



SUPERINTENDENT TRANSITION: BOARD SELECTION PROCESS

Prepared for IMESD Staff
September 24, 2026

Purpose:

Superintendent **Dr. Mark Mulvihill** formally announced his retirement on August 18, 2026, effective June 30, 2027. In the interest of transparency, this document outlines the steps the IMESD Board of Directors has taken to plan for this transition, along with the options available to the Board for selecting a new superintendent.

Who Selects the Superintendent?

As an education service district, **IMESD's Board of Directors** operates under Oregon Revised Statute (ORS) 334.225, which governs how ESD Boards select and employ a superintendent. Under this statute and general Board practice, the Board, who is responsible for selecting a superintendent, has several legal pathways available when a superintendent vacancy arises:

- **External search:** The Board may choose to open the position to outside candidates, either managing the search internally or contracting with and paying an executive search firm.
- **Internal search:** The Board may choose to open the position internally.
- **Internal appointment:** The Board may appoint a qualified internal candidate without conducting a formal internal or external search, as long as the candidate holds (or is eligible to hold) an Oregon administrator license at the superintendent level.
- **Interim appointment:** The Board may appoint an interim superintendent to serve while a longer-term search is conducted, if more time is needed to identify a permanent replacement.

Timeline of Board Actions:

- **November 19, 2025** — IMESD Board of Directors approved IMESD Core Belief document: *A Look to the Future*. This document is designed to guide ESD decision-making to support prosperity and continuity.
- **January 21, 2026** — Local Service Plan was approved by the IMESD Board of Directors, formalizing IMESD's Strategic Plan.
- **February of 2026** — Local Service Plan was ratified by districts.
- **August 18, 2026** — Dr. Mark Mulvihill's retirement was announced at the IMESD all-staff Inservice and formally accepted at the IMESD Board Meeting; superintendent vacancy was then declared.
- **August 19-28, 2026** — The Board contacted Oregon School Board Association to review options for selecting a new superintendent.
- **September 9, 2026** — The Board held **three** listening sessions to gather input on priorities for selecting the next superintendent. The listening sessions sought input from regional Superintendents, the IMESD Leadership Team, & IMESD Directors. For each session, additional input was encouraged for submission to the Board Secretary.

→ Key Themes identified via listening sessions:

- **Continuity and stability:** Stakeholders want the strong foundation IMESD has built carried forward without disruption.
- **Strong preference for an internal candidate:** Stakeholders want a successor who knows the agency well.
- **Relationship-building as the foundation for success:** Trusted relationships are the backbone of IMESD's work – stakeholders don't want to see them reset.
- **Demonstrated leadership:** Stakeholders want a successor who has already shown leadership capability and proven success.
- **Communication and transparency:** Stakeholders want a successor who leads openly and communicates clearly.
- **Forward-thinking leadership, backed by careful planning:** Stakeholders want a successor who keeps IMESD moving forward, a priority reflected in the Board's intention to provide adequate time for a smooth transition.
- **Understanding the complexity of the ESD:** Stakeholders want a successor who understands how IMESD's departments function and how service flows to the districts it serves.

September 23, 2026 Board Meeting:

- The Board received public comment on the desired qualities and qualifications of the next superintendent.
- The Board reviewed listening session feedback and stakeholder input.
- The Board approved the qualifications and preferred qualities for the incoming superintendent, informed by the input gathered via listening sessions and stakeholder input. The following motion was proposed and approved: **BE IT RESOLVED**, that the Board of Directors hereby adopts the qualities and qualifications of the superintendent, as presented.
- The Board entered Executive Session to discuss the process and calendar for selecting a new superintendent.
- The Board adopted a process and calendar for filling the superintendency. The following motion was proposed and approved: **BE IT RESOLVED**, that the Board of Directors hereby adopts the proposed process and calendar, as presented, to guide the recruitment and selection of the next Superintendent, as presented; and further directs the Board Chairman to invite Aimee VanNice to apply.

Next Steps:

- **September 28, 2026 - October 9, 2026** – Aimee VanNice will be invited to submit application materials
 - **October 9-16, 2026** – Reference checks will be conducted
 - **October 21, 2026** – Board will interview internal candidate, Aimee VanNice, in Executive Session; Board deliberations will occur
 - **October 21, 2026** – Board will vote
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