

**Lynchburg City School Board
Special Meeting
October 11, 2017**

**BOARD
MEMBERS
PRESENT:**

Michael J. Nilles, Chairman
James E. Coleman, Vice Chairman
Robert O. Brennan
Sharon Y. Carter
Charleta F. Mason
Derek L. Polley
Kimberly A. Sinha
Katie K. Snyder

**BOARD
MEMBERS
ABSENT:**

Susan D. Morrison

**ADMINISTRATION
PRESENT:**

Larry A. Massie, Acting Superintendent
Ben W. Copeland, Assistant Superintendent for Operations and Administration
John C. McClain, Assistant Superintendent for Student Learning and Success
Anthony E. Beckles, Sr., Chief Financial Officer
LaTonya D. Brown, Director for Student Support, Behavior, and Alternative Education
Steven L. Gatzke, Director for Facilities
Marie F. Gee, Director for Personnel
Michael K. Rudder, Director for School Improvement
Wyllys D. VanDerwerker, Director for Exceptional Learners
Wendie L. Sullivan, Clerk/Recording Secretary

**MEDIA
PRESENT:**

Josh Moody, *The News & Advance*

**Agenda
Items:**

- A. Call to Order
- B-1. Ray and Associates: Results from Surveys and Community Forums
- C. Adjournment

The Lynchburg City School Board met for a special meeting at 8:01 p.m. in the Marie Waller Lecture Hall at E. C. Glass High School. Dr. Nilles called the meeting to order.

Dr. Dale Caldwell, representative from Ray and Associates, provided a detailed analysis of the information collected which would compose the characteristics that the school board and the community would like to have in the new superintendent. The characteristics recommended by Ray and Associates were:

- Possesses excellent people skills, presents a positive image of the district, and will listen to input and make a decision when necessary;
- Possesses the leadership skills required to respond to the challenges presented by an ethnically and culturally diverse community;
- Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance;
- Is a strong communicator – speaking, listening, and writing;
- Has experience recruiting and maintaining exceptional staff for the district and schools;
- Is able to delegate authority appropriately while maintaining accountability;
- Previous experience that will benefit the long-term financial health of the district;
- Is strongly committed to a “student first” philosophy in all decisions;
- Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement; and
- Promotes a positive and professional environment for district employees and Board.

The search firm also recommended the following two traits to be added:

Lynchburg City School Board – Special Meeting
October 11, 2017
Page Two

- Is able to build consensus and commitment among individuals and groups with emphasis on parental involvement; and
- Has experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board, and community.

Upon MOTION by Ms. Carter, SECONDED by Ms. Mason, the school board added the two characteristics to the list of qualities and characteristics that will become part of the desired qualifications for the new superintendent.

Yes Votes: Dr. Nilles, Dr. Coleman, Dr. Brennan, Ms. Carter, , Ms. Mason, Mr. Polley, Dr. Sinha, Mrs. Snyder

No Votes: None

Abstentions: None

Upon MOTION by Dr. Coleman, SECONDED by Ms. Mason, the school board approved the list of 12 qualities and characteristics that will become part of the desired qualifications for the new superintendent.

Yes Votes: Dr. Nilles, Dr. Coleman, Dr. Brennan, Ms. Carter, , Ms. Mason, Mr. Polley, Dr. Sinha, Mrs. Snyder

No Votes: None

Abstentions: None

These two characteristics will be added to the promotional flyer, and disabled students will be replaced with students with disabilities on the flyer.

Upon MOTION by Ms. Mason, SECONDED by Ms. Carter, the school board approved the promotional flyer with changes as noted.

Yes Votes: Dr. Nilles, Dr. Coleman, Dr. Brennan, Ms. Carter, , Ms. Mason, Mr. Polley, Dr. Sinha, Mrs. Snyder

No Votes: None

Abstentions: None

The school board will meet with Ray and Associates on November 21, 2017, to develop the list of questions that will be used during the interviews with the superintendent candidates.

The meeting adjourned at 8:36 p.m.

Michael J. Nilles, Chairman

Wendie L. Sullivan, Clerk