

EAST LYME BOARD OF EDUCATION
East Lyme, Connecticut

SPECIAL MEETING
Monday, March 10, 2014
6:00 p.m.

Frances W. Ewers Library, East Lyme High School

FILED IN EAST LYME
CONNECTICUT
Mar 21 2014 AT 10:30 AM PM
Leslynn Blais
EAST LYME TOWN CLERK

MINUTES

Board Members Present: Tim Hagen (Chair), Al Littlefield (Secretary), Joe Arcarese, Jill Carini, Rob Kupis, Candice Carlson, Pam Rowe, Barbara Senges, Jaime Barr Shelburn

Board Members Absent: Marlene Nickerson

Administrators Present: Dr. James Lombardo (Superintendent), Mike Susi (Principal, ELHS)

I. CALL TO ORDER – 6:04 p.m. by Chair Tim Hagen

II. PLEDGE OF ALLEGIANCE – Led by Tim Hagen and Dr. Villanova

III. DISCUSSION/ACTION ITEMS

A. Discussion - re: Board workshop with Dr. Robert Villanova to Prepare Members for Superintendent Search

- Dr. Villanova's discussion focused first on the job of the superintendent and then on selection of a new superintendent. The following are some of the salient discussion points:
 - Stressed that supporting the superintendent is one of the Board's most important jobs.
 - The maintenance of the critical connective balance between being "Pro-Board" vs. "Pro-Administrative Staff" is one of the most important attributes of a superintendent.
 - The Competency Framework provides a guide for selection of a new superintendent. Of these, he considered the following the most critical:
 - Demonstration of leadership that takes advantage of Collaborative Governance. *(One of the most important.)*
 - Possession of personal leadership attributes that are associated with effective district leadership: belief, manages change and resistance, relationship building, equitable practice, and resiliency. *(One of the most difficult to ascertain from a prospective candidate.)*
 - Because Connecticut is considered "parochial," candidates who are drawn from outside of New England will have to show an understanding of the "Connecticut Context" of taking a superintendency for a Connecticut school district.
 - Cautioned that when a new superintendent takes over, the new superintendent will have to "get up to speed" and from the Board's view, things may slide back a bit before they move ahead.

- Dr. Villanova elaborated on some of the critical aspects of selection of a new superintendent:
 - The importance of having both the necessary political and social skills—a new superintendent needs to be “up-and-running” immediately.
 - A new superintendent needs to possess a strong “finance piece.”
- The biggest part of the superintendent’s job is at night. (“People work” makes it all work!) A new superintendent needs to be committed to the after-hours, social part of the job: meeting with the Rotary, Kiwanis, District PTAs/PTOs, Town Board of Selectmen, Town Board of Finance, etc.).
- A sense of “Creative Tension” needs to exist between the superintendent and the Board and it is a good thing:
 - From the superintendent’s perspective: *“I was just about to leave this position.”*
 - From the Board’s perspective: *“You are just about to get fired.”*
- There are distinctive categories for the Main “Buckets” of work for a superintendent where the Board must consider what percentage of the superintendent’s work is “typical” vs. what is “desirable.” The categories that the board must consider are: 1) Political, 2) Managerial, and 3) Instructional.
- Dr. Villanova offered up one over-arching question that the Board must consider when evaluating prospective superintendent candidates:
 - *How does the work of the superintendent impact “kids” lives?*
- At the end of the workshop, Dr. Villanova stressed the importance of hiring a Superintendent Search Firm that will present the East Lyme School District in the most positive light to the most qualified prospective candidates.

IV. ADJOURNMENT

MOTION: Pam Rowe moved to adjourn the meeting at 6:57 p.m.; Jamie Barr Shelburn seconded.

VOTE: UNANIMOUS

MOTION CARRIED

Respectfully submitted,
Albert Littlefield
 Albert Littlefield, Secretary
 East Lyme Board of Education