



**SCHOOL BOARD MEETING
CHARLOTTESVILLE CITY SCHOOLS
Martin Luther King, Jr. Performing Arts Center w/
Zoom Access
Friday, May 14, 2021 (12:00 PM)**

1.1 Call to Order: School Board Chair Lisa Torres called the meeting to order at 12:00 p.m. Zoom access was provided for public viewing and video was streamed live on the Charlottesville City Schools Facebook page (<https://www.facebook.com/CvilleSchools/>).

2.1 Roll Call of Board Members:

The following Board Members were present:

Mr. James Bryant	Ms. Lashundra Bryson Mosberger
Dr. Sherry Kraft	Ms. Jennifer McKeever
Ms. Lisa Torres	Ms. Leah Puryear
Mr. Juandiego Wade	

The following Board Members were absent: None

The following Staff Members were present:

Ms. Julia Green	Ms. Leslie Thacker
Mr. Pat Cuomo	

The following Staff Members were absent: None

3.1 Approval of Proposed Agenda: The Board failed to take a vote on the approval of the proposed agenda. There was no other action during this meeting.

4.1 Superintendent Search Planning Meeting with Hazard, Young, Attea & Associates (HYA): Hazard, Young, Attea & Associates representatives Dr. Brad Draeger and Ms. Ann Monday presented the following information for Board discussion and input:

Dr. Draeger introduced himself and Ms. Ann Monday and then provided an overview of the superintendent search process.

- 1. Search process** – Conduct quick review of each step of a prototypical search and discuss any special steps you would like modified, added to, or deleted from your search.

- 2. Search Calendar Development**

Event	Possible Dates
Planning Meeting	May 14, 2021
Advertising	May 2021 until filled
Application deadline	Open until filled

Leadership Profile interviews/focus groups Individual Board Interviews	June 9, 10, 2021
Online survey dates—English/Spanish, Board to decide if more language translations needed	May 19 – June 10, 2021
Leadership Profile publicly presented to Board	June 17, 2021 at 5:00 p.m.
Seminar on interviewing, question determination, and slate presented to Board	August 4, 2021 4:00 p.m.
Board first round of interviews (6)	August 6, 7, 2021
Board deliberates and chooses 3 finalists	August 7, 2021
Confidential Community Panel Interview with finalists	August 13, 2021
Board interviews finalists (3)	August 14, 15, 16, 2021
Board identifies finalist; initiate background check on finalist(S)	August 16, 2021
Several Board Members conduct site visit of finalist, if necessary, and Board final decision	optional
Announcement of appointment	1 st week of September, 2021
New Superintendent begins	October 1, 2021 or TBD
Board-Supt. Retreat Workshop	Governance training after Board elections

3. Identification of individuals to meet with HYA consultants in development of Leadership Profile Report

- Board Members (individual meetings (7))
- Superintendent and Interim Superintendent (individual meetings (2))
- Superintendent's Cabinet (1 Meeting)
- Central office (3)
 - Directors and Coordinators
 - Supervisors, Instructional Coaches, Mental Health personnel
 - Support staff, clerical
- Support Staff (2)
 - Food Service
 - Custodial
 - Transportation
 - Maintenance
 - School Support--Clerical
- Elementary Principals
- Secondary Principals
- Assistant Principals
- Students – HS and MS (2 meetings)—virtual meeting,
- Charlottesville Education Association Leadership

- Teachers—open meetings (3 meetings at different times)
- PTO District Council/Superintendent PTO Council (Presidents)
- Black Parents Association
- Special Education Parents (Special Education Advisory Committee)
- NAACP
- City Administration- (Individual meetings: Mayor, City Manager, Council Members)
- Public Safety (Police and Fire Chiefs)
- Open meetings in the afternoon and evening for parents and any citizens (2-4 meetings)
- Several Group Meetings to include:
 - African American Pastors Council, Clergy Collective, Virginia Department of Health and local Hospital Officials, City of Promise, Adult Education, Urban Housing International Neighbors, BUCK Squad, Computer for Kids, YMCA, United Way

4. Online Leadership Profile Survey – CCS will use the following demographics

- Administrators
- Teachers
- Support Staff
- Students
- Parents
- Community Members (non-parents)

5. Times for interviews with board members regarding Leadership Profile – Leslie Thacker to schedule each Board Member.

6. Board Liaison during search – Ms. Lisa Larson-Torres

7. HYA liaison and consultant – Confirm your HYA consultant team will be:

Brad Draeger	braddraeger@hyasearch.com	201.452.2099 Cell
Ann Monday	annmonday@hyasearch.com	703.424.6251 Cell

8. Number of candidates – CCS Board will determine the number of applicants to interview.

9. Inside candidates – All inside candidates will be directed to apply on the HYA website and will be screened by HYA. All inside candidates will be discussed with the Board.

10. Salary and fringe benefits – Salary in the range of \$170,000 will be the response to candidate inquiries.

11. National postings – Advertising Package 2 will be utilized. (with additional ads in Black and Latino Administrators’ professional organizations and other by request)

12. CCS contract with HYA – Completed.

13. Communication with press & community – Communication inquiries will be directed to the Board Chair and the CCS communication team

14. Candidate interview process – Reviewed

15. Additional workshops – CCS Board may seek governance training after the appointment of the superintendent and after the new CCS board is sworn into office.

5.1 Adjourn: The meeting adjourned at 2:16 p.m.

A video of the May 14, 2021 meeting can be located at:

https://drive.google.com/file/d/1kmpeyRywYHRvB-qoLvGqymFz3EpM_5ll/view?usp=sharing

Lisa Torres, School Board Chair

Leslie Thacker, Deputy School Board
Clerk