SEARCH FOR NEW SUPERINTENDENT FAQ

**What happened at the Nov. 10 meeting?**
The board provided an update on their learning and discussions to date and identified next steps. No action was taken and no votes were taken. The meeting ended with public input.

**Will there be more opportunities for public input?**
Yes. There will be public input at the start of the board meeting on Nov. 18, as well as other opportunities yet to be determined. The Board can also be e-mailed at any time at board@mercerislandschools.org.

**When did the board begin this process?**
In May, after Superintendent Donna Colosky announced she would be retiring in summer 2022. A timeline can be seen at [https://www.mercerislandschools.org/domain/1927](https://www.mercerislandschools.org/domain/1927)

**What meetings have taken place so far?**
The board has discussed some preliminary topics in regular board meetings, for example the ThoughtExchange survey that was done in October. The board has also held study sessions, which are open to the public, and executive sessions, which are closed to the public.

The reason for the executive sessions is that the board needed to discuss whether to consider Dr. Fred Rundle, our Deputy Superintendent, as a potential internal candidate. This type of discussion falls under RCW 42.30.110(1)(g), the evaluation of a current employee’s job performance. These discussions were limited in nature; the board enlisted outside counsel to help set the parameters.

**What has the board learned?**
- Board members reviewed how the last superintendent search was conducted.
● They learned about the current hiring environment, which is challenging. At one point earlier this year there were 85 superintendent jobs open out of 295 districts in Washington state.
● The board heard about various factors to consider in hiring external vs. internal candidates, and from outside of Washington state vs. inside Washington state.
● They were informed about the general costs of different types of superintendent searches, ranging from $150,000+ for a national search firm, to $30,000+ for a smaller local firm, to other options including possibly hiring the Puget Sound ESD (Educational Service District) to help conduct a search.
● They reviewed Dr. Rundle’s qualifications and interviewed him.