



A CALIFORNIA DISTINGUISHED SCHOOL

**SPECIAL MEETING MINUTES
BOARD OF TRUSTEES
Wednesday, March 2, 2011
7:30 PM - Library**

I. PRELIMINARY

- A. Call to order 7:35 PM
- B. Roll call

Board Members Present

James Paleno	Allison Holdorff Polhill
Susan Frank	Wendy Hagan
Chris Lee	Jason Cutler
Naomi Norwood	Monica Iannessa
Stephanie Inyama	Lisa Kaas Boyle
Eleanor Rozell	

Board Members Absent

None

Non-Voting Board Member Present:

Shahin Mohammadi- Student

Officers/Senior Staff Present:

Michael A. Smith Marcia Haskin Greg Wood

II. PUBLIC COMMENT:

Non-agenda items: No individual presentation shall be for more than two (2) minutes and the total time for this purpose shall not exceed sixteen (16) minutes. Board members will not respond to presentations and no action can be taken. However, the Board may give direction to staff following a presentation. Use of names of individuals should be avoided when referring to accusations or wrongdoing (names should be presented to the Executive Director for follow-up action). Speakers may choose to speak during the public comment segment and/or at the time an agenda item is presented.

There were no public comments.

III. PRESENTATION ITEMS

- A. The Cosca Group- Frank Cosca, Ed.D. and Don Brann, Ed.D.
Drs. Frank Cosca and Don Brann discussed their background, and detailed their extensive experience as teachers, administrators, superintendents, and educational leadership search experts. Don Brann was a founder of a Charter School and remains

active in the Charter School movement. The Cosca Group is a team of 35 retired superintendents. Don Brann will work only on our search until it is completed.

The Cosca Group commits to their clients for a period of 1 year, having frequent contact with the new leader and the school to guarantee that a good fit has been achieved. If after 1 year it is determined that the candidate has not been successful, the Cosca Group will conduct another search for expenses only (which would be minimal).

The Cosca Group identified the similarities between our school, and numerous small school districts. They said that PCHS was an attractive opportunity and expressed confidence in being able to attract outstanding candidates. They liked that the title included the word Principal, and recommended that we defer support for the new leader until he/she is selected. A preliminary time line was distributed.

Drs. Cosca and Brann said that while they will incorporate the UCLA SMP stakeholder survey information into their work, and would like to meet with the UCLA SMP representatives, they expressed their desire to also meet with PCHS stakeholders in order to get to know us better. They identified the reasons why stakeholder involvement, outside of Board Members, was extremely detrimental to the search process due to confidentiality, and would result in the top 20%-30% of candidates being unwilling to apply. They reiterated that Board Members are elected stakeholders representatives, and that it is the Board's responsibility to choose their direct report. The highest quality candidate pool is key to a successful search.

Drs. Cosca and Brann said that they were not comfortable with the stakeholder paper screening and interview committees, and felt that they would sufficiently degrade the candidate pool.

IV. ACTION ITEMS

A. Discussion and/or Action Regarding Leader Search

There was much discussion regarding stakeholder expectations regarding their involvement in the selection process, versus the importance of a successful search.

Jason Cutler moved that the Board retain the Cosca Group to assist the Board in the selection of the Principal and Chief Administrative Officer, based on the data gathered by the UCLA team, as reflected in UCLA's draft job description. Susan Frank seconded the motion.

BOARD ACTION: MOTION PASSED

Yes – 9 (Lisa Kaas Boyle, Naomi Norwood, Stephanie Inyama, Jason Cutler, Eleanor Rozell, James Paleno, Susan Frank, Allison Holdorff Polhill, Chris Lee)

No – 1 (Monica Iannessa)

Abstain – 1 (Wendy Hagan)

V. NEW BUSINESS

Open session ended at 10:55 PM

VI. CLOSED SESSION 10:56 PM

A. Public Employee Discipline/Dismissal/Release

VII. OPEN SESSION 11:17 PM

There was no report out from closed session.

VIII. ADJOURNMENT 11:35 PM