



MISSION:

To ensure that each student achieves his or her highest personal potential

VISION:

To be a world-class school system

THE SCHOOL BOARD OF LEE COUNTY
Workshop – Interviews of Candidates for the Position of Superintendent of Schools
Friday, May 13, 2011

MINUTES

Attending:

Mr. Thomas Scott, Chairman

Mr. Keith Martin, Board Attorney

Ms. Mary Fischer, M.A., Vice Chairman

Mrs. Jeanne S. Dozier, Member

Dr. Jane E. Kuckel, Member

Mrs. Donna Lesansky, Recording Secretary

I. Call to Order

The workshop began at 8:55 A.M.

II. Orientation

Mrs. Georgianna McDaniel, Director of Personnel Services, provided an overview of the day's interview schedule. She notified the Board of some interview assignment changes that were made due to the inability of some of the members of the Superintendent Search Citizens Committee to attend today's sessions and also received consensus from the Board that any Committee members who were not present at the start of the day's process be excluded should they report late.

Mrs. McDaniel stated that ten minutes prior to entering the Board Room, each candidate would be given a list of four areas to address. She explained that the order and time spent on each was at the candidate's discretion but that the entire interview would be limited to fifty minutes, with the last twenty minutes allotted to questions from Board Members.

Mrs. McDaniel directed Board Members to the tab in their notebooks entitled "*Full School Board*" for the four areas that each candidate would be asked to address, which were:

1. Philosophy

Please share with us your philosophy for leading a student-learning centered organization and include the strategies you would implement to continue Lee County's upward trend of student achievement.

2. Leadership Experience

What is your leadership experience in a large organization related to the following?

- State Funding
- Florida School Law
- Labor Relations
- Contract Negotiations
- Facilities
- Budget
- Compliance

3. Quality

As Superintendent, what would your role be in the use of Quality; and how have you previously championed and been a leader of this concept?

4. Communication

Please share with us your communication strengths and abilities through vertical and lateral communication with all stakeholders. Describe your vision for a communication plan for the Lee County School District.

Prior to the start of the interviews, Mr. Scott announced that Mr. Armstrong was not present and would not be participating in the interviews due to a serious personal issue that required his attention.

III. Interview of Joseph P. Burke, Ed.D.

The interview session of Dr. Burke, current Superintendent of the Monroe County School District in Key West, Florida, began at 9:11 A.M.

Dr. Burke was given three additional minutes to complete his remarks, after which Board Members asked the following:

- I am going to give you three words and I would like to know what they mean to you: relationships, climate, and culture. (*Ms. Fischer*)
- Please share with us what your involvement has been in the legislative process in the districts that you have been in and how you would be involved in the legislative process here should you be chosen. (*Mrs. Dozier*)
- Our District is in an interesting position with three new Board Members and soon a new Superintendent. Please explain how you work with Board Members and how you would bring this group together as a team, especially with regard to the Mission of the District. (*Dr. Kuckel*)
- If this were your job, please share what you would want to accomplish and what would make it a success for you. (*Mr. Scott*)

The interview session of Dr. Burke concluded at 9:50 A.M.

IV. Interview of Steven M. Cobb, Ed.S.

Mr. Scott informed Mr. Cobb that he would be given 23 minutes for his remarks and would receive a three-minute warning prior to the time ending.

The interview session of Mr. Cobb, current Chief Academic Officer/Chief Operations Officer for the Fort Wayne Community Schools, Fort Wayne, Indiana, began at 10:13 A.M. For the record, Mr. Cobb expressed his appreciation to Mrs. McDaniel and Martha [Gonzalez] for all of their assistance.

At the conclusion of Mr. Cobb's remarks, Board Members asked him to address the following:

- Our District is in an interesting position with three new Board Members and soon a new Superintendent. Please explain how you would bring us together as a team and how you would move the District toward a Vision. (*Dr. Kuckel*)

- I am going to give you three words and I would like to know your reaction to them: relationships, climate, and culture. (*Ms. Fischer*)
- Please share with us what your involvement has been in the legislative process in your current district and what your role would be in the legislative process here. (*Mrs. Dozier*)
- Please share what you would want to accomplish as Superintendent of the Lee County School District. (*Mr. Scott*)

The interview session of Mr. Cobb concluded at 10:48 A.M.

V. Interview of Nancy J. Graham, Ed.D.

Mr. Scott informed Dr. Graham that she would be given 23 minutes for her remarks and would receive a three-minute warning prior to the time ending.

The interview session of Dr. Graham, current Principal of a Collier County Public Schools high school, in Naples, Florida, began at 11:13 A.M.

At the conclusion of Dr. Graham's remarks, Board Members asked her to address the following:

- Please share with us what your involvement has been in the legislative process and how you envision your role in the legislative process here. (*Mrs. Dozier*)
- I am going to give you three words and I would like to know what they mean to you at the district level and in the schoolhouse: relationships, climate, and culture. (*Ms. Fischer*)
- Our District is in very unique and challenging position with three new Board Members and soon a new Superintendent. Please explain what you would do to bring us together as a team and keep us going in the same direction throughout the District. (*Dr. Kuckel*)
- It is one thing to want a job and another to want a job to accomplish things. Please share what you would want to accomplish as Superintendent of the Lee County School District. (*Mr. Scott*)

The interview session of Dr. Graham concluded at 11:51 A.M.

VI. Break

The Board took a break from 11:51 A.M. to 1:12 P.M. This break included time for lunch.

VII. Interview of Dr. Constance A. Jones

Mr. Scott informed Dr. Jones that she would be given 23 minutes for her remarks and would receive a three-minute warning prior to the time ending.

The interview session of Dr. Jones, current Chief Academic Officer for The School District of Lee County in Fort Myers, Florida, began at 1:13 P.M.

At the conclusion of Dr. Jones's remarks, Board Members asked her to address the following:

- I am going to give you three words and I would like to know what you think of those words as they pertain to individuals within our system: relationships, climate, and culture. (*Ms. Fischer*)

- Please share with us what your involvement has been in the legislative process and how you see your role in the legislative process as Superintendent. *(Mrs. Dozier)*
- Our District is in very unique and challenging position with three new Board Members and soon a new Superintendent. Please explain what you would do as Superintendent to bring the five unique Board Members together to function as a team and how you would work to develop goals for the District. *(Dr. Kuckel)*
- It is one thing to want a job and another to want a job to accomplish things. Please share what you would like to accomplish as Superintendent of the Lee County Schools. *(Mr. Scott)*

The interview session of Dr. Jones concluded at 1:42 P.M.

VIII. Adjournment

The May 13, 2011, Workshop concluded at 1:43 P.M.

Thomas Scott, Board Chairman

ATTEST:

Keith Martin, School Board Attorney

An audio-visual recording of this meeting has been produced to provide a verbatim record of the proceedings and may be viewed on the School District's Website at www.leeschools.net/stream. Members of the public wishing to obtain a copy of the recording of this or any meeting of the School Board must make a request through the District's Communications Department at (239) 337-8327.