

Wednesday
June 7, 2017
6:30 P.M.

The New Castle Community School Board met in a special work session at the Community Education Center on Wednesday, June 7, 2017. Those present were: Mrs. Elizabeth Whitmer, Mrs. Nannett Polk, Mr. Jamey Marcum, Mr. Kim Williamson, Mr. William Pheffer, Assistant Superintendent; Mrs. Sherri Bergum, Curriculum Director; Mrs. Megan Bell, Director of Finance; and Mr. Joel Harvey, Attorney with Hayes-Copenhaver-Crider-Harvey.

Others present were Jena Schmidt, Amy Blake, Chris Walker, John Lee, Chris Lamb, Eldon Pitts, Karen Preble, Mary Higgins, Ryan Higgins, and Travis Weik.

On a motion by Mr. Marcum and seconded by Mr. Williamson, the agenda was unanimously approved, as presented.

Public comments or questions were not allowed. Work sessions are for board members to discuss certain topics while allowing the public to attend. Board members are open to receiving information from the public at any time. The school board wants the same in a superintendent as the community does.

The purpose of the special work session was to discuss the elements of the job posting in searching for a new superintendent. Board members followed an outline prepared by President Whitmer of qualifications and attributes.

Discussion was held on years of experience in the classroom; building level administration; upper level administration; collective bargaining; and curriculum planning for grades K -12. It was noted candidates will likely have strengths in some of the areas rather than all and we already have administrators who have strengths in curriculum; special education; finances; human resources; and operations. It was agreed the candidate should have experience or working knowledge of important areas.

Discussion was held on licensing; level of education; degrees and certifications of the candidate. A superintendent's license is required. Level of education is a Master's degree with an Ed.D. or Ph.D. preferred. It was noted a superintendent's license is a degree beyond a Master's. The degrees of Ph.D. or Ed.D. are equal. Ed.D. is specialized more in education. Ph.D. includes education but is not as specific. Ed.S. is everything.

Discussion was held on community involvement and investment experience of the candidate. It is preferred a candidate can demonstrate they are actively involved in their community and understand the importance of career programs and work force development.

Discussion was held on executive level experience, as in large project management. Being able to see the educational process in the community and address the challenges we face today.

Discussion was held on leadership. To help people and systems improve; ability to be proactive; and a creative problem solver. It was noted during the interview process the candidate's communication skills will be evident. The new superintendent should be able to market New Castle Schools and proactively attract families into the corporation, engage community leaders, and to listen.

Discussion was held on management style and authentic evaluation of staff programs and systems. The candidate will use evaluations as a tool for professional growth; constructive feedback; and making improvements. The candidate will create an environment of high expectations, will be inclusive in problem solving and project development.

Board members recently met with Mike Adamson of the Indiana School Board Association. It was suggested the candidates answer essay questions as part of their application as this speaks a lot to their communication effectiveness and character. This suggestion will be considered.

It was noted the real reason for being here is the student.

The board explained there are organizations in the state that will assist in searching for a superintendent. The board has engaged Mike Adamson with ISBA to facilitate our search and will go through the process of establishing the type of candidate we are looking for and develop the application specific to our corporation. The job will be advertised locally, regionally and nationally. Applications will be submitted to Mr. Adamson to review for completion and accepted by a due date. Board members will begin the process when all applications are received. Interviews will be held with the top five candidates, followed by a second interview with two individuals. The board plans to have this completed by the end of September. The process does not exclude anyone within the corporation or nearby corporations.

Mr. Pheffer is currently serving as acting superintendent. Conducting interviews for an interim superintendent is being considered. This could take place in the next few days.

Mr. Fisher has officially retired as of May 31, 2017.

The school board is focused on moving forward. The process of hiring a superintendent is new to all members and they appreciate our patience as they search for the best candidate. The board encourages the community to contact them to share ideas or concerns regarding the process.

On a motion by Mr. Marcum, the meeting adjourned at 7:05 P.M.

President

Vice President

Secretary

LMC