

**LEBANON COMMUNITY SCHOOL DISTRICT
SPECIAL SCHOOL BOARD MEETING
JANUARY 31, 2019, 7:00 PM**

Santiam Travel Station

750 S. Third Street, Lebanon, OR 97355

MEETING MINUTES

The following individuals were present:

Tom Oliver, Chair

Nick Brooks, Vice Chair

Tammy Schilling, Member

Richard Borden, Member

Bo Yates, Interim Superintendent

Jennifer Meckley, Director of Human Resources
and Community Relations

Kim Grousbeck, Director of Classified and
Employee Relations

Mike Martin, Member, was absent

The meeting minutes were recorded by Interim Executive Secretary Ruth Hopkins.

1. WELCOME AND CALL TO ORDER

Chair Tom Oliver called the meeting to order at 7:22 PM.

2. AUDIENCE COMMENTS

Audience members Isabella Ayala and Guneet Aulukh, seniors at Lebanon High School, addressed the Board and presented each board member with a Lebanon Warrior sweatshirt as a thank you on behalf of the district for School Board Appreciation Month.

Audience member Maureen Twomey addressed the Board and presented some of her observations from the work session regarding community involvement and the changes made to the superintendent search timeline.

No other comments were made.

3. SUPERINTENDENT PROFILE PRESENTATION

The superintendent profile that was created by Hank Harris was presented for approval.

Brooks made a motion to approve the profile as amended. Borden seconded the motion. The motion carried by the majority.

4. SUPERINTENDENT SEARCH UPDATE

Oliver shared that the superintendent position has been posted. There is now an approved profile for the selection of potential candidates. Interviews will start in March.

5. CONSENT AGENDA

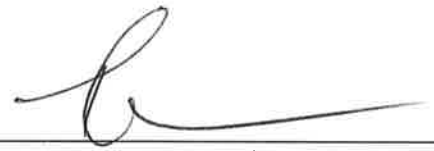
Borden made a motion to reappoint Terry Deacon and William Barish to another term as budget committee members for the Lebanon School District. Brooks seconded the motion. The motion carried by the majority.

6. AUDIENCE COMMENTS

No members of the audience requested the opportunity to address the Board.

7. ADJOURNMENT

There being no further business before the Board, the meeting was adjourned at 7:30 PM.



Tom Oliver, Board Chair



Bo Yates, Interim Superintendent



The Board of Directors of Lebanon Community Schools seeks an exceptional educational leader who embodies the following:

PERSONAL

- A person of ethics, who represents the highest levels of integrity, and who speaks with honesty and transparency and authenticity.
- A leader who is widely seen as fair and equitable in her/his treatment of all individuals; a person who disparages favoritism and nepotism.
- A person who values relationships and builds strong connections with individuals from all spectrums within the community.
- A respectful and thoughtful executive who brings a high level professional conduct to the office of Superintendent.

PROFESSIONAL

- A moral decision-maker who listens, makes use of stakeholder input, and seeks to make the *right* decision – and then has the tenacity and fortitude to hold firm to what is right in the face of pushback.
- A visionary, insightful educator and leader with a perspective of the future of education, skilled in collaborating around and executing a vision and taking Lebanon to new heights of excellence.
- One who holds self and others accountable to establishing a culture of high expectations for all students to succeed.
- An exceedingly capable communicator. Our new superintendent must not only write and speak well, but must listen well too. The leader must do so frequently, in multiple forums, with a commitment to ensuring that staff and families have clarity about district decisions and opportunities for two-way dialogue.
- A leader who possesses a strong track record of success both within a school and a central office. A deep understanding of instructional best practice.
- One who engages and re-engages parents and community members toward fostering a higher level of involvement in District activities and mission.
- An equity-minded leader who understands the needs of underrepresented and/or marginalized populations and builds programs to support the unique needs of such students and their families.
- A collaborator who promotes working across lines and barriers, understanding that there are many different ideas and thoughts on how to solve an issue, and that there are times when the best ideas come from the outside.
- An innovator who is open to new ideas and who will bring best practices from the field of education to our schools in Lebanon.

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GEOGRAPHICAL

- Although we do not typically include this subtopic, we believe it's important to point out that several stakeholders believe that for a new Superintendent to be successful, they must already be familiar with the history and traditions of the Lebanon community. Almost as many expressed a strong desire for the Board to hire someone with no ties at all to Lebanon.