

**SPECIAL MEETING
EDUCATION ACHIEVEMENT AUTHORITY**

 X **BOARD OF DIRECTORS**

 X **EXECUTIVE COMMITTEE**

Date: September 8, 2014
Time: 10:00 AM
Location: Michigan State University – Detroit Center
Room 230-B
3408 Woodward Avenue
Detroit, Michigan 48201

MINUTES

Due to a meeting delay, the Special EAA Board meeting was called to order by Chairperson Joyce Hayes Giles at 10:23 PM. Chairperson Hayes Giles reminded the EAA Board of Directors and the public that this was a Special Interview Committee Meeting of the EAA Board of Directors. She also reminded the Board as well as the public that this meeting would be located on our www.michigan.gov/ea website.

I. Roll Call

Chairperson Hayes Giles asked Tyrone Winfrey to call the roll of the EAA Interview.

Interview Committee Attendance:

Joyce Hayes Giles, Chairperson	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent
Mary Treder-Lang, Director	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent
Shirley Stancato	<input checked="" type="checkbox"/> Present	<input type="checkbox"/> Absent

A quorum of the EAA Executive Special Interview Committee was determined at 10:24 a.m.

II. Approval of Agenda

Chairperson Hayes Giles discussed the agenda and asked that it be updated with the current status of Dr. Timothy B. Chargois, Ph.D., EAA Chancellor candidate. He is currently the immediate past Superintendent of the Beaumont Texas ISD.

Chairperson Hayes Giles asked for a motion to approve the agenda as amended.

Motion: Member Treder-Lang

Support: Member Stancato

Ayes: 3 Nays: 0

The motion was carried.

III. New Business – Chancellor Interviews

A. Timothy B. Chargois, Ph.D. - Chancellor Candidate #1

Chairperson Hayes Giles welcomed Timothy B. Chargois, Ph.D., Chancellor Candidate #1, and introduced him to EAAs Interview Committee.

Dr. Chargois' career has catapulted over the last 14 years as others recognized his leadership skills. His career has had the perfect balance of productivity, creativity and science. His passion for education is matched by his understanding and execution of the art and science of pedagogy. Dr. Chargois' reach and knowledge spans from inside the classroom and permeates in venues as a community person, a successful administrator and a professional contributor at the local, state and national levels.

Chairperson Hayes Giles discussed that there would be an informal structured interview and proceeded with the following questions.

Chairperson Hayes Giles - Question #1

Please give a brief overview of your education/background as well as about the circumstances surrounding your departure from Beaumont ISD.

Answer:

Dr. Chargois stated that he was honored to be a part of this interview and then proceeded to discuss how inspired he was as a child in the area of education because of his struggles in life. He stated that he was diagnosed as an ADHD child and distinctly remembers his teachers reminding him daily that he had to take his medicine. At Lamar University, Dr. Chargois majored in Music and Education. While at Lamar University, Dr. Chargois gained a more thorough understanding of being part of a team and developing relationships as he was only one out of two African Americans that graduated from his class. He completed his Masters' degree at Boston University and his doctorate from Lamar University majoring in Attendance, Principalship and Directorship and after, to Superintendent. He believes in the best education practices for children and focuses on his motto to "Aspire and Perspire".

Chairperson Hayes Giles - Question #2

Was your departure voluntary/involuntary? Were there any discipline concerns during your separation?

Answer:

No, this was a voluntary separation. Dr. Chargois stated that his board wanted something a little different. He then proceeded to discuss working on several programs at his previous position, i.e., creating programs where students were trained to incorporate living wage jobs, the outcomes of building new schools. He stated that being a superintendent entails a lot of hard work. He is committed to children. He stated that politically, there were differences in his previous position. He truly understands struggles and what needs to take place in Detroit.

Chairperson Hayes Giles – Question #3

Tell us what you know about the EAA and how it compares to previous school districts you've managed.

Answer:

Dr. Chargois stated that he totally understands what needs to be done as he has been a part of the process in his prior school district. He then discussed bullying concerns with kids and the outcomes of a turnaround goal; developing partnerships with leaders who support the children; creating innovation areas while giving the children a reason to want to strive for developing their voice to become what they want to be. Dr. Chargois stated that he will make this system an outstanding model.

