

Oakland Unified School District

Board of Education
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Meeting Minutes Long - Final

Thursday, January 26, 2017

6:30 PM

Special Meeting

**Committee Room, KDOL TV Studio, B-237, Met West High School Entrance, 314
East 10th Street, Oakland, CA 94606-2291**

Board of Education

President James Harris

Vice President Nina Senn

***Directors: Jody London, Aimee Eng, Jumoke Hinton Hodge, Roseann Torres, Shanthi
Gonzales***

Student Directors: Bianca Ramirez, Darius Aikens

Staff: Antwan Wilson, Superintendent/Secretary

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Những người nào cần thông ngôn hay phiên dịch hay một sắp xếp hợp lý nào để tham gia các buổi họp phải thông báo Văn phòng của Hội đồng Giáo dục bảy mươi hai (72) tiếng đồng hồ trước buổi họp, số điện thoại [\(510\)879-8199](tel:(510)879-8199) (VM); hay là boe@ousd.org (E-Mail); hay là [\(510\) 879-2300](tel:(510)879-2300) (eTTY/TDD); hay là số [\(510\) 879-2299](tel:(510)879-2299) (eFax).

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អ្នកណាដែលត្រូវការសេវាបកប្រែភាសាដោយផ្ទាល់មាត់ ឬជាលាយលក្ខណ៍អក្សរ ឬត្រូវការការជួយសម្រេចសម្រួលយ៉ាងសមរម្យមួយ ដើម្បីចូលរួមក្នុងកិច្ចប្រជុំសាធារណៈ ត្រូវផ្តល់ដំណឹងទៅកាន់ទីការិយាល័យនៃក្រុមប្រឹក្សាអប់រំ ឱ្យបានចិតសិចពី (72) ម៉ោងមុនកិច្ចប្រជុំ តាមរយៈទូរស័ព្ទលេខ [\(510\) 879-8199](tel:(510)879-8199) ឬតាមរយៈអ៊ីមែល boe@ousd.org ឬទូរស័ព្ទ eTTY/TDD លេខ [\(510\) 879-2300](tel:(510)879-2300) ឬទូរសារលេខ [\(510\) 879-2299](tel:(510)879-2299)។

الامتثال لفانون الأمريكيين ذوي الإعاقات (ADA) وتوفير الخدمات اللغوية

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MEETING PROCEDURES

MEETING NORMS

MEETING RULES OF ENGAGEMENT

CORE BELIEF STATEMENTS

A. Call To Order

President James Harris called the meeting to order at 6:40 P.M.

B. Roll Call

Present 6 - Director Jody London
Director Aimee Eng
Director Roseann Torres
Director Shanthi Gonzales
Vice President Nina Senn
President James Harris

Absent 3 - Student Director Bianca Ramirez
Student Director Darius Aikens
Director Jumoke Hodge

C. President's Statement Disclosing Item(s) To Be Discussed In Closed Session Today

President Harris stated item to be considered in Closed Session, with Leadership Associates, today, is as printed on Agenda.

Closed Session Item(s):

16-2559 Public Employee Appointment
Superintendent of Schools

D. Recess To Closed Session

President Harris recessed the meeting to Closed Session at 6:42 P.M.

D1. Roll Call (Secretary's Observation)

Director Jumoke Hinton Hodge present at 6:49 P.M.

- Present** 7 - Director Jody London
Director Aimee Eng
Director Jumoke Hodge
Director Roseann Torres
Director Shanthi Gonzales
Vice President Nina Senn
President James Harris
- Excused** 2 - Student Director Bianca Ramirez
Student Director Darius Aikens

E. Reconvene To Public Session

President Harris reconvened the meeting to Public Session at 9:00 P.M.

F. Second Roll Call

- Present** 6 - Director Jody London
Director Aimee Eng
Director Jumoke Hodge
Director Roseann Torres
Vice President Nina Senn
President James Harris
- Absent** 3 - Student Director Bianca Ramirez
Student Director Darius Aikens
Director Shanthi Gonzales

F1. Roll Call (Secretary's Observation)

Director Shanthi Gonzales present at 9:01 P.M.

- Present** 7 - Director Jody London
Director Aimee Eng
Director Jumoke Hodge
Director Roseann Torres
Director Shanthi Gonzales
Vice President Nina Senn
President James Harris
- Absent** 2 - Student Director Bianca Ramirez
Student Director Darius Aikens

G. President's Statement of Reportable Action Taken In Closed Session and the Vote or Abstention of Members Present, If Any

President Harris stated Leadership Associates will be making a statement regarding the Superintendent search.

