

MINUTES

STATE BOARD OF EDUCATION

Ladislaus B. Dombrowski Board Room
John A. Hannah Building
608 West Allegan
Lansing, Michigan

September 9, 2014
9:30 a.m.

Present: Mr. Michael P. Flanagan, Chairman
Mr. John C. Austin, President
Dr. Casandra E. Ulbrich, Vice President
Mr. Daniel Varner, Secretary
Dr. Richard Zeile, Treasurer
Ms. Michelle Fecteau, NASBE Delegate
Ms. Lupe Ramos-Montigny
Mrs. Kathleen N. Straus
Mrs. Eileen Weiser
Mr. Craig Ruff, representing Governor Rick Snyder, ex officio

Also Present: Ms. Melody Arabo, 2014-2015 Michigan Teacher of the Year

REGULAR MEETING

I. CALL TO ORDER

Mr. Flanagan called the meeting to order at 9:35 a.m.

II. APPROVAL OF AGENDA AND ORDER OF PRIORITY

Ms. Ramos-Montigny moved, seconded by Mr. Austin, that the State Board of Education approve the agenda and order of priority.

The vote was taken on the motion.

The motion carried unanimously.

III. INTRODUCTION OF STATE BOARD OF EDUCATION MEMBERS

Mrs. Marilyn Schneider, State Board Executive, introduced members of the State Board of Education and the 2014-2015 Michigan Teacher of the Year.

IV. PERSONAL PRIVILEGE – MICHAEL P. FLANAGAN

Mr. Flanagan shared a video of his granddaughters and son assisting him with an ice bucket challenge. He challenged people to support teachers, school staff and administrators as the school year begins.

V. RECESS

The Board recessed the Regular Meeting at 9:41 a.m. and convened the Committee of the Whole.

COMMITTEE OF THE WHOLE MEETING

VI. CALL TO ORDER

Mr. Flanagan called the Committee of the Whole Meeting to order at 9:42 a.m.

VII. PRESENTATION ON TRANSITIONAL MODELS FOR SCIENCE EDUCATION

Dr. Venessa Keesler, Deputy Superintendent, Education Services; Ms. Linda Forward, Director, Education Improvement and Innovation; and Mr. Stephen Best, Assistant Director, Education Improvement and Innovation; presented Transitional Models for Science Education.

Mr. Flanagan said in May, the State Board was presented a vision of science education based upon the Framework for K-12 Science Education, followed by an August presentation on assessment practices in science education. He said this presentation continues a review of issues of science education by presenting considerations for the transition of current science practices at the classroom and district levels to new models that will better support learning outcomes for students.

Information was shared via a [Keynote presentation](#).

Board member discussion included role of deans in education schools regarding science transitions; educational outreach to new legislators; examining and reconciling Next Generation Science Standards with the Fordham evaluation and Bill Schmidt's review of the math alignment; the role of the Michigan Science Center; robotics instruction as one piece of addressing science, technology, engineering and mathematics education; developmental issues and hierarchy of reading and mathematics skills related to elementary and high school science instruction; the benefit of stressing continuities; politics of science standards; effective levers for incentivizing instruction at the classroom, building, and district levels; role of intermediate school districts and associations; building structures to promote and support best practices such as data systems and toolkits; attaining the best possible Michigan grown standards and assistance in the delivery; models distributed by partners to alleviate scheduling obstacles for teachers; authority in influencing decisions by having strong, clear, coherent ideas; cross-cut concepts; pilot programs; and assessments and collaboration with organizations and associations.

VIII. PRESENTATION ON RENEWAL OF BAKER COLLEGE AS AN EDUCATOR PREPARATION INSTITUTION WITH PROBATIONARY APPROVAL

Dr. Joseph Martineau, Deputy Superintendent, Accountability Services; and Ms. Leah Breen, Interim Director, Professional Preparation Services; presented the Renewal of Baker College as an Educator Preparation Institution with Probationary Approval.

Mr. Flanagan said the State Board of Education granted probationary approval to Baker College to prepare and recommend teachers on November 8, 2011 for a three-year period expiring November 30, 2014.