Chairperson Hayes Giles – Question #3

Understanding that we're dealing with the lower 5% of achievers, what have been some of your key accomplishments in fostering change in the areas of math and reading proficiencies as well as graduation and reduction in dropout's?

Answer:

Dr. Chargois gave an overview of his prior outcome. He described a model by creating partnerships with clergy as well as superintendent's groups reviewing concerns and problems within the school district. His main focus was on measuring, monitoring and managing the school staff and the children. The key to this process was being able to look at the data and looking at a more comprehensive overview. Using the data helped create his motto of striving for "inspiration and perspiration". Principals were required to do 24 hour walk through's per week as well as cross curricular reviews and parent training.

Chairperson Hayes Giles – Question #4

Describe your communications strategy with the media.

Answer:

Dr. Chargois showed the EAA Board examples of his work and suggested focusing on the following areas in reference to communication strategies:

- Using the Web
- Teaching online strategies to share with the board members and constituents
- Presenting an online social media presence, i.e., tweets and Facebook
- Creating ways for parents and students to self-serve in reference to parents monitoring grades and students tracking their own grades
- Town Meetings – focusing on the importance of this with transparencies

Member Shirley Stancato – Question #5

Define Leadership and explain what makes a great Leader.

Answer:

Dr. Chargois would define a true leader as being democratic and able to "use the data". One who makes authoritative decisions by influencing others to believe "in your beliefs". He then discussed great leaders who made a difference in his life, i.e., his mother, his pastors, his middle school principal and Dr. Martin Luther King. He also stated that leadership has to be about relationships in reference to who's wearing the suits, influence, flexibility, understanding the vision, energy and enthusiasm.

Member Shirley Stancato – Question #6

Why did you chose education and what inspired you to stay in this field of work?

Answer:

Music inspired Dr. Chargois to stay in the field of education as he was a professional musician. He was able to meet many great musicians, i.e., Wynton Marsalis, Dizzy Gillespie, Miles Davis and others. He even worked as a rap music producer. Dr. Chargois discussed what veered him away from the music industry and discussed not having the time or the patience to practice his music. He felt that he could touch more lives and pay his bills by becoming a music teacher. After, he moved forward into the area of education and truly believes that education changes lives as education saved him 'in the natural'. His motto at this time was focusing on "100 Percent Graduation; making sure that children were qualified to survive in the real world".

Member Shirley Stancato – Question #7

Did you visit schools in your district? If so, how often?

Dr. Chargois discussed wearing soft shoes as he is considered a working superintendent. He believes the importance of visiting schools every week and providing immediate feedback to teachers and principals. He

stated that school visits were about instruction, classroom management as well as seeing, touching and feeling out schools. Dr. Chargois also suggested comprehensive and consistent visits to EAA Schools.

Member Shirley Stancato – Question #8

Who is the Community? How would you get the community involved in your schools?

Answer:

Dr. Chargois stated that everyone was the community; the neighborhood, the pastor, mom, dad, etc. He would draw attention to his schools as well as make them attractive by developing relationships, setting the tone and getting past hope. He stated that we must be the substance of education.

Member Mary Treder-Lang – Question #9

How would you increase parent involvement?

Answer:

Dr. Chargois discussed engaging parents in parent training on helping their children. He would plan an education summit informing parents of ways to be involved with their children in school. He discussed the importance of parents at track meets and discussed how parent conferences at schools should hold the same importance. He also discussed another one of his mottos; “inspiring and perspiring to greatness”.

Member Mary Treder-Lang – Question #10

What do you consider to be your greatest contribution(s) to the schools you have worked in, and in light of that, what do you feel you can bring to our district?

Answer:

Dr. Chargois discussed his greatest contributions which were giving the kids substance and hope, laying down the education to strive for hope; believing that tomorrow could be better. He wanted to make sure that his district was focused on benefiting as a community, 100 percent promotion as well as allowing them to have a voice. In his district, students earned more in scholarships; over 25 Million. He strived in paving the way for students.

