

LANE EDUCATION SERVICE DISTRICT	BOARD MEETING
1200 Hwy 99 N	Wednesday, December 10, 2025
Eugene, Oregon 97402	Special Meeting: 6:00 PM

**LANE ESD BOARD MEETING
AGENDA**

Wednesday, December 10, 2025

1. Call Special Meeting To Order

This meeting is a special meeting of the board and public comment will not be read. The next opportunity for public comment is at the Board of Director's regular meeting scheduled for January 6th, 2026.

Board Chair Harris

2. Welcome and Introductions

Board Chair Harris

3. Lane Education Service District Statement of Accountability: Land Acknowledgement

Lane ESD acknowledges that the lands we call Lane County - the lands that sustain our children, our future, and our collective well-being - are the traditional ancestral home of the Kalapuya, Siuslaw, Molalla, and other indigenous people who have lived in Lane County since time immemorial. Native children, families, and communities bear witness to a legacy of displacement and forced relocation. As an educational institution we are accountable for addressing the current and former silencing, erasure and genocide of native people in Oregon and Turtle Island. We aim to join with indigenous people, honoring their resilience, courage, and self-determination in a purposeful pursuit of justice.

Board Member

4. Agenda Review

Chair Harris

5. 2026-2027 | Superintendent Search | Planning

Superintendent Scurto announced his intent to retire (effective June 30th, 2026) at the October 7th, 2025, Regular Meeting of the Lane ESD Board of Directors. At this time, the Board of Directors in partnership with Human Capital Enterprises (HCE) will review and adopt a timeline for conducting a Superintendent search.

Led by HCE, the Lane ESD Board of Directors will discuss matters related to:

- Communication Logistics
- Timeline of Activities
- Focus Groups and 3:1s
- Internal Candidates
- Regional vs. National Search
- Fairness Considerations
- Publicity
- Residency Expectations
- Salary Range for the New Superintendent
- Format of Final Interview
- Other information

Board Chair Harris

Planning Meeting Agenda 12.10.2025 Updated

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A. Communication Logistics

HCE

1. Possible Item for Action | Communication Plan

Sample motion:

BE IT RESOLVED: that the Board of Directors of Lane ESD authorize HCE to provide up to _____ additional hours of service — limited to superintendent search public relations communication, and web page development/updates — at an hourly rate of \$_____.

Chair Harris

B. Timeline of Activities

HCE

1. Possible Item for Action | Timeline

Sample motion:

BE IT RESOLVED: that the Board of Directors of Lane ESD approve the

superintendent search timeline as presented by the HCE firm and authorize HCE to make minor scheduling adjustments as needed.

Chair Harris

Addendum A part 1 (detailed timeline) (1) 5

Addendum A part 2 (timeline) 7

C. Focus Groups and 3:1s

HCE

Addendum B - Focus Group Planning 8

D. Internal Candidates

HCE

E. Regional vs. National Search

HCE

F. Fairness Considerations

HCE

G. Publicity

HCE

FAQs Regarding A Search without Finalist Names Revealed 9

H. Residency Expectations

HCE

I. Salary Range for the New Superintendent

HCE

J. Format of Final Interview

HCE

K. Other information

HCE

6. Adjournment

- The next regular meeting is scheduled to be held Tuesday, January 6th, 2026, at the Lane ESD Main Campus, 1200 Highway 99 N, Eugene.

Board Chair



**Superintendent Search 2026-27
Planning Meeting Agenda
December 10, 2025 – 6:00 to 8:00pm**

1. Welcome and Introductions
2. Communication Logistics
3. Timeline of Activities (Addendum A)
4. Focus Groups and 3:1s (Addendum B)
5. Internal Candidates
6. Regional vs. National Search
7. Fairness Considerations
8. Publicity Issues (FAQs document provided)
9. Residency Expectations*
10. Salary Range for the New Superintendent*
11. Format of Final Interview*
12. Anything else you should know, other things we should know?

