

ROCHESTER BOARD OF EDUCATION

Special Meeting Minutes

December 19, 2018

Minutes

Board Members in Attendance: President Van Henri White, Vice President Powell, Commissioner Cynthia Elliott, Commissioner Melanie Funchess, Commissioner Elizabeth Hallmark, and Commissioner Natalie Sheppard.

Board Members Excused: Commissioner Beatriz LeBron.

Administration and Board Officers in Attendance: Superintendent Deane-Williams, Deputy Superintendent Elizabeth Mascitti-Miller, Deputy Superintendent Cecilia Golden, General Counsel Karl Kristoff, Distinguished Educator Jaime Aquino, and District Clerk Shanai Lee.

- I. President White convened the meeting at 6:15 p.m.
- II. **Discussion of Superintendent Search Process with BWP & Associates**
President White introduced Dr. Kevin Castner, Dr. Percy Mack, and Dr. Paul McKendrick of BWP & Associates. Members of the search team introduced themselves and spoke about their professional experiences in urban school districts and experiences in mentoring, recruiting, and superintendents. Dr. Castner delivered a presentation detailing the proposed process for the superintendent search and selection process.

Commissioner Elliott asked how BWP & Associates responded to the recent race-fueled riots in Charlottesville, Virginia. Dr. Castner responded that though he lives in Charlottesville, the firm does not have a significant presence in the area. He added that the Charlottesville community is in the process of healing. Commissioner Elliott asked that given the District's reputation, how is the firm planning to recruit candidates. Citing a previous search, Dr. Castner explained the benefits realized when the community rallied around the need for a search and decided to support any incoming superintendent as well as the Board.

Commissioner Funchess asked what would happen if the firm was not successful in identifying viable candidates. Dr. Castner stated the search will continue, with no additional cost to the District. Dr. Mack elaborated noting that the candidate profile will be used to recruit and search the most viable candidates.

Commissioner Sheppard stated that local candidates should be considered. She added that the Board should review the credentials of all local candidates. Dr. Castner encouraged the Board to help promote search and selection process and encourage local candidates.

Members of the Board asked if the search firm has a pool of candidates, or if they will recruit previously placed superintendents to Rochester. Dr. Castner responded that the firm does not maintain a pool of candidates, and they will not recruit recently placed superintendents from another school system to Rochester.

III. Speakers Addressing an Agenda Item

Parent Howard Eagle and Community Member David Walling spoke about the proposed superintendent search and selection process and the need for community engagement throughout the process.

Meeting adjourned at 8:20 p.m.