Mr. Flanagan said during the probationary period, Baker College's Educator Preparation Institution Performance Score status has shown steady improvement, but has not yet posted multiple years at the satisfactory level. He said a three-year extension of Baker's probationary approval is being recommended in order to allow Baker to achieve multiple years of satisfactory status before being considered for full approval. He said this will allow Baker College to continue to recommend teachers. Mr. Flanagan said approval will be requested at the October State Board of Education meeting.

Information was shared via a [PowerPoint presentation](#).

Board member discussion included standard policy for the number of satisfactory performance scores prior to final approval, previously approved Board moratorium on additional teacher preparation programs, accreditation by the Teacher Education Accreditation Council, and number of graduates.

IX. DISCUSSION ON SCHOOL ORGANIZATION AND FINANCE

Mr. Austin led the discussion on School Organization and Finance.

Mr. Austin said the Board has hosted a series of presentations on Michigan school organization and finance. He said the document, "Directions for Change in Michigan School Organization and Finance," is a compilation of issues and recommendations for change from the public, stakeholders, researchers and education policy analysts. He said the State Board of Education will work to develop more specific recommendations as part of comprehensive reform recommendations later this fall.

Mr. Austin reviewed the document and asked Board members to share the major issues and priorities from their viewpoint.

Dr. Ulbrich said the document is a good start. She said her overall concern is treating symptoms rather than the disease. She said the document does not address underlying causes of economic disparities and deficits. She said Michigan is seeing declining enrollment and an expanding infrastructure.

Mrs. Weiser said the introduction should acknowledge the current ranking of Michigan expenditures per student in the top 15 states versus a National Assessment of Educational Progress test score ranking in the bottom 30 states. She said she appreciates that the document is extremely neutral in many ways. She said there needs to be a determination of the cost of doing business in education and what qualifies beyond a foundation grant. She said the investment in early childhood should be acknowledged as well as a state commitment to link additional funding to outcomes.

Ms. Fecteau said the policy now looks at standardized test scores which reflect issues of poverty. She said communities that need the most assistance should not be short changed. She said success should be rewarded and schools in need should be immersed so that they can improve. She said value added measures are invalid in terms of measuring teacher effectiveness.

Mrs. Straus said she agrees with Dr. Ulbrich that the authorization of additional charter schools creates problems. She said the Detroit public school district is effectively being destroyed, and school is no longer the hub of the community. She said there should be more money for at risk students in the form of differentiated funding, and it should be done within the year.

Mr. Austin said there are ways to reform the charter choice policy to have it be more effective. He said Massachusetts had differentiated funding for at risk students which took six months.

Dr. Zeile said the document is a great set of points to consider, but he does not support adopting each of them.

Mr. Austin said everyone should share a detailed critique of what they can and cannot support.

Ms. Fecteau said it should be determined what we want to do, what it would cost, and a funding formula should be developed. She said there are many charter schools in Detroit and it has an effect on other public schools, because school administrators don't know how many people to hire until students begin attending school. She said there is a strain on the pension system, because charter school employees do not participate in it.

Mrs. Weiser said resources for special education services are a factor, and accurate data is not readily available.

X. DISCUSSION REGARDING CRITERIA FOR GRANT PROGRAM

Mrs. Weiser said Michigan Mathematics and Science Centers are receiving a grant. She said she is heartened by the quality of thinking that staff is putting into science education for the future. She said in the past years, Mathematics and Science Centers were making a difficult choice between supporting teachers in what they were doing and trying to look ahead. She said she is hopeful that this year's grant will be very productive.

XI. ADJOURNMENT

The Board adjourned the Committee of the Whole at 11:49 a.m. and reconvened the Regular Meeting at 11:50 a.m.

REGULAR MEETING

XII. APPROVAL OF STATE BOARD OF EDUCATION MINUTES

E. Approval of Minutes of Regular and Committee of the Whole Meeting of August 12, 2014

Mr. Austin moved, seconded by Mr. Varner, that the State Board of Education approve the Minutes of the Regular and Committee of the Whole Meeting of August 12, 2014.

Mrs. Weiser and Dr. Zeile proposed modifications to page eight of the meeting minutes. There was Board consensus to include the modifications.