Member Mary Treder-Lang – Question #11

Tell us about the relationships you’ve established with corporations and how you have fostered those relationships to help improve operations or academics within your district.

Answer:

Dr. Chargois discussed an OCR project that he created with students working with chemicals. He also discussed breaking bread with community leaders in his area to build the community as well as visiting churches; allowing people to see authenticity.

Member Mary Treder-Lang – Question #12

What would your first 90 days look like?

Dr. Chargois stated that his first day would consist of listening and provided a sample overview of his work as well as a sample strategic plan. He also discussed not seeing a strong online presence about EAA. Dr. Chargois discussed the following suggestions that he would definitely look into, i.e., assigning schools staff requirements; going out to review schools as it’s all about school performance, meeting with stakeholders, putting the strategic plan together, compiling the student data to see what the systems are looking like. He also

discussed focusing on 100 percent graduation for every child everywhere as well as refining student graduation and learning.

Member Mary Treder-Lang as well as Chairperson Hayes Giles thanked Dr. Chargois for his interest in interviewing for the Chancellor position.

Chairperson Hayes Giles asked Dr. Chargois if he had any questions for the EAA Board.

Dr. Chargois stated yes and asked if there was a technical system in place for online support. He also asked if there is a student data system for EAA located online.

Member Stancato stated that there was for both and discussed further.

Dr. Chargois asked if parents were able to review student grades online and if there was access for parents.

Chairperson Hayes Giles stated that parents have access to grades anytime.

Dr. Chargois asked about the EAA Board Meeting times.

Member Hayes Giles stated that the EAA Board Meetings were held quarterly and on an as needed basis.

Dr. Chargois asked about planning a Board Retreat to set the tone as well as discussed having a service data driven format as well as online finances being logged.

Chairperson Hayes Giles discussed that an EAA Board Retreat was currently in the planning process for the Chancellor after the hiring process is complete and stated that the data info was posted online.

Dr. Chargois thanked the EAA Interview Committee and discussed EAA's rebuilding. He also asked about the contractual process of hiring the EAA Chancellor and asked how soon a decision would be made. Chairperson Hayes Giles reviewed.

Dr. Chargois also suggested to the EAA Board a thorough overview of EAA's Operating Procedures Guidelines. He thanked the EAA Interview Committee again and discussed that he was very interested in serving the children as well as very passionate and very interested in this position. He also stated that "struggles provide opportunities for greater opportunities.

B. Carlton D. Jenkins, Ph.D. - Chancellor Candidate #2

Chairperson Hayes Giles welcomed Carlton D. Jenkins, Ph.D., Chancellor Candidate #2, and introduced him to EAAs Interview Committee.

Now in his eighteenth year of education, Dr. Jenkins has served in many roles as a professional educator. Dr. Jenkins' focus is to create the best possible learning and teaching environment for children. He demonstrates leadership in the educational arena by assisting in the transformation of schools and the development of current and future leaders. As a result of his leadership, he has received local, state and national recognition from community organizations, colleges (The Ohio State University), elected officials (former Governor Tommy Thompson) and national nominations and recognition.

Chairperson Hayes Giles - Question #1

Please summarize your education and work background from Saginaw Public Schools. Also, discuss any instances of discipline.

Answer:

Dr. Jenkins thanked the EAA Interview Committee and stated that he was very honored to be here. Dr. Jenkins stated that he grew up around many educators in his family. He believed in hard work at a very early age as he

had to share with his siblings while growing up. Dr. Jenkins reviewed his college background from the University of Chattanooga, Mississippi Valley State and the University of Wisconsin. He also discussed why he chose to work in urban education; providing for children who did not have the most in education. He enjoys working at the Saginaw School District. They currently have a graduation rate of 89.3 percent.

Dr. Jenkins is interested in leaving the Saginaw School District to concentrate on his belief of approaching innovation and the utilization of programs. He stated that these should always align with professional goals as well as making EAA an international model.

Dr. Jenkins stated that he has never had any discipline concerns except a few from his mother.

