



# BOARD MEETING HIGHLIGHTS

## WESTMINSTER SCHOOL DISTRICT

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### **STUDENT SHOWCASE JOHNSON MIDDLE SCHOOL SDC ENRICHMENT PROGRAM:**

Johnson Middle School's Spirit Squad delivered an amazing routine for the Board of Trustees and WSD Community. They showed off their skills, passion and dedication to the sport during their performance and had everyone cheering them on. There was an air of jubilation because of their positive energy and many even wanted an encore. JMS's spirit squad performs at pep rallies and every football game.

### **EMPLOYMENT CONTRACT FOR INTERIM SUPERINTENDENT:**

The Board of Trustees approved of Dr. Charles Hinman as the new Interim Superintendent of WSD beginning November 14<sup>th</sup>. Dr. Hinman was previously the Interim Superintendent at Fountain Valley School District and prior to that led West Covina Unified School District for six years as superintendent.

He was also the Assistant Superintendent of Secondary Education, site administrator and teacher in a few districts across Orange County. This includes; Newport Mesa Unified, Saddleback Unified and Santa Ana Unified School District.

The Board announced that a second interim superintendent will be hired once Dr. Hinman's contract is completed in mid-February.

### **SCHOOL SAFETY TASK FORCE SAFETY UPDATE:**

The Board of Trustees heard an update from Assistant Superintendent of Business Services, Manuel Cardoso. Currently, all school sites and the district office have raptor visitor management systems, security cameras, door entry audio/ video buzzer systems, and staff is trained with active shooter situations and lock down. The School Safety Task Force is working on adding additional security cameras to blind spots at some school sites. They are actively working with local law enforcement to enhance the safety for schools.

**LEADERSHIP ASSOCIATES FOR SUPERINTENDENT SEARCH:**

Leadership Associates, California’s Premier Executive Search and Leadership Development firm presented to the Board of Trustees about their process to find a new superintendent. They laid out a projected timeline on when a new superintendent could be hired. The team strongly believes they will start a new superintendent by mid-April. On Tuesday, November 15<sup>th</sup> the Board will meet with Leadership Associates during a special session to hear their next steps for the search.

***Below is the Proposed Timeline.***

## Proposed Timeline

*(Flexible based on Board direction)*

**Westminster School District Superintendent Search**

Note: *Blue italicized text* indicates Board Participation

<b>OCT/NOV 2022</b> Preliminary Phase	October 28	District receives proposals
	November 10	<i>Board Selects Firm</i>
<b>NOV-FEB 2022/23</b> Community Engagement Advertisement and Recruitment	Late November/ Early December (Special Mtg)	<i>Board confers with consultants and determines characteristics, skills &amp; qualities desired in a new superintendent; Board publicly announces timeline and procedures for superintendent selection (Open and Closed Session)</i>
	January 9-20	Online survey dates (opens and closes)
	December/January	Consultants confer with staff and community designated by the Board to receive input
	January/February	Consultants identify potential candidates; Development and posting of recruitment materials and Position Description
	January 30 & February 6	Advertising and active recruitment; Ad appears in EdCal. (Two consecutive publications)
<b>FEBRUARY 2023</b> Reference/ Background Checks and Selection	<b>February 17, 5:00 PM</b>	<b>Deadline for applications</b>
	February	Consultants complete comprehensive reference and background checks on applicants
	Late February (Special Mtg)	<i>Board confers with consultants, reviews all applications and selects candidates to be interviewed (Closed Session; approx 3 hours)</i>
<b>MARCH 2023</b> Interviews and Contract Approval	Mid-March	<i>Board interviews candidates; selects finalist(s) (Closed Session; all-day meeting)</i>
	March	<i>Board completes the validation process of the leading candidate and makes final determination</i>
	March	<i>Board approves superintendent contract at a <b>regularly scheduled</b> board meeting</i>
<b>APRIL 2023</b> Start Date	Mid-April (or as mutually agreed upon)	New superintendent begins

**All agenda items were approved during the November 10th board meeting**