Mr. Austin and Mr. Varner accepted the modifications.

The vote was taken on the motion, as modified by discussion.

The motion carried unanimously.

XIII. PRESIDENT'S REPORT

Mr. Austin said there will be discussion on the State Superintendent search during the afternoon portion of the meeting. He said he has nothing further to report on additional topics.

XIV. REPORT OF THE SUPERINTENDENT

Reports

F. Human Resources Report

Grants

G. Report on Grant Awards

1. 2014-2015 Early Learning Enhancement Grant – Initial
2. 2014-2015 Distribution of Federal Funds Awarded to Michigan Through Part C of the Individuals with Disabilities Education Act – Initial
3. 2014-2015 Early Childhood Block Grant – Initial (1)
4. 2014-2015 Early Childhood Block Grant – Initial (2)
5. 2014-2015 Great Start Readiness Program Grants – Initial

6. 2014-2015 Individuals with Disabilities Education Act 2004, Part B, Section 619 Preschool Grants – Initial
7. 2012-2013 Safe and Supportive Schools Grant – Amendment
8. 2013-2014 Safe and Supportive Schools Grant – Amendment
9. 2013-2014 Section 31b - Year-Round School Grant – Amendment (1)
10. 2013-2014 Section 31b - Year-Round School Grant - Amendment (2)
11. 2014-2015 Secondary Perkins State Leadership Grant – Amendment
12. 2014-2015 Secondary Perkins State Leadership Grant – Initial
13. 2013-2014 Section 22.i: Technology Readiness Infrastructure Grant – Amendment
14. 2013-2014 Section 41, Bilingual Education Grant – Amendment
15. 2013-2014 Title III, Part A, English Language Acquisition Program – Amendment

Mr. Flanagan reviewed his activities during the past month as State Superintendent. He shared an update on continuing discussions regarding the list of authorizers at-risk of suspension to authorize new charter schools. He also discussed deficit elimination plans.

XV. PERSONAL PRIVILEGE – LUPE RAMOS-MONTIGNY

Ms. Ramos Montigny introduced Mr. Tom Greene, Michigan Education Association liaison, who was attending the meeting.

XVI. RECESS

The Board recessed the Regular Meeting at 12:12 p.m. and reconvened at 1:04 p.m.

XVII. PUBLIC PARTICIPATION IN STATE BOARD OF EDUCATION MEETING

1. Mr. John Lauve, Holly, Michigan. Mr. Lauve provided verbal comments regarding fixing schools now, Emergency Manager in Detroit Public Schools, State Aid for Detroit Arena, and Modern Management for Michigan Schools.
2. Mr. Rogelio Landin, Detroit, Michigan. Mr. Landin, representing PerformancED, provided verbal comments regarding leveraging resource strategies.

3. Ms. Helen Moore, Detroit, Michigan. Ms. Moore, representing Keep the Vote and National Action Network, provided verbal comments and written information on sustainable school transformation.
4. Ms. Yolanda Peoples, Detroit, Michigan. Ms. Peoples provided verbal comments on the Detroit School of Arts.
5. Ms. Charlene Ward (no address given). Ms. Ward provided verbal comments regarding the Detroit School of Arts.
6. Ms. Marianne Yared McGuire, Detroit, Michigan. Ms. McGuire provided verbal comments regarding public education and the Education Achievement Authority.
7. Ms. Elena Herrada, Detroit, Michigan. Ms. Herrada, representing the Detroit Public School Board, provided verbal comments on education.
8. Mr. Victor Gibson, Detroit, Michigan. Mr. Gibson provided verbal comments regarding the African centered education curriculum.
9. Ms. Lula Gardfrey, Detroit, Michigan. Ms. Gardfrey provided verbal comments on education.
10. Mr. John Bracey, representing the Michigan Council of Arts and Cultural Affairs, and Ms. Kim Dabbs from Grand Rapids, Michigan, representing the West Michigan Center for Arts and Technology, provided verbal comments regarding their organizations.
11. Mr. Thomas Pedroni, Detroit, Michigan. Mr. Pedroni provided verbal comments regarding ending of Emergency Manager control of Detroit Schools.

