott Pillar said he thinks it is important for the Board to decide what characteristics they are looking for in the new superintendent and whether they should focus their energy internally or externally through a recruiting firm. He believes the shared services work is going to create recruiting challenges and it will be very important to hire someone who has credibility across the districts served by HDESD.

Scott Reynolds asked how are we going to know if the shared services model is successful? Are we able to handle the work load in a relatively timely manner and save money? If we are saving money but we are not consistently doing things well and providing quality work then it is not acceptable. It is a cultural shift and if the school boards are not in agreement then it is not going to work.

Carol Moorehead asked if other states are using shared service models because then it would make sense to open the search to other states. However, if this is a practice unique to Oregon then a more focused search seems appropriate. Scott Reynolds said there is a difference between a catch and a recruit. Instead of finding a person who is looking for a job we want to attract the right person to this job. Scott Pillar would encourage the Board to search early.

Terry Rahmsdorff asked if it is possible to hire a recruiter to help us through the first step of the process? Scott Pillar was intrigued by the option of having someone help the Board decide what we are looking for in a superintendent and the compensation details. There was discussion regarding the benefits of using a consultant for part of the process and of appointing a subcommittee of four people to conduct interviews.

The Board was in agreement that they would like to hire a consultant to walk them through a qualities and qualifications exercise that would evolve into a job description that is reflective of what we want in a candidate. They want to have some help with the range of pay and benefit package. We should learn what type of candidate pool we have early on and could likely have someone selected by Christmas. The Board would prefer working with a consultant who charges an hourly rate with a not to exceed clause for professional services.

Dr. Dempsey believes there will be multiple qualified individuals interested in the position. Bob Moore asked if the members are comfortable representing their own boards or if they should invite the boards to be part of the process. He also asked about inviting staff members for input. Terry said they did invite some of the labor group members in the past and it provided good relations with the employee union. Cathy Miller stressed the importance of making sure internal candidates are treated upfront and honestly.

Adjourn

The September 15, 2011, High Desert Education Service District Board of Directors Work Session adjourned at 7:10 pm.

Terry Rahmsdorff, Board Chair

Shelley Knutz, Executive Assistant