

Special Meeting
Thursday, January 4, 2024 5:30 PM

Virtual

Agenda

1. 5:30 pm - Appointment of an Interim Superintendent with transition effective starting February 12, 2024

January 4, 2024

To: Board of Education

From: Julia Brim-Edwards and Andrew Scott; Directors, Board of Education

Subject: **Interim Superintendent Recruitment Report and Recommendation**

Background

At the Portland Public Schools Special Meeting on December 13th, Directors Scott and Brim-Edwards volunteered to lead the interim superintendent recruitment effort, including scoping the interim superintendent's work; recommending compensation ranges; with the board building the criteria for the identification and recruitment of the interim, developing a due diligence process; and recruiting and recommending a candidate who matched the desired criteria.

Scope of Work for the Interim Superintendent

The scope of work for the PPS superintendent is defined by Portland Public Schools Policy 1.50.10-P. It states that the Board delegates to the superintendent the full responsibility and responsibilities of the:

1. Chief Administrative Officer
2. Chief School Administrator
3. Chief Executive Administrator
4. Education Leader for the Portland Public Schools
5. Custodian of School Funds, and
6. School Clerk

Given there are open positions and hiring may need to occur at PPS for senior positions at the Chief level and higher during the tenure of an Interim Superintendent, the Board resolution states that the Interim Superintendent may hire for senior positions at the Chief level and higher as long as the terms of employment for the specific position are approved by the Board of Education before a candidate is hired.

Recommended Compensation Ranges

Base salary market comparisons and adjustments for professional experience and education attainment were made. Standard administrator benefits will be available, and the term is expected to be through June 30, 2024.

Criteria

At a December 19, 2023, meeting, the Portland Public Schools Board of Education defined the desired characteristics for the Interim Superintendent. They were:

1. Track record as an effective district leader
2. Track record of supporting equitable educational systems
3. Experience as a superintendent
4. Oregon school district experience
5. Mid- to large-size school district experience or other large system experience
6. Understands that the job is to keep Portland Public Schools moving forward versus disrupting/changing course
7. Not a candidate for the permanent position
8. Availability from mid-February through June 30, 2024

Recruitment

Using the Board criteria, over the last two weeks, intensive outreach to education leaders was conducted at the state level with some national outreach to secure recommendations and identify candidates who met the Board's criteria.

Recommendation for the Appointment

Based on the criteria, recommendations received, assessment of candidates and their experience and track records, and discussions with the candidate, ***we are recommending that the PPS Board of Education appoint Dr. Sandy Husk as the interim superintendent***, effective February 12th so that there is a productive transition before Superintendent Guerrero concludes his tenure.

Dr. Husk meets all the criteria set by the Board. She is an experienced education leader with a proven track record of promoting, supporting and advancing student achievement and equity while empowering educational teams. As a superintendent, non-profit chief executive, and board member, Dr. Husk has demonstrated a passion for improving public education and creating opportunities for all students. She has 18 years of experience as a public school superintendent, including experience effectively leading Oregon's second largest school district for more than seven years. (See Dr. Husk's bio for professional experience.)

Due Diligence

Reference checks with educational leaders of diverse backgrounds familiar with the candidate's work over a sustained period were conducted, and a thorough, comprehensive background check by an independent investigator has been completed.

RESOLUTION No 6826

Approval of the Appointment of Sandy Husk as Interim Superintendent, transition effective starting February 12, 2023

Recitals

- A. Given that Superintendent Guadalupe Guerrero announced his resignation as Superintendent effective February 16, 2024, the Board indicated it would hire an interim superintendent until a permanent superintendent is hired.
- B. At a December 19, 2023 meeting, the Portland Public Schools Board of Education defined the desired characteristics for the Interim Superintendent. They were:
 - 1. Track record as an effective district leader
 - 2. Track record of supporting equitable educational systems
 - 3. Experience as a superintendent
 - 4. Oregon school district experience
 - 5. Mid- to large-size school district experience or other large system experience
 - 6. Understands that the job is to keep Portland Public Schools moving forward versus disrupting/changing course
 - 7. Not a candidate for the permanent position
 - 8. Availability from mid-February through June 30, 2024
- C. Portland Public Schools policy 1.50.10-P Superintendent states, "it is the policy of the Board to delegate to the superintendent the full responsibility and responsibilities of the:
 - 1. Chief Administrative Officer
 - 2. Chief School Administrator
 - 3. Chief Executive Administrator
 - 4. Education Leader for the Portland Public Schools
 - 5. Custodian of School Funds, and
 - 6. School Clerk"
- D. There are open positions and hiring may need to occur at PPS for senior positions at the Chief level and higher during the tenure of an Interim Superintendent.

Resolution

- 1. The Board of Education for Portland Public Schools finds that Dr. Sandy Husk meets the criteria defined by the Board for the Interim Superintendent position, including 18 years as a superintendent, 7.5 years of which were as a superintendent of a large Oregon school district with a focus on improving student achievement for students of color. Dr. Husk also has served as the chief executive officer of the AVID Center, a national non-profit organization working in approximately 7,500 school districts and with about 2.5 million students impacted annually. Dr. Husk also has a Doctorate of Education from the University of Colorado in Denver.
- 2. The Board of Education hereby approves the appointment of Dr. Husk as the Interim Superintendent, with the transition beginning February 12, 2024, with the terms contained in the January 4, 2024 offer letter.
- 3. The Board authorizes the Interim Superintendent, in their discretion, to hire for senior positions at the Chief level and higher as long as the terms of employment for the specific position are approved by the Board of Education before a candidate is hired.