**These items will be only briefly discussed today, and will not need to be resolved at this time. They will be discussed in detail in a future meeting.*



Planning Meeting Addendum A (Part 1) Superintendent Search - Timeline *with Activity Detail*

Activities	Dates/Range
Planning Meeting	December 10, 2025 6:00pm
Pre-Announcement Engagement Activities <ul style="list-style-type: none"> ● 1:1 meetings with Board Directors - <ul style="list-style-type: none"> ○ December 16, 2025 ○ December 17, 2025 ● 9 Stakeholder Focus Group Meetings – December 16 to January 8 ● Survey (Determine language needs) - ● HCE prepares draft of “Next Superintendent Criteria” 	December 11 to January __ (slate meeting date)
Special Board Meeting Look at: January 13, 14, or 15 Agenda: <ul style="list-style-type: none"> ● Public input on qualifications to be sought in hiring a new superintendent (per Oregon statute) ● Presentation and review of “Next Superintendent Criteria” ● Discuss salary range for next Superintendent 	
Announcement of Vacancy - <ul style="list-style-type: none"> ● HCE Application Opens ● HCE eBlast (40,000+ recipients) ● Advertising <ul style="list-style-type: none"> ○ COSA + others TBD ○ Lane ESD and HCE webpages; HCE applicant tracking system page 	Immediately following date above
Recruitment Period <ul style="list-style-type: none"> ● (4 - 5 weeks) 	January/February Approx. January 14 - February 13

Activities	Dates/Range
<p>Selection Process</p> <ul style="list-style-type: none"> ● Preliminary Interviews with HCE consultants – February 15/16 ● Board reviews applicant materials (Look at: February 16-23) ● Slate Meeting <i>in executive session</i> – (Look at: February 23 and 24?) ● Round 1 Board Interviews (two partial or one full day, virtual) <i>in executive session</i> – (Look at: March 5, 6,7) ● Subcommittee/Board conduct reference calls on finalists ● Confidential Community Engagement Interviews (virtual) – ● Round 2 Board Finalist Interviews, in-person <i>in executive session</i> – (Week of March 16) ● Board deliberation/selection <i>in executive session</i> – ● Comprehensive 3rd party background check ● Announcement – by April 10 <i>in public session</i> ● New Superintendent starts – July 1, 2026 	

Yellow highlighted - dates to be scheduled with the Board
Red font = suggested dates based on timeline goals



Planning Meeting Addendum A - Part 2 Superintendent Search Timeline

Activity	Date(s)
2025	
Planning Meeting	December 10, 2025
3:1 Board Conversations	December 16-17, 2025
Pre-Announcement eBlast	
Focus Group meetings	December 16 - January 8
Online Survey Window	
2026	
Presentation of Lane ESD's Next Superintendent Criteria <i>in public session</i>	
Recruitment Period Opens	
Recruitment Period Closes	
Preliminary Interviews with Consultants	
Presentation of Slate of Candidates <i>in executive session</i>	
First Round Interviews with Board (virtual) <i>in executive session</i>	
Confidential Community Engagement Interview Panels (virtual)	
Finalist Interviews with the Board (in-person) <i>in executive session</i>	
Deliberation <i>in executive session</i>	
Public Announcement	
Superintendent assumes responsibilities	July 1



Addendum B - Focus Groups Lane ESD Superintendent Search

- A. 30-minute individual meetings with each Board Member
- B. Nine * 40-minute focus group meetings
 - Seven participants per group
 - Combination of invitation/assigned and lottery
 - *Virtual, primarily; some in-person is often beneficial*
 - *(*Additional meetings can be arranged; \$195/per the contract)*

Nine Focus Groups:

1. Component School District Superintendents
2. Component School District Superintendents
3. Cabinet (7 members)
4. Union Leadership
5. Additional Classified and Licensed staff Group (by lottery; control for representation across programs)
6. Management group (7 by lottery)
7. Affinity Group
8. Component District Special Education, Curriculum, & Technology Leaders
9. Community Partners / Community Leaders -
 - EC Cares
 - CTE Partners
 - Lane Workforce Pathways
 - Education Partners - UO, LCC
 - Parent Regional Advisory Council Representative(this list is not exhaustive - reaching out for additions to this list)



What is the reason why you are recommending a search in which the names of finalists are not publicly released?