XVIII. RECESS

The Board recessed the Regular Meeting at 2:06 p.m. and reconvened at 2:15 p.m.

XIX. PERSONAL PRIVILEGE – MICHAEL P. FLANAGAN

Mr. Flanagan asked that new employees be introduced to the Board.

Ms. Susan Broman, Deputy Superintendent, Great Start, introduced Ms. Sarah Keppler from the Child Development and Care Office, and Mr. Rick Samulak who is working in the Early Childhood Education and Family Services Office.

XX. REPORT OF MICHIGAN TEACHER OF THE YEAR

Ms. Melody Arabo reviewed her activities as the 2014-2015 Michigan Teacher of the Year. She said she is currently an instructional coach in her school district while serving as the Michigan Teacher of the Year.

XXI. STATE AND FEDERAL LEGISLATIVE UPDATE

Mr. Martin Ackley, Director, Public and Governmental Affairs, presented the State and Federal Legislative Update. He said the Legislature is back in session, and there will be discussion on financial independence team bills, third grade reading bills, and the A-F grading system for schools. Mr. Ackley said Mr. Flanagan will present the quarterly deficit district report to the joint House and Senate Appropriations Committees on September 11.

Mr. Ackley said the state school reform district legislation remains with the Senate. He said the legislation would specify how schools performing in the bottom five percent enter and exit the state school reform district, and what happens while they are in the state school reform district. In response to questions from Mrs. Straus and Ms. Fecteau, Mr. Ackley said the Education Achievement Authority is not cited in the current legislation.

Mr. Austin said he would like the Board to reiterate its position on School Turnaround District and Strategy as adopted on January 14, 2014.

Ms. Ramos-Montigny said during public participation, people spoke loud and clear against the Education Achievement Authority. She said she wants to hear both sides, and she invited parents of students who are achieving in the Education Achievement Authority to attend the next Board meeting.

Mr. Austin said he encourages the Board's Legislative Committee to develop a statement cautioning against codification or expansion of the Education Achievement Authority until there is demonstrable, persuasive evidence that students are learning and that there are achievement gains that everyone is seeing in a compelling way. He said the Board should reiterate its call for turnaround strategies that are effective in a variety of entities and legislation that supports the strategies.

Following discussion, there was consensus that the Board's Legislative Committee will draft a statement for consideration by the full Board at its October 14, 2014, meeting.

XXII. REPORT ON STATE SUPERINTENDENT SEARCH PROCESS

Mr. Austin led the discussion on the State Superintendent Search Process.

Mr. Austin said in May the Board began discussions regarding the search for the next State Superintendent that will target hiring in April. He said the search process for the State Superintendent has included a summer of outreach to get stakeholder input from the public. He said the Board held a special meeting on September 5, 2014, to review surveys, e-mails, and Facebook responses from the public. Mr. Austin said on May 13, 2014, the Board approved a timeline, which he reviewed, noting that the search officially begins in October. He said the newly elected Board member or members will be full participants in the decision making process.

Mr. Austin said at its meeting on September 5th, the Board elaborated on roles and responsibilities as well as credentials, skills, traits and experience resulting in the job description that is being presented at today's meeting. He said the desirable credentials, skills, traits and experience are listed in order of priority.

Mr. Austin said the job description would be the basis for a job description that a search firm would use to formally solicit candidates. He said the Board has three qualified entities to consider as search firms, and the administration and department have been asked for resources, which he hopes are forthcoming. He said other entities may be asked for resources to support the search firm, if necessary.

There was discussion regarding the timeline.

Mr. Austin said beginning in October there will be a process that results in selection of a State Superintendent in six months. He said in January the Board will start winnowing the field.

Mrs. Straus said the timeline was adjusted taking the new Board into account.

Mrs. Weiser said the Board may lose candidates, because timelines are far too long to maintain confidentiality. She said if candidates must be revealed as soon as they are interviewed, then the process is done and the Board could be hiring on December 16.

Mr. Varner recommended that Mrs. Weiser propose modifications to the timeline and make a motion.

Mr. Austin said he would not support a delay. He said the timeline is a non-binding guide. He said he would appreciate a motion that endorses the job description and empowers the Board to begin soliciting candidates, including post-election engagement with newly elected Board members, and begin to make decisions and narrow the field.

