

Board Special Meeting

Executive Committee of the Whole

November 8, 2017 4:15-5:30pm

Board Office Conference Room, John Stanford Center

2445 3rd Avenue South, Seattle, WA 98134



Minutes

Call to Order

This meeting was called to order at 4:20 pm.

Directors Peters, Harris, Blanford, Pinkham, Geary, and Patu were present.

Director Harris moved to approve the agenda. Director Blanford seconded. The motion passed unanimously.

Board Action Items

1. Approval of a contract for an executive search firm to conduct a superintendent search

Executive Director of Government Relations and Strategic Initiatives Erinn Bennett presented an outline of the process for the meeting. General Counsel Noel Treat noted the RFP procedures for directors, highlighting the conflict of interest form. Directors signed the conflict of interest form.

Ms. Bennett noted that the procurement department scored the vendors in the pricing category. She noted the pricing for each proposal, excluding travel reimbursements.

Ms. Bennett then invited discussion on the proposal from CLEAR Consulting, noting comments sent ahead of time from Director Burke. Directors discussed concerns about limited team depth, awareness of District culture, and relevant experience and commented on his community engagement, including his work with businesses. Director Peters noted a question about the scope of work; Director Blanford noted his strong recommendation of going with a consultant who has experience with superintendent searches for large school districts. Ms. Bennett summarized the pros and cons raised by directors.

Ms. Bennett invited discussion on the proposal from MacPherson and Jacobsen, noting comments sent ahead of time from Director Burke. Directors noted the sustainability in leadership highlighted in the proposal and the number of different types of school districts referenced as previous clients in the proposal. Director Geary noted the benefit of the layout of phases; Directors discussed the lack of emphasis on diversity in the proposal. Directors gave positive feedback about the qualifications of team members and the guarantee for no extra charge for a repeated process, but noted the desire for role clarity from the team members. Ms. Bennett summarized the pros and cons raised by directors. Director Harris noted the benefit of using appropriate tools like video conferencing referenced in the proposal. Directors discussed other elements of the proposal, including the lack of specificity about searches conducted in Washington.

Ms. Bennett invited discussion on the proposal from Ray and Associates, noting comments sent ahead of time from Director Burke. Directors discussed the superintendent searches conducted by this firm. Directors discussed language in the proposal that was tailored to the Seattle context. Director Harris expressed appreciation for their emphasis on diversity and the background in juvenile justice. Director Blanford noted similarities with the prior proposal, but with a stronger connection to Seattle. Directors discussed the community engagement sections of the proposal and the cost savings options. Ms. Bennett summarized the feedback on this proposal.

Ms. Bennett invited discussion on the proposal from Zilo, noting comments sent ahead of time from Director Burke. Directors expressed concerns with the cultural fit for the directors and the lack of experience in educational leadership searches. Directors discussed the qualifications of the consultant team.

Directors took time to score the proposals based on the RFP criteria.

Ms. Bennett noted that the Board action report is a placeholder BAR without a vendor listed, given the sequence of events. She noted that reference checks and negotiations would then need to occur with the selected vendor.

Director Pinkham moved that the board action report be sent to the Full Board with a recommendation for consideration. Director Blanford seconded. The motion passed unanimously.

Adjourn

The meeting adjourned at 5:35pm.