

# Intermediate District 287

*Responsive. Innovative. Solutions.*

**GENERAL MEETING OF THE BOARD – Working**

**Thursday, June 10, 2021**

**7:30 PM @ Boardroom / Teleconference**

**1820 Xenium Ln N**

**Minneapolis, MN 55441-3790**

**AGENDA**

**Page #**

**1. CALL TO ORDER** (Action)

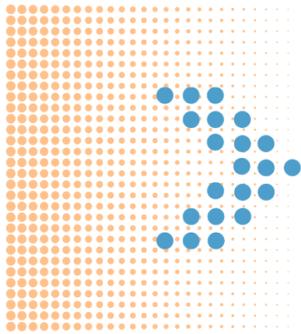
**2. NEXT STEPS: SUPERINTENDENT SEARCH** (Information)

**2**

The board will review RFP submissions, two or three firms will be identified for a full board interview.

**3. ADJOURNMENT** (Action)

Recommended Action: Board Chair calls meeting adjourned @ \_\_\_\_\_ PM



INTERMEDIATE DISTRICT 287  
**SUPERINTENDENT  
SEARCH**

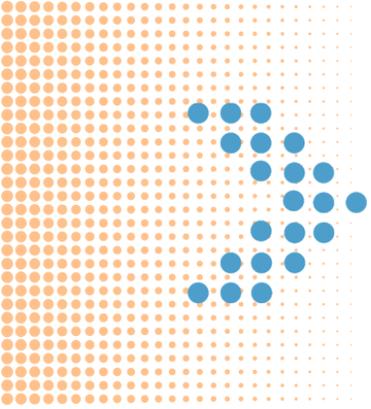


**Update June 10, 2021**

**Note: This schedule will be amended and updated in partnership with the Superintendent Search Firm**

### **Superintendent Search Process**

- Superintendent Sandy Lewandowski will retire as of June 30, 2022.
- The School Board has renewed the superintendent's contract for the 2021-2022 school year.
- **February 25, 2021**, the School Board and the Administrative Leaders directly supporting the Superintendent Transition participated in an MSBA Workshop titled, "Hiring the Right Superintendent".
- **May 6, 2021** RFP (Request for Proposals) posted for Superintendent Search Firms
- [District 287 Superintendent Search website page](#)
- **June 4, 2021** Deadline for acceptance of proposals from Superintendent Search Firms
- **June 10, 2021** District 287 Board confirms interview process for selection of Superintendent Search Firm
- **June 24, 2021** Selection of Superintendent Search Firm
- **July 1, 2021** Begin work with Superintendent Search Firm
- Summer to early fall - Stakeholder input gathered
- Mid to Late Fall - Superintendent profile developed and position posted
- Late Fall - Candidate applications submitted and reviewed
- Jan./Feb. 2022 - Selection of New Superintendent
- Spring, 2022 - Opportunity for Superintendent orientation and planning
- July 1, 2022 - New Superintendent begins



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**SUPERINTENDENT  
SEARCH**



### **Superintendent Search Firm Interview Outline**

**Proposed: 1 hour and 30 minutes per interview**

**Preference for in-person interviews. A virtual option will be available.**

**15 minutes** - Each search firm will present their capabilities and proposal for Intermediate District 287

**45 minutes** - Each School Board member will have the opportunity to ask questions.

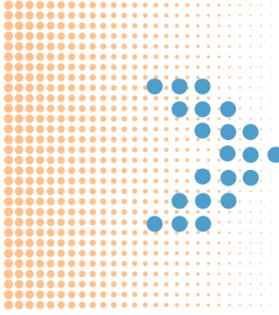
**15 minutes** - The Search Firm will ask the board questions

**5 minutes** - Wrap up

**10 minutes** - transition

### **Selection Criteria**

- Ability to meet the Scope of Services outlined in the Request for Proposal
- Demonstrated ability to address District 287 Strategic Priorities in Superintendent Search
  - Racial Equity
  - Trauma-Responsive & Healing-Centered Practices
  - Evidence-Based Instruction
  - Employee Well-Being
- Success in the past
- Knowledge of Intermediate districts
- Contractual flexibility
- Cost



INTERMEDIATE DISTRICT 287  
**SUPERINTENDENT  
SEARCH**



**All Proposals will be public on the website  
Interview Questions for Search Firms**

Firm \_\_\_\_\_ Board Member \_\_\_\_\_

**Background & Experience**

1. Please tell us about other searches you have done. How were the districts similar to District 287? How were they different?
2. District 287 is a unique district with a variety of programs & services, member districts, and community members. Given this information, tell us about your most unique Superintendent search. How were you able to tailor the experience to your customer and what made the search unique?

**Racial Equity**

3. Our Board is interested in ensuring that we keep racial equity at the forefront of our Superintendent Search. What would you like us to know about your firm's beliefs and internal operationalized actions related to anti-racism? What is your commitment to being (or becoming) an anti-racist organization?
4. Please tell us how you have engaged the community during previous searches. Specifically, how will you use that experience to engage the diverse constituencies of the Intermediate District 287 community in what they want to see in the next superintendent?

**Strategic Priorities/Understanding of 287**

5. Please describe your firm's understanding of District 287. How will you use this information to inform your search process?
6. Knowing our District's strategic priorities around racial equity, trauma, employee well-being and instruction, which priorities stuck out to your firm? If any, which priorities do you think will be the most important to highlight to candidates in the search process?

## **Recruitment Process**

7. Explain how your firm works to ensure a diverse candidate pool? Provide an example of what a previously successful pool has looked like.
8. Please describe your process for recruiting and vetting candidates.
9. Please share how your firm will seek candidates with expertise in special education and trauma-responsive and healing-centered practices?

## **Collaboration**

10. Please describe how your firm typically involves the board in searches. How will the firm involve the board throughout the process?
11. Provide an example of a time where your firm and the school board disagreed on candidates or a part of the process. How did you resolve the situation and how has that changed your practice?

## **Non-Rated**

- Is there anything else you would like to share with us that we have not asked you about?
- What questions do you have for us?