Mrs. Weiser moved, seconded by Mr. Austin, that the State Board of Education approve the State Superintendent job description, as attached to the President's memorandum dated September 8, 2014.

The vote was taken on the motion.

The motion carried unanimously.

The State Superintendent Job Description is attached as Exhibit A.

Mrs. Weiser moved, seconded by Mr. Austin, that the State Board of Education approve modifications to the previously approved State Superintendent search timeline, including the removal of all parenthetical statements in Steps 9 and 10.

Mr. Austin said he supports Mrs. Weiser's motion, because the timeline was not intended to suggest that the Board is trying to fast track or close the process down beyond the truth of respecting the election and respecting newly-elected Board members as being part of the selection.

Mr. Ruff said the last sentence in Step 8 should be eliminated.

Mrs. Schneider read the proposed timeline, as modified by discussion.

Mr. Austin said the parenthesis in Step 11 and 13 should also be eliminated.

Discussion followed.

Mrs. Ramos-Montigny said she wants to make sure everyone agrees with the motion and the changes. She said if this is what the body is truly agreeing to then she will agree, otherwise her answer is no.

A roll call vote was taken on the motion, as modified by discussion.

Austin – Aye
Fecteau – Abstain
Ramos-Montigny – Nay
Straus – Nay
Ulbrich – Abstain
Varner – Aye
Weiser – Aye
Zeile – Aye

The motion failed.

Ms. Ramos-Montigny and Mr. Varner said the timeline stands as previously adopted on May 13, 2014.

Mr. Austin said he believes the timeline is the same as Mrs. Weiser encourages. He said if there was any ambiguity, the intention has been clarified. He said the Board has the opportunity, if resources are gathered as he hopes they will be, to work quickly to engage and ask for credentials from the search firms. He said then within one or two weeks, perhaps there would be a special meeting at which the Board would approve a search firm and a more elaborate protocol for how to conduct the solicitation.

Mr. Flanagan said if the Board would like, he could give input toward clarifying views of policy from the candidate's perspective and the Board's perspective which may help in understanding alignment of policy.

Ms. Ramos-Montigny left the meeting at 4:01 p.m.

XXIII. APPROVAL OF STATE BOARD OF EDUCATION MEETING SCHEDULE FOR 2015

Mr. Flanagan presented the State Board of Education Meeting Schedule for 2015.

Dr. Ulbrich moved, seconded by Mr. Varner, that the State Board of Education approve the State Board of Education meeting schedule for 2015, as attached to the State Board Executive's memorandum dated August 26, 2014.

The vote was taken on the motion.

**Ayes: Austin, Fecteau, Straus, Ulbrich, Varner, Weiser, Zeile
Absent: Ramos-Montigny**

The motion carried.

The State Board of Education Meeting Schedule for Calendar Year 2015 is attached as Exhibit B.

Mr. Ruff left the meeting at 4:04 p.m.

XXIV. DISCUSSION AND ACTION ON NATIONAL ASSOCIATION OF STATE BOARDS OF EDUCATION (NASBE) BYLAWS, PUBLIC EDUCATION POSITIONS AND BOARD OF DIRECTORS

Ms. Fecteau said Board members have received a communication from the National Association of State Boards of Education (NASBE) regarding proposed changes to NASBE Bylaws and Public Education Positions; and election of President-Elect and Board of Directors.

Ms. Fecteau moved, seconded by Mr. Varner, that the State Board of Education approve the proposed changes to the National Association of State Boards of Education (NASBE) Bylaws and Public Education Positions, as attached to the NASBE Delegate's memorandum dated August 26, 2014; and cast ballots for Jim McNiece as President- elect of NASBE and Richard Zeile as Central Area Director of NASBE.

The vote was taken on the motion.

**Ayes: Austin, Fecteau, Straus, Ulbrich, Varner, Weiser, Zeile
Absent: Ramos-Montigny**

The motion carried.

Ms. Fecteau, the Board's NASBE Delegate, said she will not be in attendance at the NASBE annual meeting on October 15-18, 2014. She said Dr. Zeile is on the ballot for Central Area Director, and he will be attending the meeting.

