

MORENO VALLEY UNIFIED SCHOOL DISTRICT

**MINUTES OF THE SPECIAL STUDY SESSION OF THE BOARD OF EDUCATION OF
JUNE 13, 2005**

The minutes of the Special Study Session of June 13, 2005, are being submitted to the Board of Education for approval at its Regular Board Meeting of July 19, 2005. The minutes are a complete and factual record of action taken by the Board of Education at its Special Study Session of June 13, 2005.

**THE OPEN PORTION OF THESE PROCEEDINGS WERE
AUDIOTAPED PURSUANT TO GOV. CODE § 54953.5**

CALL TO ORDER: The Board of Education opened the study session at 7:15 p.m. to discuss Superintendent Search.

ROLL CALL: AYE - Ashe AYE – Coz AYE – Holguin AYE – Sayre AYE –Vackar

Administration Present

Robert Crank, Assistant Superintendent, Business Services
Olivia Hershey, Assistant Superintendent, Human Resources
Lasandra Fairchild, Director, Classified Employee Services
Estuardo Santillan, Business Office Manager
Mary E. Jones, Principal, Vista del Lago High School
Glen Newman, Consultant
Margie Breitzkreuz, Recorder

Visitors

Greg A. Solomon	Becky Shreiner	Lequice Juckes
Harold Acord	Katherine Underwood	Ann Adler
Jennifer Smith	Gabie Lopez	Melissa Horvath
Paul Baird	Peter Martin	Katie Wenke
Harnethia Mansell	Christine Little	Debi Johnson
Debbie Cembrano	Ron Visser	Brian Peter

PUBLIC COMMENTS ON AGENDA ITEMS

The Board waived the twenty-one minute limit for public comments to address Discussion Item, Superintendent Search.

Greg Solomon, music teacher, Vista Heights Middle School, requested the following attributes of a superintendent: 1) a record of stability. Someone who has not bounced from district to district, which is a financial burden on the District; 2) strong credentials in fiscal management because the District had to come out of a dark era in financial management; 3) someone committed to raising behavior expectations of students and will support administration and teachers in raising those expectation to hold them accountable; 4) someone who is aware of the many studies of the impact of music education on students—not only increased test scores but creating well-rounded, highly-educated students that become productive adults in our society; and the willingness to enforce music in education. He requested the Board establish a policy that recognizes the information and research that has been completed at all levels and one that requires students to take music instruction. Without a policy in place, it is a financial battle.

**CONSENT ITEM – 102
SUPERINTENDENT
JULY 19, 2005**

Brian Peter, band director, Valley View High School, extolled the importance of music in our country. He requested that the superintendent be aware and supportive of music in education. Students exposed to music-based lessons score higher on math tests. They are the most likely group of college graduates to be admitted to graduate school and achieve higher reading scores in all college subjects. Studies validate the importance of music and student achievement.

Jennifer Smith, Gabie Lopez, and Melissa Horvath, students, Valley View High School, said the choral music program/band has provided many skills and benefits other classes do not offer including building self-confidence, self-discipline, teamwork, and friendships. These skills have carried over to their other classes.

Peter Martin, forensic psychologist, Patton State Hospital, said he became a fan of music when he found the benefits of music education to the senses. He said that music education has benefited his child and provides an overall contribution to society and to the development of life skills.

Katie Wenke, Measure A Bond committee member, said she would like a superintendent to: 1) be accessible; 2) understand the make up of the community; 3) understand that kindergarten is just as important as a sophomore in high school; 4) have a knowledgeable of the bond monies from Measure A, including past and future expenditures and how that information will be communicated to the public; 5) understand test scores and be aware that the public may not quite understand test scores and what they mean; 6) hopes the person stays quite a while.

Christine Little, president of Community Advisory Committee, said the committee met and discussed the qualities it would suggest for a superintendent. The committee suggested the superintendent be accountable for special education students just like that for general education students; accessible; and willing to address special education issues/concerns immediately. As a parent, she would like the superintendent to have a long-term vision for the District and great insight as to the future of the District. She praised Dr. Ferguson for his attention to special education issues.

Harnethia Mansell, community member, said the superintendent should have: 1) a sincere mission for the job as superintendent based on students; 2) a vision based on his or her mission and a sincere desire to include parents and community in the education and development of the whole child; 3) an awareness of and value for available human resources; 4) the willingness to take well-thought out and carefully calculated necessary risks; 4) effective communication and listening skills; 4) be one step ahead of situations—proactive; and 5) courageous about decisions even in unpopular situations.

