

The Charles A. Beard Memorial School Corporation Board of School Trustees called their meeting to order at 7:08 pm. The meeting was held at the Knightstown Community High School Cafeteria located at 8149 W. US 40, Knightstown, IN 46148. Those in attendance were:

- Board Members: Wade Beatty, Leah Kopp, Kevin Knott, Larry Selvidge, Debi Ware, Ron Womack, Michael Fruth
- Central Office Staff: Jena Schmidt, Administrative Assistant
- Media: Eric Cox, Jeff Eakins, Bethany Tabb
- Approximately 23 patrons

Michael Fruth called the meeting to order at 7:08 pm. He opened the meeting explaining the purpose of this meeting is solely to provide input into the Superintendent of Schools search. He also explained the School Board of Trustees has once again engaged the services of the University Search Team which is comprised of faculty from Indiana University, Purdue University, Ball State University and Indiana State University. These members serve on this committee voluntarily and have been a source for local school corporations for several years.

Michael Fruth then explained that a brochure had been circulated throughout the state with the help of the Indiana School Board Association and web-sites. It was the decision of the board to have the applications be submitted directly to the University Search Team. The School Board will meet with the Search Team on May 6, 2008 in an executive session. During this session the team will listen to the criteria CAB needs in a Superintendent and then they will suggest candidates that meet the criteria we require. Once the field has been narrowed to approximately two-four candidates, an interview will be scheduled by the board. The expectation is to have a candidate for final consideration by the end of May. This time line will enable the candidate to begin by July 1, 2008 if not before.

Michael Fruth then requested input from patrons, staff, or any present who are interested in expressing their views as to what is important in a superintendent for our school corporation.

A patron asked if there would be an opportunity for anyone other than the school board to speak with the candidates. Michael Fruth responded at the end of the process there may be an opportunity. However, most of the candidates interview with a certain expectation of confidentiality.

A patron asked if the teams focus was on candidate a candidate strong in curriculum or both curriculum and finance? Michael Fruth stated that with the employment of a Business Manager the search team and school board will primarily focus on a candidate strong in curriculum but also has knowledge of school finance.

A patron asked if the search team was approachable by the public. Michael Fruth stated they are the same individuals that participated in the previous search and are available to the public.

Jull Null stated that in a recent article published in the Indianapolis Star regarding the University Search Team, this group places approximately 90% of superintendents in the state. It also stated the team seems to have a bias to the curriculum side of the qualifications. She then stated it was her belief that a candidate must be someone who can 'stretch a dollar'. Michael Fruth responded that a certain amount of business background is preferred, but in most cases it is true that a candidate is stronger in one area or the other, seldom in both areas.

A patron asked if it was possible for a representative travel to the previous district of the top candidates to gain insight. Michael Fruth stated that is available if the board wishes to pursue that endeavor.

A patron asked what the chances that we missed a quality candidate by waiting until spring. Michael Fruth stated the majority of the candidates make the decision during this time.

Mark Fort asked the board if they would be willing to hire a person if their strength was in business and not keep a business manager. Michael Fruth stated with the retirement of both a superintendent and curriculum director, the board had the flexibility to hire either a superintendent strong in business or curriculum. The board chose a candidate strong in curriculum therefore; the hiring of a business manager was needed. Today with No Child Left Behind requirements, as well as state reporting requirements and new funding issues regarding the budget the board does not believe one individual can handle all the state and federal requirements and mandates. CAB has employed two positions to cover these areas for several years.

Kevin Knott stated his personal belief was the board needs to find the best possible person for CAB. "It behooves us to be prudent in our search". He also stated that his personal opinion was that CAB should hire someone who has knowledge in both areas.

Jamie Maxwell stated that whatever the board decided would affect the tax rates of the public. He also stated he believed it was important that a superintendent should also be a business manager. The budget set by the board will determine taxes paid by the district. Michael Fruth responded that any candidate in the state must have a certain amount of background in that area.

Dorothy Hatton stated she would like to see a superintendent who has a vision for the future and will also use the people around them effectively and not micro manage. She also stated she did not want to see an older person who is ready for retirement. She feels students are the most important part of any school corporation and want to see our students succeed. She also stated she would like to see someone who is fair, open and honest.

Eric Cox stated he was speaking as a parent and he described the statement that the new superintendent would be heavy curriculum and he was confused as a whole year has passed without strong curriculum support. He also stated his agreement with Ms. Hatton. He felt CAB needed to re-prioritize who is important. Someone who is open, honest and forthright would set a good example for both our teachers and students.

Wade Beatty stated a typical superintendent contract is for a three year period. He does not want to hire the wrong person that we have contracted for three years. CAB did what was necessary to get more quality candidates and one requirement was to hire an interim to increase the pool of quality candidates. We want to hire someone who is going to be a good fit for CAB.

Ron Short stated his concern that the size of our school along with the financial problems would prevent the Search Team of providing CAB with good choices for superintendent. Michael Fruth stated there are no guarantees, however we feel using the team will secure CAB the best possible outcome.

Gerald Leonard spoke and stated his desire to see someone who has vision, curriculum knowledge as well as business experience. He also feels a person strong in the area of grant writing would be of great benefit. Either writing or able to teach others to write and secure grants.