Sandra L. Husk, Ph.D.

EDUCATION LEADER

Dr. Sandy Husk is an experienced education leader with a proven record of improving student performance and opportunities while empowering educational teams. As a superintendent, non-profit chief executive, and board member, she has successfully envisioned, created, and implemented strategic plans with a positive and meaningful impact on educators, students, and organizational cultures. She has a passion for improving public education and creating opportunities for all students.

Superintendent Experience

1996 to 2014

Implemented school boards' respective visions with decisive decision making about educational programs, spending, staff, and facilities. Responsible for hiring, supervising, and managing principals and central office staff. Responded to and acted on the concerns of teachers, students, parents, staff, and community members.

Salem-Keizer School District – Salem, OR

Superintendent 2006 to 2014

- Led Oregon's second largest school district, serving approximately 40,000 students in 75 schools.
- Student achievement and graduation rates increased; dropout rates decreased during tenure.
- Provided leadership for the passage of the SKSD's capital bond--the largest in state history at the time.
- Led partnerships with the Stupski Foundation and other nationally recognized education experts to develop training programs and road maps for educational leadership at the district and school levels.
- Managed a budget of \$700 million and oversaw 5,000 employees.

Clarksville-Montgomery County Schools – Clarksville, TN

Superintendent 2001 to 2006

- Led a fast-growing 27,000 student unified city-county district in Tennessee during challenging times, including leading through a significant financial deficit and impact of being in a military community on September 11, 2001.
- Focused on developing principals as instructional leaders rather than building managers; engaged the community on school budget priorities, while managing a \$193 million budget.

Mapleton Public Schools – Adams County, CO

Superintendent 1996 to 2001

- Led a Colorado school district with 5,000+ student enrollment.
- Elected to Co-Chair the Denver Area Superintendents Council
- Managed a budget of \$31 million

Other School District and Education Leadership Experience

Dr. Husk began her career in education as an elementary school teacher and counselor, principal of an elementary school and alternative middle school, and she has served as a district supervisor of staff development and executive director of curriculum and instruction.

AVID (Advancement Via Individual Determination) – Chief Executive Officer

2014 to 2022

Helped schools make a strategic shift to a more equitable, student-centered approach. Trained educators to close the opportunity gap to prepare all students for college, careers, and life.

- Led a mission-driven nonprofit with an annual budget of \$78 million that partners with 8,000 schools in 47 states, plus Washington, DC, Columbia, Canada, Virgin Islands, and the Department of Defense schools.
- Led AVID's comprehensive systems pivot to continue training through the Covid-19 pandemic, continuing to provide educational advantages to teachers and students despite adverse circumstances, serving 170,000 educators through AVID's public service offering, Motivated and inspired a staff of 270 full-time employees and 1,000 seasonal staff who provide professional learning to educators and impact more than 2 million students annually.

Association for Supervision and Curriculum Development (ASCD) – Interim CEO

April to Dec. 2022

Stabilized a well-respected national organization going through multiple leadership changes and just coming out of COVID.

- Co-led successful merger of ASCD and ISTE (International Society for Technology in Education) within 8 months.
- Supported the establishment of new bylaws, governance structure, and other legal issues required by the merger.

GoSchoolBox – Executive in Residence

February to June 2023

- Advised CEO, serving as his first call for school district insights.
- Refined the expansion plan to grow from 500k students to 3M students in two years.
- Engaged proactively in thought leadership, networking, and special projects with leadership team.

ASCD/ISTE – Executive in Residence

January to March 2023

- Served as thought leadership partner and transition advisor for the new CEO of merged organization.
- Participated in and co-led post-merger actions such as developing the new organizational structure, naming process, culture and communications, and other key projects.

EDUCATION

Ph.D., Administration, Curriculum & Supervision, University of Colorado, Denver – 1989

M.A., Guidance and Counseling, University of Colorado, Boulder – 1979

B.S., Elementary Education, University of Georgia, Athens – 1977

PROFESSIONAL & COMMUNITY ACTIVITIES

Past / Present Board Positions – ABI Education Services (Board Member, May 2018-Present), **ASCD** (Board Member, July 2018-Present), **National School Public Relations Association** (Superintendent-at-Large Board Member, 2008-2010), **WayFinder Education** (Board Member, April 2022-Present), **College Guidance Network** (Board Member, April 2022-Present)

Past Community Leadership and Regional Professional Affiliations – Marion County Commission on Children and Families; Confederated Association of School Administrators; Chalkboard Advisory Board; Oregon Leadership Network; Downtown Salem Rotary Club; and the Salem and Keizer Chambers of Commerce.

National Professional Affiliations – Superintendent Advisor – College Board, National Education Research and Development Institute, National School Public Relations Association: served as its Superintendent Advisor for 3 years (2008-2010); American Association of School Administrators; Association of Suburban School Superintendents; Association for Supervision and Curriculum Development; National Staff Development Council; Horace Mann League.

Personal – Dr. Husk lives in Sisters, Oregon, with her husband, Charles Hinson, and, in her non-work hours can be found hiking, biking, reading, traveling, and spending time with friends and family.

Note: This represents Dr. Husk’s significant professional and community experience; it is not an exhaustive summary.