



10850 East Woodmen Road • Falcon, CO 80831
Tele: 719-495-1100 • Fax: 719-495-8900 • E-mail: d49@d49.org

Mission Statement

Together we are committed to graduating and preparing all children for success in college and careers.

MINUTES
SPECIAL BOARD OF EDUCATION MEETING
April 16, 2013
Central Administration Office – Board Room

- 1.00** President Harold called the Meeting to order at 8:40 a.m.
Roll Call was taken with the following members present: Mr. Henry Allen Jr., Mrs. Tammy Harold, Mr. Chuck Irons, Mrs. Marie LaVere-Wright, and Mr. Chris Wright.
- 2.00 Welcome and Pledge of Allegiance**
President Harold welcomed those in attendance and invited them to join the Board in the Pledge of Allegiance.
- 3.00 Approval of Agenda**
President Harold requested a motion to approve the agenda.

Director LaVere-Wright moved to approve the agenda. Director Irons seconded the motion.

President Harold called for a vote.
Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright, aye. Motion carried.
- 4.00 Other Business**
4.01 Interviews of Falcon School District 49 Chief Education Officer Candidates

President Harold explained the process that will be used during the interviews as each candidate was interviewed.

The Chief Education Officer candidates interviewed were:
Steven Marantino, Dr. Walter Calinger, Ms. Mary Verda, Mr. Harold (Terry) Ebert, and Mr. Peter Hilts.

The questions asked the candidates are as follows:
1. Please share your definition of innovation in the context of public education. If selected as CEO, how would you continue to move the district forward with innovation?

2. For innovation to be successful, the community of parents must be actively involved. What would you do to ensure that continues to happen? How have you fostered community engagement in your past roles?
3. As a part of the innovation initiative, schools and zones have been given autonomy through waivers of state statute and board policy in a variety of areas including calendar, curriculum, staff development, and building and zone level staffing decisions.
 - a. Given this high level of autonomy, how as CEO would you ensure all schools are providing a high quality education to our students?
 - b. How will you ensure the consistent and cost-effective staff development is happening?
4. We are moving toward a portfolio model of schools.
 - a. What do you see as the strengths and challenges of this approach?
 - b. How do you see this impacting the size and types of programs in new schools as our district continues to grow?
 - c. What role do you think charter schools can or should plan in the development of a high performing school district?
5. Describe your philosophy about a one-to-one device initiative? What level of priority would you place on implementing one-to-one?
6. This District has embraced the Common Core Standards. How specifically will you work with our Zone leaders and principals to help set and maintain a high baseline for expected student performance?
7. We want to ensure that our schools staff reflects the diversity or our school communities. As CEO, what steps would you take to develop a more racially and culturally diverse educational staff within the District?
8. How do you define leadership? Hive examples from your career of both good and bad leadership decisions you have made, and what your learned from those decisions.
9. Discuss a difficult personnel problem you were faced with as a leader and how you resolved it.
10. Share an example of your hiring success and disaster. Explain what you got right and what you missed.
11. Tell us about an associate who “grew up” with your guidance and went on to be successful as a leader.
12. We have adopted a matrix management model in which three chief positions work as peers and all report directly to the Board of Education.
 - a. How would you define the opportunities and risks of this management model?
 - b. Given your leadership style, what would you identify as your personal strengths and challenges functioning in this model of management?
13. As the CEO, your ultimate responsibility is decision making. In that process, there are always winners and losers. How do you handle those who disagree with your final decision and retain a team organization?
14. In recent years, we have been unsuccessful in getting the community to pass a mill levy. As CEO, describe the specific strategies you would use to promote public support for school activities, budget and instructional programs?

15. How do you involve your staff when an important district strategy decision needs to be made?
16. What are you looking for in your next job? How does this position fit into your career plans?
17. What will be your top and most urgent priorities if you are selected as CEO?
18. What questions do you have for the panel?

Director Wright left the meeting at 12:15 p.m.

The Board took a break from 1:00 to 1:40 p.m. Director Wright returned during this time.

- 4.01 Executive Session: to discuss a personnel matter, as authorized by section 24-6-402(4)(f)(1) of the Colorado Revised Statute – Chief Education Officer search background information.

The board took a short break at 4:28 p.m. coming back into session at 4:30 p.m.

President Harold requested a motion to go into executive session.

Director LaVere-Wright moved that we go into executive session for the purpose of discussing a personnel matter, as authorized by section 24-6-402(4)(f)(1) of the Colorado Revised Statute – Chief Education Officer search background information. Director Irons seconded the motion.

President Harold called for a vote.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright, aye. Motion carried.

The Board went into executive session at 4:31 p.m. with the following people present: President Tammy Harold, Director Henry Allen, Director Chuck Irons, Director Marie LaVere-Wright, Director Wright, Brett Ridgway, Chief Business Officer, Jack Bay, Chief Operations Officer, Stan Richardson consultant, Paul Andersen Personnel Director, and Loretta Branham recording secretary.

Stan Richardson left the executive session at 4:36 p.m.

Jack Bay and Brett Ridgway left the executive session at 4:41 p.m.

President Harold requested a motion to return to regular session.

Director LaVere-Wright moved to return to regular session. Director Irons seconded the motion.

President Harold called for a vote.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright, aye. Motion carried.

The Board returned to regular session at 5:05 p.m.

The board directed the Personnel Director to do a public record search on the candidates and to notify the candidates that a special BOE meeting will be held Thursday, April 18 at 5:00 p.m. to name the finalist for the Chief Education Officer position. Moving forward there they will have school tours, by the finalists on Monday, April 22nd. Paul will contact the Innovation Leaders about the school tours. Zone leader will chose to highlight the school visited in their zone.

Director LaVere-Wright will be in the Falcon Zone, President Harold will be in the Sand Creek Zone, Director Irons will be in the POWER Zone and Director Wright will be in the iConnect Zone. The work session scheduled for April 24th will be changed to a Special BOE meeting where the finalists will each give a ten minute presentation followed by a public question and answer period. Paul Andersen will be the facilitator for the question and answer period. The Work Session scheduled for that night will be moved to May 1st.

Paul Anderson will build a schedule for the school visits contacting the Innovation Leaders and will work with Stephanie to coordinate the publication of this meeting on the 24th.

President Harold asked if there was any other business hearing none she asked for a motion to adjourn.

5.00 Adjournment

President Harold asked if there was any other business hearing none she asked for a motion to adjourn.

Director LaVere-Wright moved to adjourn. Director Irons seconded the motion.

Vote: Mr. Allen, aye; Mrs. Harold, aye; Mr. Irons, aye; Mrs. LaVere-Wright, aye; Mr. Wright no. Motion carried.

The meeting was adjourned at 5:25 p.m.

Tammy Harold, Board President

Chuck Irons, Board Secretary