

**SANTEE SCHOOL DISTRICT  
SPECIAL MEETING  
OF THE BOARD OF EDUCATION**

July 9, 2012  
**MINUTES**

Douglas E. Giles  
Educational Resource Center  
9619 Cuyamaca Street  
Santee, California

**A. OPENING PROCEDURES**

1. Call to Order and Welcome  
President Bartholomew called the meeting to order at 5:35 p.m.  
Members present:  
    Barbara Ryan, President  
    Dan Bartholomew, Vice President  
    Dianne El-Hajj, Clerk  
    Ken Fox, Member  
    Dustin Burns, Member  
Staff present:  
    Administration present:  
    Linda Vail, Executive Assistant and Recording Secretary

**B. PUBLIC COMMUNICATION**

There were no comments from the public.

**C. DISCUSSION AND/OR ACTION ITEMS**

**1. Approval of Agreement with The Cosca Group as a Consultant for a Superintendent Search for Santee School District**

Board members reviewed the agreement with The Cosca Group. Board members desired to change Section III (Item 4) to replace the word Superintendent with Governing Board. Member Ryan moved to approve the presented agreement with The Cosca Group to serve as a consultant to the Santee School District to perform the search and recruitment of a Superintendent, with the change in Section III (Item 4) to replace Superintendent with Governing Board.

**Motion: Ryan Second El-Hajj Vote: 5-0**  
:

**2. Initiation of Timeline and Process for the Search and Selection of a Superintendent**

Ken Noonan and Dr. George Bloch, from the Cosca Group, presented a proposed process and timeline for a Superintendent search. The Board desires a new Superintendent to begin by November 1, 2012. A timeline was created with this goal date and to provide a six-week recruitment period, which was highly recommended by the consultants. The stakeholder interviews will be held on July 30 and 31, 2012. The Board will meet with the consultants on August 6, 2012 to receive the input from the stakeholder interviews and establish priority strengths, needs, and characteristics desired in a new Superintendent.

**3. Begin Phase I of the Search and Selection Process for a Superintendent**

The Board began Phase I of the process, which included:

- a) The Board established communication norms for the consultant and the Board members.  
The norms include:
  - Communication will be with Board President and/or the Executive Assistant to distribute to the Board members
  - President Bartholomew will be the point of contact
  - Board member may call consultants as desired
  - Email correspondence will be copied to Executive Assistant
  - Consultant will not withhold information from the Board
  - The Consultant will share all community information with the Board (Charted)
- b) The Board identified some of the strengths of the District:
  - 24 to I (CSR K-3)
  - K-8 model
  - High Expectations
  - Test scores

- Fiscal stability
- Preschool program
- Stability of Employees
- Approach to technology
- Early Admission to Kindergarten
- Facility Modernization and New Construction
- Seventh Superintendent Since 1881
- Before and After-School Care
- Strong Community Involvement
  - Dedicated and Stable Board of Education
  - Dedicated Teachers and Staff
  - Innovative, Creative and Hardworking Staff

c) The Board identified the needs/critical issues facing the District:

- Continuing Fiscal Solvency
- Stronger culture of communication
- Resources for technology
- Reaching next level of academic student achievement
- Implementation of new Strategic plan
- Completion of Modernization (Prop R)
- K-8 grade configuration hinders offering electives
- Resources for professional development
- Asset management

d) The Board identified some of the characteristics desired of a Superintendent:

- Background in implementation of strategic plan
- Strong curriculum leader able to articulate a mission
- High expectations for all students
- Proven record for improving academic achievement
- Visionary beyond the current crisis's and plans for district's future needs
- Demonstrated experience and understanding of current trends
- Can work with an involved Board of Education
- Knowledge of school finance
- Doctorate desired
- A leader people want to follow
- Site experience as a teacher, principal, administrator in district office
- Excellent communicator who conducts business in a transparent manner
- Is proactive and visible in the schools and community

e) The Board identified the groups and individuals representing community members, students, parents, teachers, classified employees, and administrators to provide input regarding strengths, needs/critical issues and characteristics desired of a Superintendent.

- Principals
- Vice Principals
- High School Principals and students
- STA Board
- CSEA Board
- Certificated Employees
- Classified Employees
- PTA Presidents and School Site Councils
- Service Organizations
- Parents
- Professional Leadership Team (Certificated, Classified)
- DELAC
- Board Advisory Committees
- Special Education Parent Advisory Committee
- City Council, Water Board, City Manager
- Current and past Superintendents
- Executive Council members
- An evening meeting for parents and as a community forum.

#### **D. ADJOURNMENT**

The July 9, 2012 special meeting was adjourned.