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**EAST GRAND RAPIDS PUBLIC SCHOOLS**  
**2915 Hall Street SE**  
**East Grand Rapids, MI 49506**

**James E. Morse, Ed.D.**  
**Superintendent**

**Superintendent's Office**  
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**SPECIAL Meeting of the East Grand Rapids Board of Education**  
Woodcliff Center, 2915 Hall Street, SE, East Grand Rapids, MI 49506. Phone 616-235-3535.

**Wednesday, April 12, 2006**

**7:00 p.m.**

**MINUTES**

The SPECIAL MEETING of the East Grand Rapids Public Schools Board of Education, Kent County, Michigan, was held on Wednesday, April 12, 2006 in the Community Board Room, Woodcliff Center, 2915 Hall Street SE, East Grand Rapids, MI 49506.

**Board of Education:**

**Present:** Mrs. Beth Lent, Mr. Charlie Denton, Mr. Joe Camp, Mrs. Stacy Trierweiler, Mrs. Diane Bok, Mrs. Julie Ridenour, and Mr. Brian Ellis

**Administration:** Mr. Pat Cwayna, Mrs. Jenny Fee, Mrs. Jeanne Glowicki, Mr. Doug Jenkins, Mr. Kevin Philipps, Mr. Kris Vydareny, and Mrs. Linda Kehm

**Meeting Called to Order**

Mrs. Lent called the meeting to order at 7:02 p.m.

**Public Comment** - None

**Work Session to Discuss the Superintendent Search Process**

Mrs. Lent introduced Tom and Sharron Pridgeon who work with MLI. They introduced themselves and gave a brief overview of MLI.

Mr. Denton turned the meeting over to Mr. Pridgeon for a presentation of the process for a Superintendent search. Mr. Pridgeon asked the Board to give a brief description of themselves.

Mr. Pridgeon went on to cover the items in the information packet. Dates of note include: the week of April 17<sup>th</sup> for input from community, staff, students, and community members. April 20<sup>th</sup> at noon and April 25<sup>th</sup> at 7:00 pm for community forums - locations to be announced. April 27<sup>th</sup> there will be a special Board meeting at 5:30 p.m. to approve the profile and position announcement. May 19<sup>th</sup> will be the deadline date for applications to be accepted. May 31<sup>st</sup> the Board will meet at 5:30 p.m. in closed session to review the applications and following the closed session, in open session for a workshop on interviewing. Thursday, June 1<sup>st</sup> at 3:00, 5:00 & 7:00 p.m., and Friday, June 2<sup>nd</sup> at 1:00, 3:00 & 5:00 p.m. will be first interviews, followed by a session for deliberation and selection for second interviews. Second interviews will be held on June 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup>. These will be full day interviews with administrators and the Board will meet

with the candidates in the evening for dinner at 5:00 p.m. and an interview at 7:00 p.m. The Board will meet later that evening to deliberate and determine the finalists for a community visit. Visitation to the applicant districts will take place on June 15<sup>th</sup> and 16<sup>th</sup> . On Saturday, June 17<sup>th</sup> there will be a Board meeting at 9:00 a.m. to review visitation notes and bring forward a recommendation for a new superintendent.

Suggestions to include in ad: Standard and Poors information, 100 State Championships, Regionally competitive salary and benefits commensurate with experience. Costs for ads are above and beyond the consulting fee.

Mr. Pridgeon stated that this will be a full, open search. He noted that both external and internal candidates will be looked at. Internal candidates will be treated the same as any other candidates.

Mr. Pridgeon asked the Board to answer the first three questions on the Leadership Profile Assessment. Points of pride: academic excellence; student success post grad; parent involvement; co-curricular opportunities; great staff/creative teachers; bias towards constant improvement; ability to make sure every child finds their point of success, their niche; visionary planning; supportive community; great administration team; stable community; great working relationship with city government; facilities and technology to support our curriculum; EGR Foundation Program; neighborhood schools.

Critical issues or challenges: facility implementation; budget issues; maintaining continuous improvement; continuing legislative challenges - unfunded mandates; changing curriculum requirements and continuous improvement of curriculum; personnel/leadership; parent/community involvement; competition for our students; maintaining our reputation; city/community partnerships; educational connections; testing pressures.

Characteristics of Superintendent: academic acuity/demands of a changing world; fair but firm; external focus/big picture/visionary; collaborative management style/teamwork; team leader - delegation with accountability; strong personal and public relation skills; open and inclusive management style; visibility/community engagement; regional leader; good communicator; commitment to diversity; integrity without question; long term commitment; fiscal responsibility; sense of humor; self confident/ability to admit when wrong or makes a mistake; likes children; can inspire people who work with them; respected qualifications and experience/good track record; a consensus builder.

The Board thanked Mr. and Mrs. Pridgeon for their leadership and guidance.

Any other matters that come before the Board - None

### Adjournment

Mrs. Lent adjourned the meeting at 8:43 p.m.

Respectfully submitted,

Stacy L. Trierweiler, Secretary  
East Grand Rapids Board of Education

\* Minutes for this meeting will be available in the Superintendent's Office at 2915 Hall St. SE, East Grand Rapids, MI 49506. The phone number is 235-3535.

\*\* If you plan to attend and have a special need and require accommodation to attend this meeting, please contact Dr. James Morse at 235-3535  
aht 04/18/06