

The Board of School Trustees of the Nettle Creek School Corporation met in work session on September 23, 2019. The following board members were present: Bob Clark, Dan Davis, Cary Rhoades, and Lyle Finney. Guests: Mandi Isaacs, Belinda Locke, Braden Albert, Jerry Hillman, Tiffany Hokey, Laura Swain, Rachel Sheeley, David Tyner, Dr. Williams and Dr. Adamson.

WORK SESSION

The work session of the Board of School Trustees was held to discuss the characteristics the Board, Administrators, Teachers and Support Staff would like to see in the next Superintendent.

Dr. Adamson, Director of Board Services for the Indiana School Board Association, was in attendance to provide a better understanding of the hiring process. He provided a copy of the job description to all attendees. Dr. Adamson discussed what all the application process included. He also provided a timeline of the hiring process for the new Superintendent along with the essay questions that all applicants must complete. The essay questions are to provide a picture of the applicant and their vision.

Dr. Adamson then opened it up to see what characteristics Administrators would like to have in the next Superintendent. Mr. Hillman stated he spoke with his employees and they all agreed they would like someone who is honest and able to talk at their level, be a part of the team, personable, and fit in the community.

Mrs. Hokey provided a handout of the characteristics that the Administrators collaborated on. They would like to see the next candidate be a leader, develop professional relationship equitably, respects viewpoints different from their own, committed to nourishing a district-wide culture with the mindset we are all a team and not separate buildings, someone who can effectively develop and implement corporation-wide systems and procedures, someone who can acknowledge when they have made a mistake, is humble, willing to ask questions and gather information in order to make better informed decisions, someone who has experience with multi-million dollar budgets, including ability to make decisions and clearly and openly communicate those decisions with stakeholders.

Mr. Tyner added it would be beneficial to have someone who has vast experiences, meaning, someone who has been in the classroom, been a Principal and has Central Office knowledge. He urged the Board when completing the interview process to take the candidate to the buildings. Mr. Tyner stated you can tell a lot and see if they have the vision we are looking for when taking them around our campus.

Dr. Adamson also stated that we could not require the candidate to live in the community. However, we could stress the importance of the participation in the daily activities and being active in the community. He also stated the first contract can be one to three years. It is uncommon to have a one year contract as it takes a year to diagnose the corporation and get plans in place. First contracts are usually three years.

Mrs. Locke added she would like a candidate that is capable of building trust and does not micro manage, who is collaborative, able to make a final decision and stand by it, wants them to know that the Teacher’s Association wants to work as a team and has a system of checks and balances.

Mr. Albert agreed with everything that has been mentioned and added that he along with several others has had the feeling that they are easily replaceable. It has been a mindset that people could be replaced tomorrow, without a problem. Mr. Albert would like the new Superintendent to know that not everyone is easily replaceable.

Mr. Davis agreed with what had already been brought to the table. He would like to see the new Superintendent have the natural chemistry for our community and students, be able to serve our kids because that is what we are all here for, understand the history and culture of our community and build on them, and is a good planner that can follow through.

Dr. Adamson completed the meeting by stating that the Superintendent’s job is the same no matter where they go. However, the culture and climate make each community unique. He feels our timeline to hire someone is good and urged the Board not to settle on just anyone. Dr. Adamson informed the Board that if they do not find a candidate who is a good fit, then take a break and next summer, start the search again.

Meeting adjourned at 7:45 pm.

Signed _____

