

AT A SPECIAL MEETING OF THE BOARD OF TRUSTEES OF THE ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT HELD AT THE ADMINISTRATION BOARD ROOM, 802 NORTH SAM HOUSTON, ODESSA, ECTOR COUNTY, TEXAS, AT 6:00 P.M., November 27, 2018, WITH THE FOLLOWING MEMBERS:

Present:

Delma Abalos
Ray Beaty, D.C.
Dr. Steve Brown
Nelson Minyard
Dr. Donna Smith
Doyle Woodall

Absent:

Carol Gregg

School Officials: Jim Nelson, Mike Adkins, David Harwell, Dr. Stephanie Howard, Ann McClarty, Dr. Lilia Náñez, Kellie Wilks, Patrick Young

Others: Mike Atkins, Tatiana Dennis, Elaine Smith, Lisa Wills, Carla Byrne, Annette Macias, Andrea Martin, Robert Cedillo, Nancy Vanley, Dr. Tracy Taylor, Mark Lyon, Jason Osborne, Ruth Campbell, Cynthia McNabb, Elaine Sparks, Mary Franco

24441 **Meeting Called to Order:** Doyle Woodall, Board President, called the Board of Trustees Meeting to order at 6:01 p.m. [6:01 – 6:01 p.m.] Other: 1 minute

(Ray Beaty arrived at 6:05 p.m. and was present for the remainder of the meeting.)

24442 **Discussion of Superintendent Search Process:** Hazard, Young, Attea & Associates Peter Flynn, Nola Wellman and Rick Berry discussed the steps and processes of the superintendent search with ECISD Board of Trustees.

The first step will be to build a Leadership Profile for the new superintendent. Firm representatives will gather information from community engagement listening sessions. The following groups were identified within the community and school district: Board of Trustees, Administrators, Community Members, Parents of Students, Support Staff, Teachers, and Students. The firm also recommended scheduling a series of open meetings at varying times of the day.

One on One interviews will be scheduled and conducted with each of the school Board members and the Superintendent.

An online survey will be created for community and focus groups input. The firm representatives told board members the survey they use is research-based with the characteristics of successful superintendents. The survey asks respondents to prioritize traits they feel are the most critical for ECISD. The survey will be available to access in both English and Spanish through the Ector County ISD website by November 30.

The second step of the search involves recruiting. The firm will advertise for candidates, screen them, check their references, and draft interview questions. The Board of Trustees asked that the search be conducted nationally. The salary will be listed as competitive with similar situated school districts. The salary and benefits package will be based on the top candidate's skill, experience, success, and the hiring market.

Over two workshops and the assistance of the firm, Trustees will select candidates. The firm suggested interviewing five or six candidates during the first round. They also recommended the use of a confidential search process (not publicly releasing the names of interested candidates until a lone finalist is named) and keeping the qualification broad at the beginning so as not to eliminate potential candidates. After a selection is made, the firm will then be available to help Trustees with a transition plan, governance and goal setting if necessary.

The search is likely to last about two months from the time the Leadership Profile is finalized. [6:01 – 8:04 p.m.] Other: 123 minutes

No action required.

24443 **Discussion and Possible Action to Approve Calendar and General Process for the Search:** No action taken.

No action required.

24444 **Request for Approval of Closed Meeting – Personnel Matters – Section 551.074 of the Texas Government Code (Discussion of Routine Personnel Report) [Board will deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of public employees of the District]:**

No session held.

24445 **Adjournment:** Doyle Woodall, Board President, adjourned the Board meeting at 8:04 p.m.

Board President
Doyle Woodall

Board Secretary
Delma Abalos

LSG Time Use Tracker Totals (123 minutes) = 50%
Other - 123 minutes