Dr. Ulbrich moved, seconded by Mr. Varner, that Dr. Zeile represent the Michigan State Board of Education as the voting delegate at the meeting of the National Association of State Boards of Education on October 15-18, 2014.

The vote was taken on the motion.

**Ayes: Austin, Fecteau, Straus, Ulbrich, Varner, Weiser, Zeile
Absent: Ramos-Montigny**

The motion carried.

XXV. CONSENT AGENDA

- L. Approval of Criteria for Mathematics and Science Centers Curriculum and Professional Development Support for the Michigan Merit Curriculum for State School Aid Act Section 99(6) – \$750,000
- M. Approval of Criteria for Professional Development Support for Teachers in Science, Technology, Engineering and Mathematics (STEM) Instruction for State School Aid Act Section 99b – \$330,000
- N. Approval of Criteria for Support for the Michigan STEM Partnership for State School Aid Act Section 99(7) – \$475,000

Mr. Austin moved, seconded by Mr. Varner, that the State Board of Education approve the consent agenda as follows:

- L. approve the Criteria for Mathematics and Science Centers Curriculum and Professional Development Support for the Michigan Merit Curriculum for State School Aid Act Section 99(6), as attached to the Superintendent's memorandum dated August 26, 2014;**
- M. approve the Criteria for Professional Development Support for Teachers in Science, Technology, Engineering, and Mathematics (STEM) Instruction for State School Aid Act Section 99b, as attached to the Superintendent's memorandum dated August 26, 2014; and**
- N. approve the Criteria for Support for the Michigan STEM Partnership for State School Aid Act Section 99(7), as attached to the Superintendent's memorandum dated August 26, 2014.**

The vote was taken on the motion.

Ayes: Austin, Fecteau, Straus, Ulbrich, Varner, Weiser, Zeile
Absent: Ramos-Montigny

The motion carried.

XXVI. COMMENTS BY STATE BOARD OF EDUCATION MEMBERS

There were no additional comments by State Board of Education members.

XXVII. TENTATIVE AGENDA FOR NEXT MEETING

Mr. Flanagan said Board members may contact a member of the Agenda Planning Committee comprised of Mr. Austin, Dr. Ulbrich and Mr. Varner with suggestions for agenda topics.

XXVIII. FUTURE MEETING DATES

- A. Tuesday, October 14, 2014 (9:30 a.m.)
- B. Tuesday, November 18, 2014 (9:30 a.m.)
- C. Tuesday, December 16, 2014 (9:30 a.m.)
- D. Tuesday, January 13, 2015 (9:30 a.m.)

XXIX. ADJOURNMENT

The meeting adjourned at 4:06 p.m.

The video archive of the meeting is available at www.michigan.gov/sbe.

Respectfully submitted,

Daniel Varner
Secretary



STATE OF MICHIGAN
STATE BOARD OF EDUCATION
LANSING

RICK SNYDER
GOVERNOR

MICHAEL P. FLANAGAN
STATE SUPERINTENDENT

September 8, 2014

Approved September 9, 2014

M E M O R A N D U M

TO: State Board of Education

FROM: John C. Austin, President, State Board of Education

SUBJECT: Report on State Superintendent Search

Attached is the ~~draft~~ job description for the State Superintendent search process, based on the significant public and stakeholder input and State Board Member perspectives as discussed and developed at the SBE retreat and our recent meeting September 5, 2014.

The Roles and Responsibilities section describes the Constitution's expectations, and the consensus view of the State Board regarding the job and duties of the State Superintendent, and the desired relationship with the State Board of Education.

The Credentials, Skills, Traits, and Experience section reflects the priorities identified by State Board Members, drawing from their own perspectives, and those attributes consistently encouraged by public and stakeholder input. The categories are listed in priority order based on State Board member rankings; and within each category the order similarly reflects priorities based upon State Board member selecting and voting from among a wide range of potential attributes named and offered by the public and stakeholders.

This job description will now, with the assistance of a search firm, be elaborated into a full job description and package of materials to be widely disseminated to solicit high quality candidates.