Chairperson Hayes Giles - Question #2

Tell us what you know about the EAA and how it compares to previous school districts you've managed.

Answer:

Dr. Jenkins discussed the structure of learning as well as looking beyond academics, i.e., colleges, Department of Human Services. He discussed changing the culture and the expectations of what children can do as well as providing great opportunities for redirecting our state.

Chairperson Hayes Giles - Question #3

Understanding that we're dealing with the lower 5% of achievers, what have been some of your key accomplishments in fostering change in the areas of math and reading proficiencies as well as graduation and reduction in dropouts?

Answer:

Dr. Jenkins discussed an opportunity when he was assigned to work on a school that had been shut down in Saginaw. He also discussed Michigan's requirement standards to reading, writing and mathematics proficiencies in reference to students performing higher through collaboration.

Chairperson Hayes Giles - Question #4

Describe your communications strategy with the media.

Answer:

Dr. Jenkins described his experience in this area as excellent. He discussed suggestions of giving the facts, fairness as well as addressing things that weren't positive as well; right-sizing the district.

Chairperson Hayes Giles thanked Dr. Jenkins for his interest in interviewing for the EAA Chancellor position.

Member Shirley Stancato – Question #5

What is your definition of Leadership?

Answer:

Dr. Jenkins discussed focusing on Principles versus Politics. He also discussed the effectiveness of a few great leaders of his time displaying courage, i.e., President Abraham Lincoln, Martin Luther King as well as President Barack Obama.

Member Shirley Stancato – Question #6

Why did you chose education and what inspired you to stay in this field of work?

Answer:

Dr. Jenkins discussed looking at the lack of student access and stated that education was the way to equalize opportunities for students. He also discussed coming together collectively for the children. Dr. Jenkins reiterated on the great leaders of his time again, i.e., President Abraham Lincoln, Martin Luther King as well as President Barack Obama. He also discussed providing a high level of quality education for the children.

Member Shirley Stancato – Question #7

Do you visit schools in your district? If so, how often?

Answer:

Dr. Jenkins gave an overview of the walk through process in reference to his leadership style. He also discussed what to look for as well as having another set of eyes; an intimate discussion. He stated to always ask reflective questions as well as focus on continuous learning no matter who's in the building. Dr. Jenkins discussed reinforcing expectations while continuing to be a role model as well as focusing on males and students with IEP's.

Member Shirley Stancato – Question #8

What is your approach to enhancing community involvement?

Answer:

Dr. Jenkins discussed that everyone in the community needs to be involved with the environment. He stated to approach the community through their grass roots. He also reviewed a community walk event that was planned with the Saginaw Public School District and discussed involvement with the local business community as well as Faith-Based Community and Alumni. He stated that the key to this is having a connection.

Member Mary Treder-Lang – Question #9

How would you increase parental involvement?

Answer:

Dr. Jenkins discussed socio-economical levels in the community as well as inclusiveness. He discussed his expectations of going into the community without making excuses; intellectual discourse as well as ceasing parental intimidation because of educational degrees.

Member Mary Treder-Lang – Question #10

How would you increase parent involvement?

Dr. Jenkins discussed that the greatest contribution was commitment. He also discussed commitment being unwavering in making changes come about; making changes for the better; establishing relationships with the community as well as breaking walls down between races, community and political leaders as well as gender. He discussed focusing on credibility and integrity while focused-based on being very consistent and professional.

Member Mary Treder-Lang – Question #11

Tell us about the relationships you've established with corporations and how you have fostered those relationships to help improve operations or academics within your district.

Answer:

Dr. Jenkins discussed that the schools should mirror the community as well as the community mirroring the schools. He also suggested the following ideas; beautifying the schools, updating school equipment, having a strategic plan in place – based year-by-year, planning an education summit, creating a quality workforce, having a strategic vision as well as establishing partnerships, i.e., dual enrollment.

Member Mary Treder-Lang – Question #12

Please summarize for us what your first ninety (90) days would look like.

