

BOARD OF DIRECTORS
LAKE COUNTY SCHOOL DISTRICT 7
LAKE COUNTY, OREGON

Present: Pete Schreder, Chair
Darryl Anderson, Director (not present)
Desi Zamudio, Director
Stefani Roseberry, Vice-Chair
Dustin Gustaveson, Director
Sean Gallagher, Superintendent
Janet Melsness, Business Manager
Rebecca Hargis, Executive Secretary

Ex-Officio:

Guests:

3:15 PM **Work Session opened.**

1. Superintendent Search Discussion

Presenter: SUPERINTENDENT

Gallagher advised the board that he would go through each of the options that are available to them in order to recruit for the superintendent vacancy. He began with the OSBA small district self-directed superintendent search services. OSBA works on a flat rate for services of \$2,500. Gallagher reviewed the notes he took from his telephone conversation with OSBA and highlighted the key points. He noted that OSBA still recommends a separate executive search service for maximum effectiveness. The second proposal is from Michael Lasher, the representative for Northwest Leadership Associates. Gallagher has spent some time on the phone with him and he is recommending that we go with an interim superintendent. He stated that Lasher has a few people in mind for interim if the board is interested. Gallagher feels that we may have an internal candidate and that provides the option to use an internal applicant as an interim and then in the fall the board could open the application period for a permanent superintendent. Gallagher walked the board through how the recruitment process generally works for a superintendent and the amount of time involved. The fee for Northwest Leadership Associates would be \$7,200 plus a \$250 travel expense per trip to the district. Gallagher does not know how many trips he would need to make. He can do telephone conferences and skype to cut down on costs but he would be here in person at key points throughout the process. The last proposal is from Windows to Leadership. Gallagher stated that they are capturing a majority of the superintendent recruitments in the market currently. They are recommending that we go ahead and conduct a search and see what we get because the market is so strong right now. This is the recommendation that Gallagher is also making to the board. He stated that there are

a lot of applicants out there, to include a lot of out of state applicants. Using an interim is also an option with Windows to Leadership. Gallagher stated that there are interim applicants that come into a district and lay groundwork for a permanent superintendent. Roseberry asked if there are interims that specialize in certain areas. Gallagher stated that the board could take qualifications to the recruiters to see if they have someone in mind that will match with the qualities requested. Gustaveson asked if there were any formal employee panels in any of his interviews. Gallagher said no, he has never had staff ask questions on a superintendent interview panel. He has however, in one district, interviewed with the board directly and employees as guests without questions, did meet and greets with staff, visited classrooms, and toured facilities. Doing so gave the employees plenty of opportunity for feedback to the board. Gustaveson would like to entertain staff involvement in the process. Schreder stated that he would like to do this a few times, gathering input and feedback from staff and the community throughout the recruitment process. Roseberry asked what needed to happen to keep things running in the district during the transition. Gallagher stated if there are certain things that the board would like him to accomplish before he leaves the district he needs to know so that he can build it in to his schedule. Towards the end of June he will not likely be around much unless he is needed for something. Gustaveson feels strongly about growing internal applicants if possible and didn't feel we could get someone in place by July 1st. Gallagher advised the board that he does feel that we could get someone in place by July 1st. Schreder feels that given the current climate in the district we need to slow the process down and get an interim allowing us to engage others in the process. Gallagher stated that we need to target the July 1st date with either an interim or permanent applicant. Schreder feels the timeframe is really aggressive and he has concerns with their ability to achieve it. Roseberry agreed that winter would be easier and provide them the time to do the process well with feedback from the district. Gustaveson stated that he has heard from some staff members and they have concerns with an interim superintendent. He feels it is important for the board to be able to clearly communicate why they made this decision. The board feels strongly about staff engagement and professional development of possible internal applicants and the process outlined in Northwest Leadership Associates. Gustaveson added that being the superintendent of Douglas ESD Lasher would have a good understanding of the district and community needs with his experience. The board felt that they have enough information to make a decision.

4:16 PM

Work Session closed.



Board Chair



Superintendent