Board President Jesus Holguin introduced Dr. Glen Newman, facilitator for the process of selecting the superintendent. Dr. Newman stated he appreciated having the opportunity to work with the Board. He was greatly impressed with the amount of cooperation the Board wants with the entire community and all its constituent parts in this process. He said the Board informed him that his role was to facilitate, to help, and to give advice. He said he would be setting up meetings with CSEA, MVEA, and AMVMP representatives and others to get their input. He would then develop a rubric to identify the qualities desired in a superintendent. He was the ombudsman to put this information together to present to the Board. He said he will be meeting with the different groups and hopes to bring two Board members with him. The Board wants to get input from the community and stakeholders.

CONSENT ITEM – 102
SUPERINTENDENT
JULY 19, 2005

Lequice Juckes, president, California School Employees Association, said the attributes her members discussed for a superintendent are: 1) commitment to public education; 2) a complete understanding of the working of the California public education system; 3) commitment to the bargaining units; 4) commitment to the public sector's workers—not wanting to contract out; 5) ability to see all sides of all issues; and 6) one that follows the compact of rights, responsibility and respect. Ms. Juckes said she contacted the labor representatives to get their input by sending out a notice requesting input.

Katherine Underwood, president, Moreno Valley Educators Association, said they had a rep council meeting and reviewed information from the previous superintendent search to guide the discussions. She said they would also utilize their newsletter and send an e-mail to site representatives to request additional input. Moreno Valley Educators Association developed the document, *The Ten Qualities A Moreno Valley Superintendent Should Possess (2005)*. The following was presented by Ms. Underwood; Harold Acord, vice-president; and Ann Adler, executive director:

1. Takes the time to really know the educators in this District, values people and works with MVEA to prioritize educators' needs in the budget, someone who has the potential to stay for a period of time which would allow consistency in everyday operations.
2. Has the ability to create a team at the District Office, an ability to direct them when necessary, to focus them always, and will refuse to tolerate and will immediately remove those whose leadership styles are not collaborative, democratic, and respectful when working with the educators in Moreno Valley. Not only a people person, but a team player—someone who knows how to bring the stakeholders together as a part of a team. To build positive environment and work collaboratively with all stakeholders. To provide consistency.
3. Understands the budget process, knows how to arrange the budget by priorities, provides money for state mandates as habit, avoids long-term debt, budgets for competitive employee salaries and benefits. Someone who is willing to continue listening to the recommendations of the Joint Fiscal Management Committee.
4. Works with, but does not give into pressure tactics from any group. Treats all persons and groups fairly and equally. Members expressed concern that local groups try to influence Board and superintendent. They want the District to work consistently and fairly with all groups. The members want to know when there are unfounded public complaints; there is someone there to back the members.
5. Gives general and consistent written direction to all site administration that allows them to work with their staffs to decide things while at the same time fostering an atmosphere of collaborative decision-making at the sites. The directions that come from the Superintendent's Office should be concise and clear so they know exactly what is expected.
6. Knows the importance of the Contract, models by enforcing it him/herself and "calls on the carpet" any administrator who chooses to violate the bilateral agreement between Moreno Valley Educators Association and Moreno Valley Unified School District.
7. Fosters and values a district wide atmosphere of honesty, trust, professionalism, and respect. Someone who is fair and models professionalism on a daily basis. Someone who respects people and values their ideas.

CONSENT ITEM – 102
SUPERINTENDENT
JULY 19, 2005

8. Works with MVEA members as respected and equal partners in the Moreno Valley Unified School District education program and is knowledgeable in curricular matters. The curriculum is more important than ever. The Superintendent would have to have enough knowledge to work with staff working with teachers in terms of curriculum. The teachers need a consistent, systematic program in curriculum, and one that the District Office is there to support what the teachers need to do their job.
9. Holds and implements a long-range vision for Moreno Valley Unified School that includes the stakeholders and uses that vision as a focus when decisions are made. A superintendent should be looking down the road in five, ten years. It would have to be a visionary person.
10. Works to enhance the reputation and working conditions in Moreno Valley Unified School District. In the past, there have been fiscal difficulties and other issues. All the constituent groups in the District worked hard to resolve the issues and be part of the solution. Someone who will build and strengthen our reputation. Commitment to provide salaries, benefits, and working conditions of employees. Makes Moreno Valley Unified School District a place where people and support staff want to be here, work with students, and be part of the team.

Ms. Underwood said, in summary, the ideal superintendent would have considerable knowledge in curriculum and fiscal matters; have the ability to set a vision in place that allows educators to be a vital part of that mission; and would be a people person that values the individual while building a stronger, collective Moreno Valley Unified School District—a district that is built on clear, systematic, and consistent policies that promote student learning while maintaining a fiscal balance and collegial atmosphere.