Answer:

Dr. Jenkins stated that his first 90 days would be fast and furious. He stated that after thoroughly researching EAA, he would meet with Board Members to see where 'we are going from here'. He would definitely strive for international greatness as well as review staff in reference to the organizational chart format. Dr. Jenkins would also focus on going from good to great in reference to what's going really well, meet with district staff to discuss non-negotiables; core things to drive the organization. He would meet with the parents to provide the 5 year vision as well as align the organization while identifying the key partners, meeting with legislators, giving a clear picture. He would also meet with universities, focusing on partners in education as well as measuring the innovations and metrics while being transparent.

Chairperson Hayes Giles thanked Dr. Jenkins again and asked if he had any questions.

Dr. Jenkins provided an updated resume along with his achievement data and three (3) reference letters. He asked the EAA Interview Committee for their thoughts on EAA going into the international arena and if they thought that this would be a clear vision.

Chairperson Hayes Giles stated that she did and discussed reviewing the Governor's concerns on this. Chairperson Hayes Giles also discussed that the EAA Board was currently planning a retreat in reference to getting on the path of EAA's vision. Member Stancato commented in agreement and discussed getting on the path of the vision. Member Treder-Lang also commented in agreement. Chairperson Hayes Giles discussed creating a motto of success as well as education lacking in a lot of ways. She also discussed demonstrating positive outcomes at EAA while moving forward.

The EAA Interview Committee thanked Dr. Jenkins for his time and interest.

C. T.C. Wallace, Ph.D. - Chancellor Candidate #3

Chairperson Hayes Giles welcomed T. C. Wallace, Ph.D., Chancellor Candidate #3, and introduced him to EAAs Interview Committee.

Dr. T.C. Wallace Jr. served as Superintendent of the Lansing School District from July 1, 2007 to July 1, 2012. Dr. Wallace has a wealth of experience and knowledge with over 45 years as a teacher, administrator and superintendent of schools in multi-ethnic and multicultural populations. He has served for 25 years as superintendent in four other districts including Buena Vista School District in Saginaw, Michigan; Jackson Public School District in Jackson, Mississippi; Roosevelt Union Area School District in Roosevelt, New York; and Mount Clemens Community School District in Mount Clemens, Michigan. In 2009, under Dr. Wallace's leadership, Lansing School District met AYP in 31 of 33 schools, which included bringing on two of its three high schools for the first time since the inception of the No Child Left Behind. The district also met AYP for two consecutive years, and these trends continue.

Chairperson Hayes Giles - Question #1

Please tell us about the circumstances surrounding your departure from Buena Vista school District, Jackson Public Schools, Roosevelt Union Area Schools, Mount Clemens Community Schools and the Lansing School District.

Answer:

Dr. Wallace discussed his retirement with the Lansing School District as Superintendent. He also discussed their board bringing in an Interim Superintendent candidate as well as offering him an agreement for the candidate to assume responsibilities. He stated that he has an extensive background in Human Resources, over 18 years. And, after thoroughly reviewing the agreement that was offered, he noticed that the agreement entailed dis-allowed funding of which he did not agree with. He felt that this led to a bullying effect as their board did not agree on his signature being ignored. However, his retirement ended mutually and respectfully.

Chairperson Hayes Giles asked Dr. Wallace if there were any other circumstances in other school districts as to why he left.

Answer:

Dr. Wallace stated that there were none. Dr. Wallace continued to give an overview of his accomplishments. He discussed promoting 100 percent graduation; giving children a chance for placement into a two or four year college and a Partnership with General Motors. He also discussed his great outcomes from Jackson Public Schools, i.e., accreditation; validation for timeliness; promoted higher accreditation at his finest effort.

Dr. Wallace continued to give an overview of his accomplishments while at the Roosevelt New York Schools. He stated that this was the only district in New York that was ever taken over by this state appointed administration. He also stated that there were too many chiefs and that their new format was not working out. Dr. Wallace discussed a new position with Mt. Clemons Schools and worked there 10 years. However, at the same time the Mt. Clemons position was offered, he had been offered another position in Gary, Indiana.

