

OREGON EDUCATION INVESTMENT BOARD

OREGON EDUCATION INVESTMENT BOARD TO HOLD A POSSIBLE SPECIAL MEETING TO DISCUSS THE HIRING OF A PERMANENT CHIEF EDUCATION OFFICER

JOHN KITZHABER
Governor of Oregon
OEIB Chair

Oregon Education Investment Board

Possible Special Meeting Notice

JULIA BRIM - EDWARDS

YVONNE CURTIS

September 27, 2013

MATTHEW DONEGAN

9:45-10:15 am

SAMUEL HENRY

NICHOLE JUNE MAHER

The board will be meeting via conference call.

MARK MULVIHILL

Public may attend meeting at 775 Court Street, NE, Salem, OR

DAVID RIVES

97301 in the

RON SAXTON

Large conference room

MARY SPILDE

Chair-Designee

AGENDA:

KAY TORAN

**Pending Action by the Subcommittee on Personnel
Management and Oversight – Action on the hiring of Chief
Education Officer**

JOHANNA VAANDERING

DICK WITHNELL

Interim Chief Education Officer

NANCY GOLDEN

Special Meeting

Friday - September 27, 2013

9:45-10:15 am

The board will be meeting via conference call. Public may attend meeting at 775 Court Street, NE, Salem, OR 97301 in the Large conference room

Materials packet includes:

Agenda

Subcommittee Report on the Chief Education Officer

September 26, 2013

To: Oregon Education Investment Board

From: Julia Brim-Edwards, Chair
Subcommittee on Personnel Management and Oversight

Subject: Selection of Permanent Chief Education Officer of Oregon

The Charge

The Subcommittee on Personnel Management and Oversight of the OEIB received a charge from Governor Kitzhaber to design a process and timeline for the appointment of the permanent Chief Education Officer by January 2014. Subcommittee members are: Julia Brim-Edwards (chair), Kay Toran, and Dick Withnell.

Recruitment Process/Timeline

During a public teleconference on September 20th, the Subcommittee discussed the charge from the Governor. The Chair recommended that to meet the January 2014 deadline the Subcommittee and Board recruitment process needed to start immediately and recommended a **two phase process** to run sequentially, if necessary.

- Phase 1 -- Targeted recruitment for qualified, internal candidate(s)
- Phase 2 -- Broader recruitment

Discussion by the Subcommittee covered the challenge of conducting a broader recruitment if a qualified internal/interim candidate is a potential candidate. External candidates are generally considered less likely to apply for a position if a qualified internal candidate or interim candidate is under consideration.

Agreement by Subcommittee that a two-phase process would address that concern.

Gary Cordy from DOJ participated in the teleconference and provided advice to the Subcommittee and shared relevant legal parameters for the two phases of the hiring process. Phase 1 meetings of the Subcommittee are public.

The Chair recommended consideration of the interim Chief Education Officer, Nancy Golden, for Phase 1 recruitment. The Subcommittee voted to proceed with the consideration of Dr. Golden.

The Subcommittee held a second teleconference on September 23 to discuss the recruitment timeline and a process for community forums and round tables.

Dr. Golden was asked to submit a resume and a letter of application. OEIB members also have her detailed six-month workplan.

Position Description and Community/Stakeholder Forums and Round Tables

Position Description: For purposes of this recruitment, the Subcommittee used the position description developed last year for this role. That PD was built with extensive community discussion, stakeholder input, and Board deliberation. The position description for the ChEO role focused on the duties defined in statute: to create, implement, and manage an integrated and aligned public education system from pre-k through postsecondary, (0-20), that supports all students prepare for successful participation in economic and civic life. The position description also establishes five preferred criteria:

- Leadership with results
- Change agent
- Systems experience
- Education expertise/experience
- Strong communicator

Survey Tool: A tool was developed for stakeholders and round table participants to share their assessment of the candidate using the preferred criteria in the position description as the lens.

Given that Dr. Golden has a long public track record in Oregon in many leadership roles in education, the forums and round tables were designed primarily to provide more information to Dr. Golden, the OEIB, and community.

Forum / Round Table — Wednesday, September 25

- a. Host: All Hands Raised Community Forum (moderator: Julia Brim-Edwards, OEIB). Location: Portland
Among the issues raised: *Investing in equity; support for ELL students and families; partnership with public libraries; full instructional days for students in Portland schools; health services in schools; ensuring community colleges remain connected to K12; accountability for universities while they transition to institutional boards*
- b. Host: Intermountain ESD Round Table (moderator: Mark Mulvihill, OEIB). Location: Pendleton; Nancy by video conference

Round Tables — Thursday, September 26

- a. Host: Lane Community College Round Table (moderator: Mary Spilde, OEIB), Location: Eugene
Among the issues raised:

Equity; tuition, adequate funding/tax reform, rural vs urban; eliminating paperwork and bureaucracy; supporting best practices

- b. Host: Oregon Education Association Round Table (moderator: Hanna Vaandering, OEIB),
Location: Portland metro area

Among the issues raised:

OEIB responsiveness to and representation on the OEIB of educators working in schools and classrooms, and ways to ensure educators feel they have been heard; access to career-technical education and pathways for apprenticeship between HS and CC; Coherent vision for community colleges given diversity of student needs and reasons for enrolling in CC; meaningful communication between the CEdO and legislators; equity, culturally responsive teaching, and support for students in underserved communities

Summary of the Forums and Round Tables

All surveys and comments were reviewed on Wednesday and Thursday evening. Highlights include:

- Generally high or passing marks (meets/exceeds) on all the preferred criteria
- More than 50% of the survey completers (generally 60-80%) in the preliminary analysis rated Dr. Golden as “exceeds” in all five categories; add in “meets” and Dr. Golden was at 95+% at meets or exceeds; very few “does not meet”
- Forums and round tables were all different, yet there was a uniformity in response
- Leadership, education expertise, integrity, and collaborative change agent were themes
- Spectrum of participants: students, teachers, parents, principals, community college faculty, community leaders, community-based organization representatives, superintendents, school board members, etc.
- Dr. Golden appears to be fairly well known and respected among educators in Oregon
- Challenges: scaling the work and continuously connecting OEIB with educators and the community

Other Administrative Issues:

Criminal and revenue background check were completed. Proposed start date – September 30, 2013.

Materials – Available to Board members upon Request

- Nancy Golden’s Resume and Letter of Application
- Position Description
- Round table / community forum survey instrument
- Six-month workplan of interim Chief Education Officer Golden
- Collection of evidence, September
- Supportive email from Carol Wire, Executive Director, Oregon PTA
- Supportive letter from Alex-Assensoh, Vice-President of Equity and Inclusion at the UO

- Supportive email by Betty Reynolds, West Linn Wilsonville School Board, OSBA Legislative Policy Committee

Next Steps: Subcommittee Assessment and Potential Benchmarks

- Record in Oregon in different roles
- Performance as the alternate chair to the OEIB
- Performance as the Interim Chief Education Officer
- Match against the five preferred criteria in the position description
- Forum and round table feedback
- Other criteria deemed relevant by Subcommittee members