Mark Fort asked if the University Team focused solely within the state or were they searching national? Michael Fruth indicated the team is not headhunters. With each state possessing their own licensing requirements it is not typical that someone outside the state will wish to move across state lines to a corporation of our size. The Search Team does not solicit candidates; their duties are to screen the applications that are submitted.

Mark Fort spoke and stated his feelings that the new superintendent needs to be honest with the school board, the public, and be community oriented. He is also in agreement with Gerald Leonard that someone knowledgeable in grant writing is important. They also need to be honest.

Peg Mayhill stressed the relationship between the superintendent and the teachers should be strong. A superintendent should know the teachers and what they teach. She feels it is important they react well to the staff. She also would like for them to live in town.

Steve Dalton stated it was his understanding that when Mr. Myers was superintendent he visited the schools regularly. He stated the importance of a superintendent to be in the schools. He also asked what the most important criteria of each board member was. Michael Fruth stated each board member would have time to speak at the end.

Esther Brock asked what criteria have been given the search team. Michael Fruth stated the meeting with the team will take place on May 6. At that time the school board will provide the search team with their criteria. The board will have time prior to the May date to receive input from not only the public but faculty and staff as well.

Jill Null spoke and wanted to commend the board for holding this meeting. She also stated the challenge that CAB had. With approximately 25% of our students identified for special services she feels it is unreasonable to ask teachers to understand all the requirements. Therefore, a superintendent is needed who understands special education.

Mark Fort informed the board that he has spoken with teachers and the relationship between a superintendent and faculty is very important. There should not be a fear to express opinions or

concerns. He also asked if a newly elected board member would be a part of the selection process. Michael Fruth stated that was the process two years ago and it was his desire for this to be the same.

Jamie Maxwell stated 'there is lots of room for good work. We as tax payers cannot afford to not get a good superintendent. The challenge is out there for you to get a good one the first time.'

Michael Fruth stated his feeling that this is the most important task this board can accomplish.

Esther Brock expressed her appreciation that the students best interest is in mind. She stated that the community realizes that the board knows that students come first and teachers are right behind them. She also stated her support of the board and appreciated the opportunity to speak.

Michael Fruth stated the students of CAB demand the best we can offer them. Being average is not good enough. He also stated the schools as well as the parents have a certain roll in that.

Bob Myers asked if the school board would have access to all applications. Michael Fruth responded positively if that was the choice of the collective board. However, the board chose to allow the search team to review all applications.

Michael Fruth then stated the ISBA provides materials to help school boards accomplish certain goals. These resources are available to each corporation. The CAB school board will draw from as many sources as possible to make the best decision.

Larry Selvidge then spoke. The one quality he will be looking for, and the hardest quality to ascertain in an hour long interview, is honesty. He believes sound business and curriculum background is good, but above that they need to be honest. That characteristic flows from the top down. "We are not raising kids we are preparing adults. I would like for all candidates to have a scholarly education but I also want their prime focus to be honesty, integrity and ethics. "

Debi Ware stated that she has learned the primary responsibility of a school board is to hire and fire a superintendent. Her desire is to see a superintendent who is in the community and the schools. When a superintendent is hired the desire to hire someone with vision and who can help write grants is important. Curriculum and education is changing all the time and we need someone who can keep up with those times.

Wade Beatty expressed the board's willingness and openness to hear any comments from the community. He then stated that the state will have mandates in the next few years the corporation will not like; therefore, we want someone with a vision who is willing to contribute to the community.

Kevin Knott expressed his views that a superintendent is a person who can lead. "Leadership is not a science it is an art." A superintendent will need to relate both to students and staff. A working open communicative relationship with the board and those they work closely with is important. He stated that the ideas mentioned this evening are not insignificant and each is an integral part of a superintendent. The students are what we are here for. A superintendent should be approachable and relationships are important.

Ron Womack stated he values and appreciates the attendance and opinions expressed. He also stated the previous superintendent was unique in the area of communication through e-mail. He also said he was probably the most experienced at selecting a superintendent as this would be the fourth or fifth superintendent he has been a part of hiring. The world and society has changed. The board values all opinions. He asked that the community trusts the board that when we put our heads together we will provide the best possible candidate for our corporation.

Leah Kopp expressed her admiration of past superintendent Bob Myers, and asked for his help in this endeavor. She also expressed her sadness that more parents were not in attendance. The input received has been invaluable. The answer is the kids; we have to do what is best for them.

Mike Fruth then thanked everyone again for attending and expressing their opinions and concerns during this forum. He feels it is crucial to receive comments from the patrons of the community. The school board exists to represent the entire district. He then stated the most important quality he looks for is a candidate with high moral and ethical standards and some of high character. He said anyone can be trained to do a job; however, one's character cannot be changed.

Michael Fruth thanked each patron for their time and input. He asked that the community continue to provide the board with their ideas. He reminded the board and the community the next regular board meeting will be held March 18, 2008 at the Administration Building beginning at 7:30 pm. With nothing further the meeting was adjourned at 8:33 pm.

---

PRESIDENT

---

MEMBER

---

VICE PRESIDENT

---

MEMBER

---

SECRETARY

---

MEMBER

---

MEMBER