Dr. Wallace discussed his book "Are We There Yet?". He spoke about his recruitment to Lansing, Michigan and stated that there were huge challenges. While with the Lansing School District, he developed a strong strategic plan/vision. He was also very much in sync with the Board Members. He stated that all school sites met Federal requirements except for 2; one elementary school and one high school. He also stated that exceptional work was maintained for two years.

Chairperson Hayes Giles - Question #2

Tell us what you know about the EAA and how it compares to previous school districts you've managed.

Answer:

Dr. Wallace stated that he knew a lot about EAA. He also stated that he was very fortunate to be in a leadership position and was able to follow EAA's work. He worked with several prestigious groups during this process. He suggested bridging the "us versus them gap" and stated that EAA needs to become part of the fabric of education in Michigan. He stated that time was of the essence and that EAA has opportunities for excellence. EAA needs to move forward quickly.

Chairperson Hayes Giles - Question #3

Understanding that we're dealing with the lower 5% of achievers, what have been some of your key accomplishments in fostering change in the areas of math and reading proficiencies as well as graduation and reduction in dropouts?

Answer:

Dr. Wallace discussed the strategic plan that he created for the Lansing School District. He also stated that "success in approving achievement is best with relationships". He discussed school ratios; focusing on continuing relationships involving parents, media, the community, staff and stakeholders. Progress can be made. He provided a summary of his achievements; your child matters.

Chairperson Hayes Giles - Question #4

Describe your communications strategy with the media.

Answer:

Dr. Wallace discussed improvement in credibility with the Board as well as with administrators.

Member Shirley Stancato - Question #5

Why did you chose education and what inspired you to stay in this field of work?

Answer:

Dr. Wallace discussed having many obstacles while growing up. He also discussed his mentors and stated to "always give back". He discussed having the ability to go to college on an athletic scholarship. He endured obstacles while growing up and stated that this was the motivation for him to give back to youngsters. He has also mentored staff interested in becoming superintendents in East Lansing.

Member Shirley Stancato - Question #6

Do you visit schools in your district? If so, how often?

Answer:

Dr. Wallace discussed being highly visible; having a site presence; having the ability to communicate with constituents; pulling the community together successfully.

Member Shirley Stancato - Question #7

What is your approach to enhancing community involvement?

Answer:

Dr. Wallace stated that community involvement should be all inclusive with parents, support base and organizations. He also stated to actively support and go after the community.

Member Mary Treder-Lang – Question #8

How would you increase parental involvement?

Answer:

Dr. Wallace stated that discussing the EAA Story would increase parental involvement; happenings in the walls of schools; having a "your child matters" discussion featuring monthly updates; going into the community to make a difference; having pretty significant programs in place as well as adding magnet programs.

Member Mary Treder-Lang – Question #9

What do you consider to be your greatest contribution(s) to the schools you have worked in, and in light of that, what do you feel you can bring to our district?

Dr. Wallace stated that his goal would be to remove schools from the high priority list and stated that this would be a huge effort. He also stated that he has the experience to do this and would love to have this challenge. He talked about having the need to accelerate the drive; keeping the community and stakeholders informed.

Member Mary Treder-Lang – Question #10

Tell us about the relationships you've established with corporations and how you have fostered those relationships to help improve operations or academics within your district.

Dr. Wallace discussed one-to-one mentors and reviewed a program that he brought in with General Motors. He developed mentor programs. He also discussed high community involvement; being a part of the business community and reviewed another program that he was a part of the Hope scholarship transitioning students into 2-4 year programs which was currently in place in the Lansing School District.

Member Mary Treder-Lang – Question #11

Please summarize for us what your first ninety (90) days would look like.

Answer:

Dr. Wallace stated that he would develop and improve the EAA vision. He suggested having an EAA retreat as soon as possible with the EAA board as well as administrators and stated that time was of the essence. He stated that school has already started and that measurable results were needed. He discussed that this was about attitude and accomplishments and stated that there was a significance between “doing things right and doing the right thing”. He stated that one should allow the accountable to do the work; making the difference between success and failure. He would like this entity wrapped up and in gear.

Chairperson Hayes Giles thanked Dr. Jenkins for his time and interest and asked if he had any questions for the EAA Interview Committee.

