NOVI COMMUNITY SCHOOL DISTRICT
PROVIDE IMPACTFUL OPPORTUNITIES FOR ALL TO CULTIVATE LIFELONG LEARNING.

Board of Education
2022 Agenda

Meeting Date: **May 23, 2022**
Educational Services Building
25345 Taft Road
Novi, MI 48374

SUPERINTENDENT SEARCH
PLANNING MEETING
AGENDA
Monday, May 23, 6:00 p.m.

1. CALL TO ORDER

2. PLEDGE OF ALLEGIANCE

3. COMMENTS FROM THE AUDIENCE
   - Individuals who wish to address the Board must identify themselves, their address, and any organization they may represent
   - The Board and individual Board members will not directly respond to comments or questions that arise during the public participation portion of the meeting
   - Individuals who wish to address the Board shall direct their comments to the entire Board and not to individual Board members, the Superintendent, other School District employees or members of the audience.
   - Behavior that is intemperate, abusive, defamatory or discourteous or that otherwise interferes with the orderly conduct and timely completion of the Board meeting is strictly prohibited.

4. Opening remarks, agenda review

5. Timeline & search activities

6. Candidate personality/behavioral profile option

7. Candidate recommendations

8. Point(s) of contact & mode of communication

9. Expectations, roles & responsibilities
   a. Board, MLI commitments
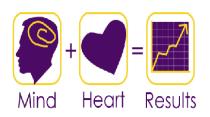
10. Final questions, comments

11. ADJOURNMENT

Superintendent Search
Timeline

Thurs., April 21	MLI approved by Board as superintendent search firm
Fri., April 22	Post vacancy
May 2 & 3	Meet with stakeholder groups to obtain input on candidate profile & District points of pride
Fri., May 6	Provide draft position announcement to Board for review/feedback
May 9-June 6	Post position announcement, accept applications until 4:00 p.m. on agreed upon date *(Mon., June 6)*
Mon., May 23	Meet with Board to review and finalize parameters of search, including timeline
Thurs., June 9	Presentation of applicants and determination by Board of candidates to interview; prepare for first round interviews (i.e., select interview questions)
June 13-15	First round interviews conducted
Thurs., June 16 *5:00 p.m.*	Finalists selected
June 20 & 21	Finalist interviews conducted; each finalist meets with stakeholder groups prior to interview with Board
June 27 & 28	Site visits (Board subcommittee meetings with stakeholders at work site of each finalist)
June 29 or 30	Selection of superintendent

MICHIGAN LEADERSHIP INSTITUTE
Developing, Deploying and Supporting Outstanding Leaders
A service of the Genesee Intermediate School District

ASSURING CANDIDATE FIT

Prior to the first-round interview

- We profile candidates based on research-based inventories and assessments for optimal cultural fit using the science of psychological theory, real-world applications of personality types, and behavioral analysis.

- By identifying candidate **and** board behaviors, motivators, influencers active in your culture, we can match candidates to your organization for a better fit and positive results.

Mind + Heart = Results

HULINGS & ASSOCIATES
Executive Leadership Coaching

USING PERSONALITY & BEHAVIOR DATA TO ASSURE CANDIDATE FIT

- Valid and reliable instruments provide personality insights for each candidate to help us understand the roles candidates will take when interacting with co-workers and how they prefer to function .

- Data from these instruments provide insights to support informed decisions, building strong relationships, all based on the science of personality.

- Identify strengths and potential gaps for candidate's personal and professional growth.

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USING PERSONALITY & BEHAVIOR DATA TO ASSURE CANDIDATE FIT

- Boards will receive detailed reports about each candidate, encompassing both conscious and unconscious processes, lifelong and situational tendencies, and preferences for behavior—a candidate's deepest inner self.

- Boards can compare candidate data with results of board/leadership team data to determine if personalities will be complementary and help appreciate differences in people.

- Used as data point, but never considered in isolation when evaluating candidates.

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HARDWARE PROFILE:

This candidate would generally **like to organize people and situations and then work with others to complete tasks accurately and on time.** They are conscientious and loyal, following through even in small matters, and they want others to be the same. **They value security and stability.**

Sociable and outgoing, this candidate tends to enjoy celebrations and traditions and **bring personal caring to their workplace** and home. They want to be appreciated for who they are and for what they give to others. This candidate will radiate warmth and energy.

This candidate will be encouraged by approval and hurt by indifference and unkindness. Conflict-filled or tense situations make them uncomfortable, and they work to ensure that these don't occur. They are likely to be warm, sympathetic, helpful, personable, cooperative, and tactful.

This candidate will likely **focus on the present and base their decisions on experience and facts**. Though they enjoy variety, they adapt well to routine and probably will not get energy from work that demands mastery of abstract ideas and impersonal analysis.

This candidate is likely to be practical, realistic, down-to-earth, decisive, thorough, and consistent. **They are sensitive to the needs of others and good at providing practical caring.** Much of their pleasure and satisfaction comes from the comfort and pleasure of others. They will be energized by interaction with others and genuinely interested in others' lives and concerns. They feel most comfortable in structured situations and **enjoy creating order, structure, and schedules.**

SOFTWARE PROFILE:

Top 3 Archetypes:
Caregiver, Idealist, Ruler
Top 3 Archetypes Strength Statement:
When operating with archetypes in their strength form, this candidate **could be** a leader who compassionately nurtures and inspires others to be caring and concerned for others, leading with optimism and hope and high expectations that systems will adhered to, and policies and procedures will be followed.
Top 3 Archetypes Shadow Statement:
When operating with archetypes in their shadow form, this candidate **could be** a leader who enables others by doing too much for them rather than building capacity, resisting change for the safe and familiar school traditions in a structured and rigid manner.
Lower 2 Archetypes:
Creator, Jester
This candidate **could struggle** with coming up with different ways to make the changes that she wants, preferring rather to be told how to change them, while at the same time losing enjoyment.

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