



**GOVERNING BOARD AGENDA ITEM
AMPHITHEATER UNIFIED SCHOOL DISTRICT NO. 10**

DATE OF MEETING: February 1, 2012

TITLE: Superintendent Search Process: Review of Information from Community Forums; Review of Information from Online Community Survey; Development of Candidate Profile, Search Procedures and Protocols, and Salary Range for Position; Discussion of Search Process and Procedures; Direction to Consultant; and Delegation of Governing Board Authority for Final Approval of Search Brochure and Related Content

BACKGROUND: On January 10, 2012, the Governing Board approved the appointment of the Arizona School Boards Association (ASBA) as the Board's consultant for facilitation and coordination of a process for selection of a new superintendent for the District, following Dr. Vicki Balentine's retirement in June 2012.

At the January 10, 2012 meeting, Dr. Balentine presented a proposed timeline for the search and selection process. A copy of the proposed timeline discussed at that meeting is attached to this item for ease of reference. ASBA's representative, Karen Beckvar, also discussed the services to be provided by ASBA during the search process, as well as some of the search parameters and procedures. The Board discussed the search process in general and provided some direction to Ms. Beckvar regarding the same.

The Governing Board directed Ms. Beckvar to hold several community forums to solicit input from various constituencies within the District as to the characteristics and qualifications sought by the District community in a superintendent. Those forums, noted in the attached timeline, were held during the week of January 16, and Ms. Beckvar will be presenting information obtained through those events. At the time this initial agenda item was prepared, ASBA was still compiling the information obtained through the community forums. It is anticipated that, prior to the Board's February 1 meeting, a supplement to this item containing written information from the forums will be provided by ASBA.

The Board also directed the implementation of an online survey to permit additional community input beyond that obtained through the forums. A link to such a survey, prepared by ASBA, has been available on the District's website since shortly after the January 10 meeting. ASBA, during presentation of this item, will also be providing data from that survey to the Board.

As discussed previously, the information obtained from the community forums, the online survey and the Governing Board's own discussion, will be utilized to develop a profile for desired candidates. ASBA will present the profile information for the Board's consideration during discussion of this item. This profile information, in combination with information about the District, will also be used to develop the brochure which will advertise the position and solicit applicants.


One consideration for development of the brochure and posting of the vacancy is determination of a salary range for the position by the Governing Board. Given superintendent job market conditions, ASBA highly recommends the inclusion of salary range information in the posting and brochure to

assure applicants are aware of salary conditions for the position. This can avoid frustrations and misunderstandings for both the District and candidates that might otherwise occur late in the hiring process. ASBA may also share other information with the Board about contractual terms that the Board can consider.

Following the Board's discussion and direction to ASBA pursuant to this item, the posting and brochure will need to be published. That may require final approval of content prior to the Board's next meeting. It would be advisable, therefore, for the Board to delegate authority to one of its members to give final approval in such circumstances.

RECOMMENDATION: The Administration recommends that the Governing Board provide such additional direction to the ASBA consultant as required. The Administration also recommends the Governing Board delegate authority to one of its members for final approval of the search brochure and its related content.

INITIATED BY:



Todd A. Jaeger, Associate to the Superintendent

Date: January 25, 2012



Vicki Balentine, Ph.D., Superintendent