Dr. Wallace asked who had the authority to grant diplomas. He feels that this authority should come from the Detroit Public Schools district as they were the original school district. He asked if there was a possibility of revisiting this. The EAA Interview Committee asked why. Dr. Wallace discussed EAA being a temporary takeover to work with the 5 percent lowest schools. He also discussed that everything current needed to be revisited; improving and addressing priorities while moving ahead of the challenges.

Chairperson Hayes Giles discussed planning for the upcoming EAA Board's Retreat and stated that the details would be presented to the newly assigned Chancellor.

Dr. Wallace asked if there was an EAA discussion televised daily in reference to communication or newly created website adjustments at our schools. Chairperson Hayes Giles discussed and stated that EAA has just hired an Executive Director of Communications.

Member Treder-Lang discussed the idea of bringing on a new website.

Chairperson Hayes Giles asked if there were any other questions. Dr. Wallace asked about the timeline on making a decision on the Chancellor position. Chairperson stated that all candidates were being interviewed today and that the EAA Board will be scheduling a follow-up meeting at a later date, however, soon, to announce the final candidate.

Dr. Wallace thanked the EAA Interview Committee.

D. Veronica Conforme - Chancellor Candidate #4

Chairperson Hayes Giles welcomed Veronica Conforme, Chancellor Candidate #4, and introduced her to EAAs Interview Committee. She also discussed the interview process with Ms. Conforme.

Ms. Conforme is a dynamic and innovative educational leader committed to high standards, excellence, equity and access for all students. She is an organizational change agent that has implemented portfolio strategies to improve student achievement. She has a strong ability to drive and implement strategy and policy in multi-dimensional organizations and has a proven track record of working with numerous constituencies with different and competing interests. She also has an extensive amount of impeccable management of a billion dollar

governmental organization as well as being recognized for consultative approaches and implementing innovative solutions to systemic challenges.

Chairperson Hayes Giles - Question #1

Please tell us about the circumstances surrounding your departure from the New York City Department of Education?

Answer:

Ms. Conforme stated that she was very happy to join the EAA as Interim Chancellor for the past twelve weeks. She shared where her passion and commitment comes from. Ms. Conforme was born in Bronx, New York. She stated that there were three (3) out of ten (10) graduates in her local high school. However, she was very fortunate to have the opportunity of attending a local magnet school outside of her residential area. Prior to that time, parents were forced to send their children to local public schools in the neighborhood.

Ms. Conforme believes in making improvements in education and is deeply passionate about every child succeeding. She left the New York School District with many accolades and decided to move on due to administrative changes. She discussed positive changes in the district; a thirty (30) percent increase in graduation; creating a fresh start for struggling schools; continuing positive schools based on where she came from; currently building on EAA's innovative programs; focused on transforming current issues; spent a great deal of time in the community and schools listening to create better schools.

Chairperson Hayes Giles – Question #2

Were there any departure circumstances?

Answer:

Ms. Conforme discussed that she spent over a decade at the New York City Schools and stated that administration was coming to an end; it was becoming very political. However, no discipline concerns.

Chairperson Hayes Giles – Question #3

Tell us what you know about the EAA and how it compares to previous school districts you've managed.

Answer:

Ms. Conforme stated that New York City Schools was a larger entity. EAA requires intense support with deliberate actions.

Chairperson Hayes Giles – Question #4

Understanding that we're dealing with the lower 5% of achievers, what have been some of your key accomplishments in fostering change in the areas of math and reading proficiencies as well as graduation and reduction in dropouts?

Answer:

Ms. Conforme stated that she was about better achievement for children as well as personalized achievements; using learning standards while analyzing the data for a more personalized fit. This depended on what was happening at each school independently.

Chairperson Hayes Giles – Question #5

Answer:

Describe your communications strategy with the media.

Answer:

Ms. Conforme discussed sharing information with the media; engaging them in a dialog to get the stories out. She also stated that there needed to be a much more productive and honest way to go about communicating challenges.

Member Shirley Stancato – Question #6

Define Leadership.

