

## **May 7, 2010 - Superintendent Search Committee Meeting**

Debra Goldman gave her preliminary list of qualifications:

**Communications Skills:** The WCPSS is a nearly two billion-dollar business. Any successful leader of an institution with as many components and dynamics of a big business must be able to communicate the goals and objectives of the WCPSS to a myriad of constituencies.

**Interpersonal Skills:** The candidate must be able to relate to many constituencies, confident while well grounded, steadfast without being rigid, sensitive to issues and able to **trust and be trusted**.

**Vision:** The new leader needs to work with the Board to set a vision, and then have the ability to communicate and implement such.

**Leadership:** The Superintendent must have a strong history of successful leadership. This is a complex task and should not be given to someone who does not have a proven track record of leadership skills under challenging conditions.

**High Energy Level:** This person must be able to enjoy the grind and pace of leadership. He or she should thrive on a work schedule that is daunting for most.

**Experience with a Large Organization:** The WCPSS is a large, complex organization that requires an understanding of how successful, large organizations work. With the challenges facing the WCPSS, this is not a position for someone who is not already equipped to hit the ground at full speed.

**Experience with Financial and Operational Responsibilities:** The successful candidate should know what it takes to understand and guide the finances and operations of the WCPSS.

The new leader of the WCPSS should be a person who fills a role similar to a Chancellor or President at a University with the skills of a top CEO. While the person may have academic skills and interests, the leadership and strategic skills are most important as we move our district to the next level of academic performance.

Anne McLaurin wanted to add educational experience.

Goldman was really pushing to hire a firm to search – mentioned they could get thousands of applications and we as a board are not equipped to handle this and interview.

Carolyn Morrison came prepared. She brought up Policy 2100, especially referring to posting within before searching outside. She also brought up G.S. 115C, Article 18 and that state board sets minimum standards.

Goldman mentioned getting feedback from stakeholders (business leaders, taxpayers, parents, teachers and staff)–actually saying they want to hear from staff and teachers. Goldman also said they want to make sure our **vision actually represents the county.**

Goldman has started getting packages from search firms Goldman also expressed interest in making sure they follow their own policy, statutes and NC standards.

Anne McLaurin asked about cost of firm – Goldman answered \$75K - \$100K. It seemed clear that Goldman wanted to use firm to search, and Malone really leaned toward someone from outside.

Carol Parker came in late, but provided the Comm. with list of past superintendents and how they were found.

Next meeting May 19, 2:30 – 4:00

Anne McLaurin will be checking w/ governor's education person and Goldman will be checking with Prickett to see if DPI can provide assistance.