

Special Meeting

Thursday, December 19, 2024 7:30 PM

ECC 350 and Virtual, 5701 Normandale Road, Edina, MN 55424

I. **Determination of Quorum and Call to Order**

II. **Approval of Agenda**



School Board Special Meeting
Thursday, December 19, 2024; 7:30 PM
ECC Room 350 and Virtual*

- I. Determination of Quorum and Call to Order**
- II. Approval of Agenda**
- III. Discussion**
 - A. Superintendent Search Outcome Discussion - *see agenda packet for additional detail and context*
Description: Potential and preliminary superintendent search discussion.
Presenter(s): Governance Committee
- IV. Action**
 - A. Board Communication to Public - *see agenda packet for additional detail and context*
Description: Potential communication to the public.
Presenter(s): Governance Committee
Recommendation: Approve communication to the public.
- V. Leadership Updates**
- VI. Adjournment**

* One board member will participate virtually from 600 N 1st Ave, Minneapolis, MN 55403

III. Discussion

III.A. Superintendent Search Outcome Discussion **Speaker (s) :**
Governance Committee



Board Meeting Date: 12/19/2024

Title: Superintendent Search Outcome Discussion

Type: Discussion

Presenter(s): Governance Committee

Description: On December 5th both the School Board and community were notified that current Edina Public School Superintendent, Dr. Stacie Stanley, was named one of three finalists for the open position of St. Paul Public Schools Superintendent.

While the finalist and choice for the position will not be named by the St. Paul Public School's School Board until December 18th or 19th, due to Minnesota's Open Meeting law and Edina School Board Policy 205, the Edina School Board is required to give the public three days' notice prior to having a special meeting. The Governance Committee felt it is in the best interest of the school district to meet as soon as possible after the announcement from St. Paul Public Schools (12/18 or 12/19), even though it required us to post an agenda for this meeting without the knowledge of what we will be wanting to communicate to the community and if we will need to meet to discuss a potential superintendent search process. This noticing simply gives us the time and space as a board to meet IF Dr. Stanley is hired.

Please understand that this agenda notice is not a sign the board has any more knowledge than the public and has any desire other than the continued tenure of Dr. Stanley at Edina Public Schools, we are simply meeting our open meeting law and policy requirement and our desire to be as quick, proactive and transparent as possible with the community if we are faced with replacing our superintendent.

Recommendation: There are no recommendations at this time.

Attachment(s): Materials to be walked in.

Superintendent Search Process Suggested Preliminary Steps

12/19/24

At tonight's meeting the board will:

1. Review and discuss options for a superintendent search.
2. Review the proposed selection criteria and add any items the Board feels are missing.
3. Have the full board discuss authorizing the Governance Committee to fully vet each option over winter break.
4. Have the full board discuss authorizing the Governance Committee research and return to the board with a list of potential search firms based on proposed search selection criteria.
5. Review the dates of the next steps listed. These are only steps for the hiring of a search firm. The process for the hiring of the superintendent and final timeline will be determined in conjunction with the search firm.

Options for superintendent searches:

1. Begin search as a district without outside search firm assistance
2. Begin search with outside search firm assistance
3. Begin search for interim superintendent instead of superintendent
4. Appoint interim superintendent for a set period of time (i.e. [Rosemount Apple Valley Eagan](#))
5. Appoint superintendent without external process

Steps taken so far to refine the firms:

1. The Governance Committee met, came up with initial steps for superintendent search options and proposed criteria to evaluate potential executive search firms.
2. The governance committee created the following proposed criteria to evaluate potential firms:
 - a. Success in past
 - b. Representative client lists
 - c. Experience with high performing districts
 - d. Experience with similar district
 - e. Knowledge of district
 - f. No preconceived notions as to what is best
 - g. Ability to work with and provide Board expertise and guidance
 - h. Cost

Additional considerations:

1. Since a search firm is deemed a "professional service," an RFP is not required.
2. Ref. district policy 303.

Recommended overarching key steps:

- 12/19-1/6: Governance Committee fully vets all potential search options and researches potential search firms
- 1/6: Board reviews list of potential search firms and gives Governance Committee permission to further refine search firms to final two-three firms for the entire board to interview.
- 1/6-1/8: Governance Committee to refine to two-three firms
- 1/9 or 1/13: Whole Board interviews final firms
- 1/9 or 1/13: Discussion and approval of chosen firm
 - Board announces to the public search firm chosen for superintendent search.
- Week of 1/13: Governance Committee meets with the search firm to discuss next steps, process, timeline, community engagement plan and other details.

IV. Action

IV.A. Board Communication to Public

Speaker (s) :
Governance Committee



Board Meeting Date: 12/19/2024

Title: Board Communication to Public

Type: Action

Presenter(s): Governance Committee

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Please understand that this agenda notice is not a sign the board has any more knowledge than the public and has any desire other than the continued tenure of Dr. Stanley at Edina Public Schools, we are simply meeting our open meeting law and policy requirement and our desire to be as quick, proactive and transparent as possible with the community if we are faced with replacing our superintendent.

