



RUSSELLVILLE BOARD OF EDUCATION

CALLED BOARD MEETING

Thursday, January 23, 2025 at 4:30 PM

THE BOARDROOM AT RUSSELLVILLE HIGH SCHOOL

THIS MEETING WILL BE AUDIO RECORDED

The media has been notified of this meeting.

1. CALL TO ORDER

1.1. The meeting will be called to order by Board President Holli Hall.

2. ROLL CALL

2.1. Board Member Roll Call

3. Superintendent Search

4. ADJOURNMENT

Russellville School District: ***SUPERINTENDENT SEARCH***

Board Presentation



January 2025



AGENDA



01 Ed Partners Team

02 Our Vales & Approach

03 Our Process

04 Timeline



EDUCATION PARTNERS TEAM



Dwight Jones

Founder, President

Former Colorado state commissioner, superintendent, & nationally recognized expert in district leadership.



Mike Poore

Executive Vice President

Nationally awarded expert in district leadership, Arkansas state leader and former superintendent.



Ericka Burns, PhD

Senior Vice President

Former Deputy Superintendent and accomplished district leader with a focus on district planning for student success.



Sara Taylor

Senior Consultant

Human resources expert and national leader in executive searches, with a proven track record in district leadership.



OUR VALUES & OUR WORK

Supporting student success through a comprehensive, wraparound approach for district leaders and boards



Board Training & Planning
Executive Searches
Superintendent Coaching & Mentorship
Strategic Plan Development
Strategic Program Evaluations

GUIDING VALUES FOR SEARCHES

- Collaborative/Adaptive
- Strategic and Intentional
- Thorough and Comprehensive
- Equity-Focused
- Transparent
- Mission-Aligned



OUR APPROACH

- Aligned with the Board's vision and priorities
- Harnessing the power of our national network
- Engaging with our regional network for localized support
- Implementing a clear and comprehensive screening process
- Ensuring transparency in decision-making
- Providing robust support for the Board, district, and community



OUR PROCESS

- > Collaborate with the Board to develop a Profile of a Superintendent
- > Recruit and market comprehensively (nationally and regionally)
- > Screen candidates thoroughly, aligning with Board and community vision
- > Conduct in-depth interviews with performance-based tasks
- > Facilitate Board engagement and the interview process
- > Support the final selection process



Aligned with our wraparound approach, we provide additional support for a smooth transition and effective communication.



Application Screening Questions Example

Why are you interested in becoming the Superintendent of [REDACTED]?: *

Why are you interested in becoming the Superintendent of [REDACTED]?

What experience and leadership skills do you bring that will directly benefit [REDACTED]?: *

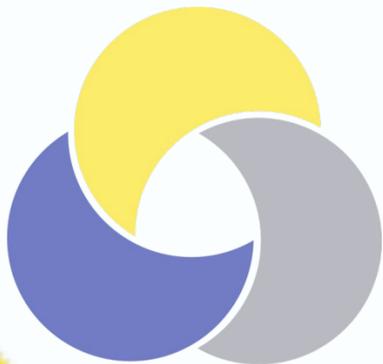
What experience and leadership skills do you bring that will directly benefit [REDACTED]?

How would you describe your educational philosophy?: *

How would you describe your educational philosophy?



Phone Screen Interview Rubric Example



Phone Screen Interview Guide & Rubric

Candidate Name		Overall Decision	MOVE FORWARD	HOLD	REJECT
Future Probe Area					
Recording					
CANDIDACY SUMMARY					
VISIONARY LEADERSHIP. <i>Inspires a shared vision and fosters a culture of innovation and collaboration to advance educational excellence and prepare students for future success.</i>	<ul style="list-style-type: none"> Proven ability to articulate and rally stakeholders around a clear, future-focused vision for education. Track record of cultivating a culture of innovation that embraces change and promotes continuous improvement. Strong presence as a visible, accessible, and inspirational leader to staff, students, and the community. Experience leading initiatives that align organizational goals with broader state or national educational priorities. Commitment to fostering a culture of collaboration and high expectations for all stakeholders. 				High Medium - High Medium Low - Medium Low
STRATEGIC PLANNING AND IMPLIMENTATION. <i>Leads the development and execution of strategic initiatives that align resources, goals, and actions to drive measurable improvements and long-term growth.</i>	<ul style="list-style-type: none"> Demonstrated expertise in developing, implementing, and monitoring strategic plans that drive measurable improvements. Ability to prioritize resources effectively to align with strategic objectives and district goals. Skilled in using data to inform decision-making and adjust strategies to achieve desired outcomes. Experience in setting ambitious yet achievable goals and creating accountability systems to track progress. History of successfully implementing large-scale initiatives that address both immediate needs and long-term growth. 				High Medium - High Medium Low - Medium Low
OPERATIONAL EXCELLENCE. <i>Ensures effective management of resources, systems, and processes to create safe, efficient, and high-performing</i>	<ul style="list-style-type: none"> Proficiency in managing complex budgets and ensuring fiscal responsibility while advancing district priorities. Success in overseeing facilities, technology, and operational systems to support safe and effective learning environments. Experience in ensuring compliance with federal, state, and local regulations while optimizing district resources. Demonstrated ability to build and lead high-performing administrative teams with a focus on efficiency and effectiveness. Strong problem-solving skills to address operational challenges and minimize disruptions to student learning. 				High Medium - High Medium Low - Medium

TIMELINE

- **January 30:** Launch project
- **January 31:** Publish job posting
- **February 1–14:** Develop the Profile of a Superintendent with Board & Community
- **March 3:** Close application
- **March 7:** Complete initial screening of candidates
- **March 10–14:** Conduct interview process
- **March 17–21:** Facilitate Board engagement with candidates
- **April 1:** Finalize selection of finalist

