

MINUTES OF A WORK SESSION  
OF THE BOARD OF EDUCATION, NAPERVILLE COMMUNITY  
UNIT SCHOOL DISTRICT 203, DUPAGE AND WILL COUNTIES,  
ILLINOIS, HELD AT THE ADMINISTRATIVE CENTER ON  
NOVEMBER 3, 2008 AT 6:15 P.M.

Call to Order

President Suzyn Price called the meeting to order at 6:15 p.m. Board members present: Dean Reschke, Terry Fielden, Mike Jaensch, Suzyn Price, Jackie Romberg, Debbie Shipley and Susan Crotty.

Administrator present was: Jodi Wirt, Associate Superintendent for Instruction; Melanie Racziewicz, Associate Superintendent for Operations; Craig von Behren Assistant Superintendent for Human Resources; Kitty Murphy, Assistant Superintendent for Special Education; Kitty Ryan, Assistant Superintendent for School Services and Programs; Kathy Klees, Assistant Superintendent for Curriculum and Staff Development.

Leadership Profile  
Report

Hazard, Young, Attea & Associates  
Hank Gmitro and Joan Levy, consultants for the Superintendent Search firm Hazard, Young, Attea & Associates, presented the Leadership Profile Report to the Board. It is a compilation of comments from interviews of approximately 200 teachers, administrators, parents, students and community members. Across the board, comments from interviewees were positive about the overall quality of the school district and its commitment to the implementation of the mission statement.

Mr. Gmitro reviewed a chart of ranked characteristics that was compiled as part of a written leadership profile assessment filled out by about 220 respondents.

The Board also received a draft alphabetical list of desired characteristics in the Superintendent that was drawn up after consultation with the various entities that were interviewed by the HYA consultants. Board members preferred that the list be in priority order and gave some suggestions for that order as well as some additional verbiage. Mr. Gmitro will re-order the characteristics according to the Boards' suggestions and return it within the next few days.

Mr. Gmitro reviewed the upcoming time-line. Search consultants will spend the next two months recruiting candidates and performing initial interviews. The Board will interview the top five candidates the weekend of January 9 and 10. After the last candidate on Saturday, Board members will de-brief and narrow the field to 2 or 3 candidates. Second interviews will take place off-district with a site visit to the top candidate to follow. The decision will be announced in February.

Mr. Gmitro asked that Board members send him 2 or 3 critical themes that they would like incorporated into interview questions. The same

questions, 2 for each Board member, will be asked of each candidate during interviews. A suggestion was made to give candidates a project or activity to share with the Board on a second interview.

Public Comments	None
Adjournment to Closed Session	Crotty moved, seconded by Reschke to go into Closed Session at 7:05 p.m. A voice vote was taken. Those voting yes: Fielden, Romberg, Jaensch, Price, Reschke, Crotty and Shipley. No: none. Motion carried unanimously.
Closed Session	A. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District. 5ILCS 120/2(c)(1) as amended by P.A. 93-0057. B. Self-Evaluation, practices and procedures, or professional ethics, when meeting with a representative of a statewide association of which the District is a member.
End of Closed Session	The Closed Session ended at 9:15 p.m. and it was agreed by consensus to return to Open Session.
Adjournment	Shipley made a motion to adjourn the meeting at 9:15 p.m. Jaensch seconded the motion. A voice vote was taken. Those voting yes: Price Crotty, Shipley, Romberg, Jaensch, Fielden, and Reschke.
Approved	November 17, 2008

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Suzyn Price, President  
Board of Education

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Ann N. Bell  
Secretary, Board of Education