Recommendation: Approve communication to the public.

Attachment(s): Materials to be walked in.

December 19th, 2024

Dear Edina Community,

This evening, the Edina School Board learned that Superintendent Dr. Stacie Stanley has been selected to lead the St. Paul Public School District, pending contract negotiations and approval. While we will miss her visionary leadership, we support her in pursuing this exciting new chapter of her career.

During her tenure, Dr. Stanley has been a dedicated leader, demonstrating a commitment to the academic success and well-being of each and every student in our district. Under her leadership, instrumental work on the district's 2020-2030 strategic plan has taken place including a comprehensive literacy plan, a robust data metrics plan and dashboard, and work to engage various stakeholders in furthering the district's mission. She has led the efforts on launching the district's Spanish Dual Language program, enhancing enrollment and retention efforts, and pushing for the continued sound fiscal management of the district. Her impact on our schools and community will be felt for years to come. We are grateful for her service and the many ways she has enriched our district.

As we prepare for this transition, we want to assure you that the Board remains steadfast in our commitment to excellence for our students. We understand the importance of strong and stable leadership, and we are dedicated to finding the right person to lead Edina Public Schools.

To that end, the Board has already begun working on a pathway forward and will be conducting a comprehensive and inclusive search, ensuring that we engage with stakeholders and gather feedback from our community, staff, students and families. We are committed to a thorough and transparent process that prioritizes the expectations and values of our community.

We will share updates on the search process as they become available and encourage your involvement and feedback along the way. Thank you for your continued support and partnership in working towards our shared vision "For each and every student to discover their possibilities and thrive."

December 20th, 2024

Dear Edina Public School District Staff,

We hope you received our message about Dr. Stanley being selected as the next Superintendent of St. Paul Public Schools. As we prepare for this transition, the board wants to acknowledge that transitions like this can bring about feelings of anxiety and uncertainty. We recognize and deeply value your daily work for our students, as well as the passion, resilience, and professionalism you bring to our district. Please know that the continuity of Edina's mission, vision, values, and our robust work around the strategic plan will not change, nor will our commitment to excellence from both an educational and cultural perspective

As we mentioned, the Board has already begun working on a pathway forward and will be conducting a comprehensive and inclusive search, ensuring that we engage with all stakeholders. We value staff voice and your participation in this process. We are committed to a thorough and transparent process that prioritizes your expectations and values. We encourage you to share your thoughts, ideas, and concerns as we chart the path ahead together.

We will share updates on the process as they become available and encourage your involvement and feedback along the way. Thank you for your continued support and partnership in working towards our shared vision "For each and every student to discover their possibilities and thrive."

Sincerely,

The Edina School Board

Erica Allenburg

Dan Arom

Cheryl Barry

Michael Birdman

Karen Gabler

Jen Huwe

Elliot Mann

December 19th, 2024

Dear Edina Public Schools Cabinet Members, Principals, and Valued Staff,

This evening, the Edina School Board learned that Superintendent Dr. Stacie Stanley has been selected to lead the St. Paul Public School District, pending contract negotiations and approval. While we will miss her dynamic leadership, we also celebrate this incredible opportunity for her to pursue a role that aligns with her professional and personal aspirations.

As we prepare for this transition, we want to acknowledge the mixed feelings that come with such a significant change. Dr. Stanley has been a transformative leader, and her departure undoubtedly brings some uncertainty. Your work as leaders has been and will continue to be instrumental to our district's success, and your dedication, expertise, and collaboration are deeply valued and will continue to guide us forward.

The Board recognizes that transitions like this can bring anxiety and questions about the future. Please know that you will play an essential role in the process of moving forward. Your voice, input, and leadership are critical as we engage in the important work of identifying our next superintendent and ensuring a smooth transition. Please know that the continuity of Edina's mission, vision, values and our robust work around the strategic plan will not waver, nor will our commitment to excellence from both an educational and cultural perspective.

To that end, the Board has already begun working on a pathway forward and will be conducting a comprehensive and inclusive search, ensuring that we engage with stakeholders and gather feedback from our staff, students, families and community. We are committed to a thorough and transparent process that prioritizes the expectations and values of our community.

We will share updates on the process as they become available and encourage your involvement and feedback along the way. Thank you for your continued support and partnership in working towards our shared vision "For each and every student to discover their possibilities and thrive."

With appreciation and respect,

The Edina School Board
Erica Allenburg
Dan Arom
Cheryl Barry
Michael Birdman
Karen Gabler
Jen Huwe
Elliot Mann

V. **Leadership Updates**

VI. **Adjournment**