Mary Jones, president, Association of Moreno Valley Management Personnel, said she would continue to solicit information. They are looking for a superintendent that is:

1. Focused on curriculum, instruction, assessment, and accountability.
2. Committed to a strong academic program,
3. Focuses on the future needs of all students.
4. Able to develop a culture of this District—a culture that will encourage and reward cooperation and teamwork.
5. An individual who places a high value on the contributions of the employees.
6. Committed to improvement of the District.
7. Relates well and actually knows what education is about.
8. Believes in celebrating successes.
9. Always looks to the future when he or she makes decisions.
10. Has very strong integrity, who cares about the employees as well as our students, parents, and community.
11. Is involved in the community and works well with community groups.
12. Continue to work to improve the public image of Moreno Valley Unified School District so that we all can say that it is a good place to work as well as to go to school.
13. Maintains the District's policies.

Ron Visser, community member, said he has lived in the community for thirty years. He has seen superintendents come and go. He put together the following characteristics: Ability to anticipate and overcome challenges in the budget, personnel, and future growth by effective leadership; communication skills allowing for calm discussion in adverse conditions, with employees, students, and the public; negotiation skills; a good sense of humor; a strong belief in the elements that make up the Moreno Valley Unified School District mission; wants to become involved with the community, both businesses and the general public.

CONSENT ITEM – 102
SUPERINTENDENT
JULY 19, 2005

Board Members Comments:

Tracey Vackar

As they work through the process, the goal is create a job description for the superintendent. The information they receive from the stakeholders, community, and partners in education is really valuable. It is important to the Board to receive this information. As they move forward in the process there will be other components where they would like to see continued involvement. The process will be similar to last time. She said they welcome input. She thanked the speakers.

She liked the idea of creating a policy that would strengthen the direction of the music program at the elementary, middle, and high school levels. That has a great deal of merit. She shared that she applied for a grant by writing a theme song for a product in the hopes of supporting music programs.

Jacqueline Ashe

She thanked the community members and Christine Little, president, Community Advisory Committee for attending the meeting. She said the input was very important and valid for this process. She said there were commonalities in the qualities—longevity; commitment to District, students, and staff; open minded; collaborative with everyone; listen to everyone; a sense of humor. She looked forward to the process and working with everyone.

Rick Sayre

One thing that is important is that Nick Ferguson has done a great job of getting us where we are today. Four of five years ago we were teetering on a terrible financial situation. Dr. Ferguson came in and brought a wealth of experience and ideas. The most important part was the involvement of our stakeholders. Together we were able to craft a plan that brought us out of that nightmare. We can now say we are financially stable, we have decent representation in the community, and the community supported us with a \$50 million bond. All of that goes to the effort of all the people we heard from tonight. The superintendent selection process will include more involvement from stakeholders and community members. The Board is genuinely looking for a selection process that includes those who are key to the success of the District.

He expressed concern for a good cross representation and suggested outreach to different segments of the community through the PTAs and community groups. Dr. Newman said he would go to the Hispanic and Black chambers of commerce. He said it was important that everyone feels they are part of the process. The ultimate outcome is a superintendent who is going to guide us into the future with a vision and long-range plan for success of all of our kids. Tracey Vackar suggested he attend the PTA council meeting.

Richard Coz

He was sorry to see Nick Ferguson leave but respects the fact that he earned a very good retirement. The process is unusual in that it is not following the common wisdom of a selection process of this type. It is important that the public understand that the Board discussed this process in length on more than one occasion. They believe in the involvement of all the stakeholder groups. They also believe the process itself is a statement to any prospective candidate of what is important to this Board. They are depending on the involvement and support for each of the support groups and the public in general in helping us move through the process. The most important part is to safeguard the integrity of this process, to do it in a way the Board has elected to do, in a very open and honest way with the constituents.

CONSENT ITEM – 102
SUPERINTENDENT
JULY 19, 2005

Jesus Holquin

It is clear that the Board is really concerned about including the community and all the stakeholders in the selection process. It is clear that they are concerned about the future of our students. The Board wants to have the right leader that can take the District on the right path for the success of our students. He thanked everyone who came tonight.

Glen Newman

He appreciated what the Board members have said based on the input received from the community. He agreed that the representation has been very good but needs to be broadened. His charge is not only to protect the integrity of the process, but to greatly respect the process as well. The Board will be involved 100 percent in the process, and they want to involve, to a great extent, the constituent groups. Please call the Superintendent's Office if you have suggestions, and they will get the information to me. I really am looking forward to this process.

III. ADJOURNMENT

ADJOURNMENT: There being no further items to come before the Board of Education, the meeting was adjourned at 8:15 p.m.

CONSENT ITEM – 102
SUPERINTENDENT
JULY 19, 2005