H. New Business

17-0184**Superintendent of Schools Search - Leadership Associates - Board of Education**

Discussion by Board of Education with Leadership Associates regarding permanent Superintendent of Schools Search.

President Harris said the search firm, Leadership Associates, talked the Board through a timeline and that will be shared in Public Session and the firm will take comments. Each Board Member will share the characteristics and traits they are looking for in a Superintendent. The Board will be engaging community, District leadership, and staff as well. President Harris said he is very excited about the process.

Presentation made by Jim Brown, Leadership Associates

Leadership Associates will help find the next Superintendent for the Oakland Unified School District. The firm's interest is in helping the District find the best possible candidate for the job. We at Leadership Associates have done our best to keep track of developments in the District over the last few months with a strong commitment for the success of this District. A good foundation exists in Oakland to build on. There is a lot of good work going on in the District and Leadership Associates appreciated the opportunity to speak in Closed Session today about potential candidates for the position. There is a strong belief there are good people within the District that are potential good candidates for the position. We will encourage those potential candidates to apply for the position and Leadership Associates will look outside to see if there are candidates that might meet the position description the Board will develop over the next few weeks.

We have a recommended timeline process to follow that engages the Board and the community, helping to revisit the previous profile and updating it. Leadership Associates will use that profile to identify potential candidates the Board may want to interview later on. Leadership Associates would like to hear from each Board Member qualities and characteristics they think are most important.

Dennis Smith

The Superintendent Search is focused on someone that has a deep passion and a proven commitment to Oakland; someone that has been a part of this system; has demonstrated their heart is with Oakland; and they want to make that type of commitment demonstrated by their words and their actions.

The Superintendent Search timeline is still in draft, will be finalized shortly. The Board talked about the importance of community engagement internally and externally.

- General timeline for community engagement is February 3-17. Leadership Associates (LA) will be in Oakland for several days around February 14-15 meeting with District staff and outside partners. Board shared the importance of an online survey.*
- Leadership Associates will be reaching out to the entire community and anybody can participate. The survey will be open Feb 1-17.*
- The work of the Board and the consultants will culminate in the job description. The Board has identified a sub-committee that will work with Leadership Associates in finalizing the job description for the Superintendent of Schools that will be reviewed and approved by the Board in draft form around February 22nd finalized at a later date.*
- The application period will be open February 27 – March 15th. The deadline is March 15th. There will be links on the District's website with this information. From the link interested persons may complete an application by linking over to Leadership Associates.*

Encourage the Board and anyone with any questions to contact Leadership Associates directly.

- March and April Leadership Associates will do the vetting and have conversations with the candidates. Leadership Associates is looking at a 360 type of vetting: individuals that report to this candidate, who work with the candidate, and individuals who supervise the candidate. The Board will receive this information from Leadership Associates with recommendations on particular characteristics that match up to the position profile description identified by the Board.*
- April 12th (tentative) Leadership Associates will spend 2-3 hours in Closed Session to review all applications. The Board will see every application reviewing the candidate's strengths and how they match up with the Board approved position description. Based on that, the Board will make a determination which candidate to interview. Looking at April 22nd and 23rd for interviews for final candidates. This will be followed by a possible site visitation and contract negotiations. If all goes well, the Board will approve the superintendent's contract at the May 10th Board Meeting.*

Board Member Comments

Director Hinton Hodge asked when will the timeline be available?

President Harris said the Board would take a vote on the timeline and publish in a few days and a press release with the timeline next week possibly.

The proposed timeline will be available to President Harris tomorrow, responded Mr. Brown.

President Harris asked Board members if they were in agreement with the timeline presented today. The consensus of the Board was affirmative.

Feedback, Qualities and Characteristics as the Board builds a position description.

Leadership Associates will make available to the Board the last position description used. There were over 400 people Leadership Associates met with to develop the position description. It is a foundation to start with. There have been changes on the Board and in the community since that time. It is important the description is current and future looking. What is needed now and in the future in the District? A long term commitment from the next Superintendent is important and Leadership Associates wants to work with the Board to secure that type of candidate for the District.

Board Members were asked to name Qualities and Characteristics desired in the next Superintendent.

Director Hinton Hodge

Characteristics the Governing Board should have to attract a high quality candidate. As a Board we have an opportunity to understand our role is as policy makers; for a Governing Board to think about and lean into that relationship between governance and management; and begin to better understand how the Board may perform better. Understand the role of the Superintendent is a job that is important. The politics, the complicatedness, and the content area. The Board should spend some time to understand that very well. Abiding by confidentially norms models strong leadership. How will the Board create the conditions for a Superintendent to stay in Oakland long term? Director Hinton Hodge said she hopes the process will allow the Board to be honest and courageous about what is needed for the Growth of the Governing Board. A belief from the Superintendent the achievement gap can be eliminated.