Historically, many superintendent searches have culminated in a process whereby finalists (usually two or three) are introduced to the community through a series of public events. Constituents - whether parents, students, staff, or community members - weigh in and provide feedback regarding the candidates. The Board then deliberates and selects their preferred finalist to be the next Superintendent of Schools.

In some states, there is statute that requires the public release of finalists' names - and in some states such as Florida - all applicant names are public. In Oregon, the choice is not governed by statute and is therefore a local decision. In jurisdictions such as Oregon where the Board may make this determination, this traditional approach (the "public reveal") is now less ubiquitous than it has been historically.

For reasons we'll outline below, we are recommending that the Board choose to engage with staff, parents, constituents and the broader community through Focus Groups and a Superintendent Search Survey with the intention of seeking high-level, high-leverage input from your many constituents on the front end of our search. At the finalist stage, the recommended process does not include a public pronouncement of finalists, which we believe can create a serious impediment to attracting the most exceptional talent. At the same time, we are recommending a model that augments the quality of community feedback on the finalists. In the proposed model, there will be an opportunity for a number of stakeholder group representatives to participate on a confidential panel(s) which will interview finalists and provide feedback on those candidates to the Board.

What is the rationale for taking a different approach in this search?

1. Quality of Pool

Top-tier, experienced superintendent candidates are shying away from superintendent search processes in which their names are surfaced publicly prior to selection. This has always been problematic, as the risk to a sitting superintendent who enjoys strong relationships in their district - and then publicly applies for another school district superintendency - is not small. But in the current era, where superintendents of great talent are in higher demand than ever before, top-drawer candidates are increasingly selective about the positions to which they apply. Many successful superintendents will opt out of a search process where they will be publicly identified as finalists for a job that they may not ultimately get. In our searches, it is often one of the first questions we are asked by prospective candidates who are current superintendents.

Thus, it should not be surprising to note that superintendent searches from districts where finalists' names are publicly revealed evidence that most finalists in most searches are not sitting superintendents.

2. Quality of Community Feedback

Although there is sometimes a tendency to think that more feedback is better, in actuality that's not our experience. Large-scale qualitative feedback is very difficult to turn into usable feedback for the Board in the short turnaround time that is required. Beyond that, there is a question as to the value of feedback that comes from community events such as a meet-and-greet or public presentation. For instance, some constituents will provide feedback having only watched only a single candidate - or may have a strong bias toward a candidate and a large network of friends and colleagues with whom they share that bias, encouraging them to provide similar feedback.

Quantitative feedback on finalists in a Superintendent search, though easier to collect/analyze than qualitative, is of some, but limited, value.

3. Equity

In searches where there is a large-scale amount of feedback, it can feel overwhelming to Board Directors to make sense of the various voices providing feedback. When that happens, it is not atypical that we, human beings that we are, elevate the voices most proximate to us to a higher level of influence: our spouses and partners; our neighbors; our kids; our friends; our colleagues. Members of our close circles will have observed finalist processes, and they will have opinions that they eagerly share with us. Because there is large-scale data that is difficult to condense, and because the opinions of our close circles matter to us, we might inadvertently give more weight to the voices of our close circles than the broad constituencies from whom we are seeking to bring forth voices.

But in a search where a finite number of individuals are providing feedback - individuals who for the most part are not identified and who represent a broad and diverse array of stakeholders - the Board will truly hear the diverse voices of a representative sample of the community.

Has this been done before?

Yes, throughout Oregon - in Forest Grove, Salem-Keizer, Tillamook, Willamette ESD, High Desert ESD, Eugene 4j, and South Lane successful searches took place without a public reveal. Many other districts in Oregon and Washington, and most districts in California use such an approach. Even in cities that are known for their active and deeply engaged communities, such as Bellevue WA, and Ashland, the "non-reveal" process yielded experienced talented superintendents and a successful leadership transition.

How can the public follow the process?

Updates regarding the Superintendent search process will be communicated widely. The Board leadership will provide updates at its regularly scheduled meetings as well as through the website and press releases.