Answer:

Ms. Conforme stated that leadership was about courage and doing what you think is right despite opposition. She also discussed her mentor, Joel Klein and talked about trying something new.

Member Shirley Stancato – Question #7

Why did you choose education and what inspired you to stay in this field of work?

Answer:

Ms. Conforme discussed her excitement for student's learning and stated that "we have to do better as a country". She also stated that in reference to learning, EAA needs as best as possible.

Member Shirley Stancato – Question #8

Do you visit schools in your district? If so, how often?

Answer:

Ms. Conforme discussed that she was not interested in what was considered 'dog and pony shows'. She shows up to schools unannounced to connect directly with teachers and parents in schools. She's making sure that students are leaving engaged as well making sure that teachers are engaged.

Member Shirley Stancato – Question #9

What is your approach to enhancing community involvement?

Answer:

Ms. Conforme stated that the community is the community around the schools and also stated that the institution be leveraged. She discussed looking for regular ways that students can develop and participate in community involvement.

Member Mary Treder-Lang – Question #10

How would you increase parental involvement?

Answer:

Ms. Conforme stated that she has thought about this a lot. She also stated that there needs to be strong parental involvement and discussed planning student led conferences.

Member Mary Treder-Lang – Question #11

What is your approach to enhancing community involvement?

Ms. Conforme discussed partnerships with the business community as well as critical support partners. She also spoke about a program by the name of "Pencil". This was a Principal for a day program with business leaders and mentors. She also discussed aligning business in reference to standards for partnerships.

Member Mary Treder-Lang – Question #12

Question:

Tell us about the partnering issues.

Answer:

Ms. Conforme discussed partnering with community organizations. She also discussed Special Education and having the right resources as well as looking at the data; being more transparent and accountable.

Chairperson Hayes Giles thanked Ms. Conforme for her time and interest and asked if she had any questions for the EAA Interview Committee.

Ms. Conforme did have questions and asked what three qualities the EAA Board was looking for in reference to a permanent Chancellor.

Chairperson Hayes Giles stated that she was looking for a leader, a strategic thinker and someone who can get things done quickly. They are also looking for a good communicator and someone who could move things quickly in the right order. Member Stancato stated that having courage was also important as it's about the children. She also stated that the new chancellor should have experience as a servant leader as well as an innovative leader. Member Treder-Lang stated that she was also looking for a strategic thinker with integrity as well as leadership skills.

Ms. Conforme discussed that she was very excited to see the new EAA Board members and asked about the Board's thoughts on looking forward to the successes on what the EAA Chancellor can achieve.

Chairperson Hayes Giles discussed successes on what the EAA Chancellor can achieve based on facilitating learning, passion and making a difference. Member Stancato discussed that all kids do not learn the same way and spoke about student-centered learning. She also discussed that "it's not what we do, it's how we do it" and being able to reach out to children successfully. Member Treder-Lang discussed being able to serve the children and showing the progress. She also stated that she was very glad to be a part of the EAA Board and stated that the new Chancellor should be very creative with the 'keys to accelerate'.

Ms. Conforme stated that she appreciated and was very glad to have the opportunity to interview with EAA.

Chairperson Hayes Giles concluded the Chancellor interviews and proceeded to New Business. She discussed a time and date for the next Special EAA Board Meeting which was scheduled for Wednesday, September 10, 2014 at 12:30 PM. She stated that more details would be forthcoming in reference to the location and it would also be posted.

IV. Public Comments

Chairperson Hayes Giles moved to Public Comments and stated that there would be a 3 minute limit. She then asked Tyrone Winfrey, Sr. to announce the names. Mr. Winfrey stated that there were no public comments at this time.

V. Adjournment

Chairperson Hayes Giles asked for a motion to adjourn the EAA Executive Committee.

Motion: Member Treder Lang
Support: Member Stancato
Ayes: 3 Nays: 0

The motion was carried

Chairperson Hayes Giles adjourned the meeting at 3:00 PM

MINUTES CERTIFICATION

Proposed minutes respectfully submitted,

Secretary / Recording Secretary

Date

Approved by the Authority Board,

Secretary / Recording Secretary

Date