Michigan State Board of Education State Superintendent of Michigan

Job Description – September 9, 2014

Roles and Responsibilities

- “The State Board of Education shall appoint a superintendent of public instruction whose term of office shall be determined by the board. He shall be the chairman of the board without the right to vote, and shall be responsible for implementing its policies. He shall be the principal executive officer of a state department of Education which shall have powers and duties provided by law” (Michigan Constitution).
- The Superintendent reports to the State Board of Education, assists the Board in developing policy, and in fulfilling its constitutional obligations, and is responsible for the implementation of policies established by the Board.
- The Superintendent is responsible for the day-to-day management, supervision, and leadership of the Michigan Department of Education.
- The Superintendent assists the State Board of Education in developing an ongoing strategic plan for educational improvement in Michigan, and leads its implementation.
- The Superintendent is responsible for the facilitation of alliances, programs and partnerships, where appropriate, to further SBE policy and the strategic plan, and to support the continual improvement of public education in the state.
- The Superintendent is responsible for developing cooperative working relationships with other government departments, the executive office, the legislature, and constituent groups, in service of SBE policy and the strategic plan for improving education.
- The Superintendent is a spokesperson for the Michigan Department of Education and an advocate for the needs of education in the state.

Desirable Credentials, Skills, Traits, and Experience

1. High level of experience and effectiveness in managing significant education improvement and reform in K-12 systems; with particular emphasis on (in order of priority):
 - Experience as a school administrator and/or superintendent, education leader or manager at a level of significant scope and responsibility

- Classroom/teaching/direct education experience
 - Working knowledge of state and federal policy
 - Experience with turnaround and increasing student achievement
 - Knowledge of special education and a commitment to educating all children
 - Extraordinary command of the application of contemporary technologies to education
 - History of work with mixture of urban and rural populations
2. Personal traits; with emphasis on (in priority order):
- Integrity
 - Consensus and team builder
 - Collaborative approach
 - Critical thinker/thought leader
 - Visionary leadership
 - Appreciates teachers and educators
 - Strong communication skills
 - Sensitive to diverse and ethnic populations
 - Not opposed to labor
3. Has a vision and strategy for education improvement that can effectively improve learning and outcomes for all children, with emphasis on (in priority order):
- Views education holistically as preparation for life, work, citizenship and a lifetime of learning, critical thinking, and discovery
 - Believes all children can learn
 - Supports well-rounded education: arts, music, social and emotional supports, physical education
 - Committed to close achievement gaps and advance strategies that narrow historic inequities in learning and outcomes
 - Recognition of the effects of poverty
 - Vision combines reforms in education delivery to better help all students achieve and get good outcomes, with support for strategies and capacity-building that delivers on this goal
4. Demonstrated ability to lead policy change and educational improvement in a politically charged, multi-stakeholder environment with emphasis on (in priority order):
- Ability to work effectively with the governor, state legislature, grassroots community, and lobbyists
 - Ability to lead and engage multiple stakeholders/build coalitions
 - Politically astute

5. Effective manager with emphasis on (in priority order):
 - Strong education organization management skills and integrity
 - Experience managing a complex educational organization or large team to a high performance level
 - Commitment to research, evidence-based decisions
6. Interest and commitment to working closely and in alignment with elected state board of education with emphasis on (in priority order):
 - Willingness to work in a transparent, open way with the board
 - Commitment to support SBE's policy leadership in education and work with SBE to develop and advance policy, and lead its implementation
 - Willingness and ability to report to and support politically elected board
7. Committed to upholding and enhancing the vital role of public education in Michigan with:
 - A passion for public education
8. Understanding of Michigan's unique challenges with emphasis on (in priority order):
 - Michigan knowledge and relationships
 - Has a vision for addressing MI specific problems
9. Articulate spokesperson and ability to engage the public and constituencies

Approved September 9, 2014

**STATE BOARD OF EDUCATION
MEETING SCHEDULE**

CALENDAR YEAR 2015

January 13, 2015

February 10, 2015

March 17, 2015

April 14, 2015

May 12, 2015

May 19, 2015 (Retreat)

June 9, 2015

August 11, 2015

September 8, 2015

October 13, 2015

November 10, 2015

December 8, 2015

Adopted September 9, 2014