

CULPEPER COUNTY SCHOOL BOARD
Minutes
February 12, 2015

A meeting of the School Board of Culpeper County was held February 12, 2015 at the School Board Office (Colin Owens Conference Room) at 450 Radio Lane at 6 p.m. Present were Nathaniel “Nate” Clancy (Catalpa District); Robert A. Houck (West Fairfax District); Elizabeth Hutchins (Stevensburg District); Anne C. Luckinbill (Salem District); Michelle North (Jefferson District); Elizabeth “Betsy” Smith (Cedar Mountain District); Executive Director of Finance/Clerk Jeff Shomo and Deputy Clerk Pearl Jamison. Robert Beard (East Fairfax District) was absent.

At 6 p.m., Ms. Hutchins called the meeting to order.

On motion of Ms. North seconded by Ms. Smith, the School Board approved the agenda. Motion carried 6-0 by voice vote.

Superintendent Search

Ms. Hutchins introduced William and Barbara Dean with McPherson and Jacobson, LLC Executive Recruitment and Development.

Mr. and Mrs. Dean shared with members a brief overview of their background.

Mr. and Mrs. Dean reviewed a draft search calendar and explained what each phase of the search entails.

Ms. North asked what is involved in the vetting process. Mr. Dean briefly described the process.

Members were asked to list five characteristics they were looking for in a superintendent. The group compiled a list of 28 characteristics and then narrowed those characteristics down to the following 5:

- A strong instructional leader with knowledge and demonstrated effectiveness of instructional practices, demonstrates effectiveness in the use of technology and will maintain a student-centered focus in all decisions;
- A dynamic leader with strong interpersonal skills who has the ability to listen to all input, sort, assess and act on what’s in the best interest of the school district;
- A visionary willing and able to effectively challenge for change and improvement;

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- An experienced leader who works collaboratively within the school system and with the community; and
- A leader who is knowledgeable of Virginia legislative issues, the school improvement process and the Virginia school accreditation review process.

Mr. and Mrs. Dean shared with the Board the avenues they will use to advertise the position – brochure, websites, Facebook, Twitter, and AASA conference.

Members discussed the variance in salaries – base salary plus benefits. They agreed on a range of \$155,000 - \$185,000. It was stressed that this was a range and was not a commitment to a definite salary.

Members agreed to appoint Pearl Jamison as the point of contact for the school division.

Mr. and Mrs. Dean asked the Board to identify the Stakeholder Meeting groups that would be used to provide insight for the Board to use in the selection process. The following groups were identified:

- Bus Drivers
- CO Administrative Staff
- Elementary Teachers
- Classified Personnel
- Board of Supervisors/Town Council
- Career Partners/ESquared
- Chamber Board of Directors
- PTO Members
- Principals/Assistant Principals
- Superintendent/Student Advisory Group
- NAACP
- Secondary Teachers
- CCEA Executive Board
- Community
- Students

Each member was asked to provide Ms. Jamison with five names/addresses of community members they would like to have a personal invitation mailed to.

On motion of Ms. North seconded by Mr. Clancy, the School Board voted to adjourn at 8:36 p.m. Motion carried 6-0 by voice vote. (Mr. Beard was absent.)