President Harris

Looking for someone that understands the politics and landscape of Oakland. A strategic thinker, someone who is a collaborator with the Board and Community and executive level staff listening to the people that are on the ground working at school sites everyday (Network Superintendent and principals). Someone who places extremely high value on the work of the principal. Someone who is focused on delivering on the Work Plan developed by the Board for the Superintendent annually. Someone who can drive through a focus Work Plan. Someone who listens, takes it seriously, and is committed to be a lifelong learner.

Vice President Senn

Someone interested in finding a leader that is a student centered educator; who works through a restorative lens and cares deeply about a positive culture and climate throughout the entire District. Someone who is very strong in school finance, has a proven track record for student outcomes and longevity in the position. Someone who is local and dedicated to Oakland and will stay in Oakland.

Director London

Someone who is local and understands Oakland; how Oakland is and how Oakland can be. The District will do well when the Superintendent is someone who started out their career as a teacher and is a career educator; a person who understands numbers; understands and supports our goals around being a full service community school district. A superintendent who is very committed to community engagement and working with the community. It would be ideal if the person has previously worked as a Superintendent; a Superintendent who understands the importance of good facilities and modern facilities that have amenities that we need to be doing well in terms of our built environment as well as the outside environment. Equity is important to promote the equity agenda in the community. Interested in creating some type of financial incentive for a person to stay in Oakland five years.

Director Torres

What she hears from her District 5 constituents is they recognize the budget is a value statement. As a community that is highly Latino, they are not feeling they are in the value portion of how the District deals with its budget. They want to see change; want to see a superintendent who is local or has been in Oakland; and to understand the budget is a value statement. When you don't value certain communities like the Latino community (you say one thing but do another) that has problems. Latinos students are nearing 50% of the District's student population and her constituents are reminding her of that. Dealing with stress, the candidate must have experience dealing with highly stressful situations and change.

Director Gonzales

Wants a local person and peace. Agrees we need someone who understands school finance and can provide really strong leadership around budget and monitoring the bottom line closely. Would like to see someone who will concentrate funds in schools and not expanding the size of the Cabinet and their salaries. Someone who sees themselves as a partner with the school communities; not coming in with an agenda they are trying to impose; but really understand what's happening in school communities. Each school is different. Be willing to learn about and humble and wanting to understand before prescribing. Schools are not businesses, not interested in a superintendent who will come in hire staff with a business background instead of an education background. Someone with an education background. We cannot afford someone that is agnostic about charter schools. We need someone whose focus will be on the District schools and how to make our schools strong. Need someone who has a strategy to reduce turnover in the District. Can't make strong schools without a sustained focus on that; in the Strategic and Work Plans. Someone experienced in improving student outcomes in Oakland. Humility, respect

and listening are critical characteristics.

Director Eng

A candidate strong in budget and finance; proven track record; longevity; demonstration of a commitment to Oakland; understanding and navigating the politics in Oakland. Interested in a leader who sees this as an asset; see that Oakland is known for its diversity. We require a lot of community engagement and have a lot of community partners who feel like they have a stake in things. Someone who values that input and demonstrates the qualities of a listener, humility and able to work in partnership with community in that way. Interested in the leadership style of management wanting to see how this person builds a team; how they surround themselves; interested in more of a distributed leadership style. Looking to develop local talent as they lead. Someone who is experienced on the implementation side; someone who has demonstrated they come in; tell the Board what they will do year 1 and years 3-5 and has demonstrated experience on being action orientated and evidence of success in their implementation. Someone who can help focus and help with some of the tough decisions ahead.

President Harris stated:

Leadership Associates will be meeting with some groups (staff). Individual Board Members will be, through town hall meetings over the next 3-4 weeks, gathering further input. There is a Board Committee Leadership Associates will work with to develop the new job description that will be used as a basis for recruiting candidates.

Leadership Associates telephone numbers and email addresses will be listed on the Superintendent Search page on the District's homepage. Will respond to everyone individually who contacts them.

President Harris further said the three Members of the Board who will be on the Superintendent Search Committee are Director Gonzales, Vice President Senn and Director Hinton Hodge

Upcoming Events

President Harris further said, A Town Hall meeting has been scheduled for February 11th. There will be other meetings across Oakland, and there will be a press release with the timeline and any pertinent information regarding the position.

I. Adjournment

President Harris adjourned the meeting at 9:32 P.M.

Prepared By: _____

Approved By: _____