



JEFFERSON COUNTY BOARD OF EDUCATION

Minutes of Special Meeting of February 11, 2018

Special Meeting of the Jefferson County Board of Education held at VanHoose Education Center, Stewart Auditorium, Louisville, Kentucky, on Sunday, February 11, 2018, at 1 p.m.

BOARD MEMBERS PRESENT:

Chairwoman Diane Porter
Mr. Chris Brady
Mr. Benjamin Gies
Dr. Chris Kolb

Vice-Chair Lisa Willner
Mrs. Linda Duncan
Mrs. Stephanie Horne

STAFF MEMBERS PRESENT:

Francis J. Mellen, Jr., Wyatt Tarrant & Combs LLP

SPECIAL MEETING

Chair Porter called the February 11, 2018, Special Meeting of the Board of Education to order at 1:06 p.m.

II. Discussion of Superintendent Search

Board members discussed possible interview questions for the two superintendent search finalists, Acting Superintendent Dr. Martin Pollio and Chief Operations Officer Dr. Michael Raisor.

Order #2018-29 - Motion Passed: A motion to accept interview questions as edited passed with a motion by Mr. Benjamin Gies and a second by Mr. Chris Brady.

Mrs. Stephanie Horne	Yes
Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

III. Enter into Executive Session per KRS 61.810(1)(f)

The Board entered executive session at 1:35 p.m. for the purpose of discussions that might lead to the appointment of an individual employee.

Order #2018-30 - Motion Passed: A motion that the Board of Education enter executive session for the purpose of discussions that might lead to the appointment of an individual employee passed with a motion by Mr. Benjamin Gies and a second by Dr. Lisa Willner.

Mrs. Stephanie Horne	Yes
Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

III.A. Adjourn from Executive Session

The Board adjourned executive session at 5:45 p.m.

Order #2018-31 - Motion Passed: A motion that the Board of Education adjourn executive session and return to open session passed with a motion by Dr. Lisa Willner and a second by Mrs. Linda Duncan.

Mrs. Stephanie Horne	Yes
Mr. Chris Brady	Absent
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Absent
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

Order #2018-32 - Motion Passed: A motion that the Board of Education appoint Dr. Martin Pollio as Superintendent of Jefferson County Public Schools effective no later than April 1, 2018, subject to contract terms to be negotiated passed with a motion by Mr. Benjamin Gies and a second by Mr. Chris Brady.

Mrs. Stephanie Horne	Yes
Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

Chairwoman Porter:

"As Chair of the Jefferson County Board of Education, I appreciate the fact that we had two qualified internal candidates to consider. I'd like to publicly thank Dr. Raisor for his leadership and professionalism during this process and I know that he will continue to put the best interest of students first as the chief operations officer for this district.

Dr. Pollio stepped in to lead our district on an interim basis during a very difficult time. During the past eight months, he's brought stability, reenergized our district, and focused our priorities on what our schools and staff need to make all students successful. I know his leadership at JCPS will be student-centered, student-focused, and student-driven, which is just what our district needs.

A lengthy search process and multiple opportunities for community feedback all confirmed the decision we made eight months ago – Dr. Pollio is the right person at the right time to lead JCPS.

Dr. Pollio started his career at JCPS in classroom 105 at Shawnee High School. His career at JCPS has taken him from Waggener, to J-Town, and Doss. Every step of the way he's shown us that he cares about all students. He believes in our employees and he believes in our district. As he says, this isn't just professional, it's personal.

While he may think the last eight months have been the longest job interview of his life, he's really spent the past 23 years in JCPS building up to this moment. Over the past eight months, he's shown he can steady this ship, he can drive change, and he can make us smile along the way.

As Dr. Pollio likes to say, I love my job!

Before congratulating Dr. Pollio, I want to say that we are agreeing with the recommendation from the Screening Committee, to recommend Dr. Marty Pollio. I know there was some questions about that and for any legal questions that pertain to the process of the Screening Committee I would defer to Frank Mellen, our general counsel.

Please join me in congratulating Dr. Pollio and welcoming him as our district's eighth superintendent. I know great things are in store for our district."

Member Duncan:

"I said this upstairs, we were attracted to Dr. Pollio from his experience at J-Town and Doss where he stabilized J-Town and then went to Doss where is could have turned into a very difficult situation for him – he did a great job there in raising Doss and even making it a model for our Academies of Louisville. He was an attractive superintendent candidate because he knew our issues that needed to be addressed immediately and began working on those and announced progress at every board meeting, keeping us informed of those things. That is so important for the Board to feel that connection to everything that's being done. And also, the ability to be able to inspire everyone.

I will never get over the kickoff and the story that you told and the video and the message. It became the vision of everybody in this district when we heard *I love my job, I'm really really good at it, and I'm going to save your child*. That rang throughout this district like nothing I have heard before. Thank you so much for your leadership and good luck."

Member Gies:

"Today we are one district united and what a journey it have been over these last eight months. As a representative of District 4, Southwest Jefferson County, I remember running for this position a little over a year ago and reading in the newspaper about this character Dr. Marty Pollio at Doss High School and the transformation that he made at Jeffersontown High School, but that challenge wasn't great enough. He then went on his own mission to Doss High School to implement the incredible gains that we witnessed under this tenure at Doss. And then to see the incredible gains that we've made over the last eight months with him as our Acting Superintendent has been truly inspirational.

I think this puts our district at a crossroads and at turning-point in a very positive manner and for the first time in a great many years we have a local home-grown Superintendent, who has all of the information that he needs to start a powerful transformation starting tomorrow, February 12, 2018. May God bless you and may God bless us all."

Member Horne:

"I want to thank my Board colleagues for your hard work and teamwork to get us to where we are today. Dr. Pollio, I look forward to working with you as superintendent – we will do great things for JCPS as a team."

Member Kolb:

"I want to thank everyone in the community for putting forth so much effort to be a part of this process, it's been an awesome process. We have a lot of fantastic information to hand to Dr. Pollio from the community as he gets going. We are very lucky to have several highly qualified candidates for the position – and Dr. Pollio rose to the top. I have complete confidence in his leadership and I'm ready to get to work."

Member Brady:

"I want to relay my congratulations to Dr. Pollio. I enjoyed working with Dr. Pollio when I first got on the Board because he was principal at J-Town and that is one of my high schools in District 7. I enjoyed that working relationship, I hated to lose you to Doss but I understand why. You are a dynamic principal and I have every confidence that you continue to be an even more dynamic superintendent. I enjoyed working with you as I was Chair of the Board over the last year and I continue to look forward to the work that we have ahead of us. I think it says a lot about our district that we had two highly qualified internal candidates, both candidates were superb, it was a tuff choice.

I want to relay my thanks to Dr. Raisor for his continued efforts in making this district the best that it can be.

I also want to thank my colleagues during the last year or so, at least throughout 2017, we started this process together in making a change and this is the most difficult decision that a board can make is changing the leadership and also hiring new leadership to guide our students forward. We went about it in a nontraditional way and I think we got a nontraditional candidate. I think that says a lot about us as a district, that we are able to do this internally within ourselves. We did look for outside help but we put community feedback first.

I want to thank Chair Porter for continuing on with that process as we've gone into this brand new year. I want to also say thank you to the community for your feedback and for all the time and effort that you have taken to attend the forum to provide feedback via the website or during focus-groups. I think it says a lot about this community as well, that we were able to work together. With one voice, we will be able to move forward and have great days ahead of us here at Jefferson County Public Schools."

Vice-Chair Willner:

"Congratulations. This board collectively started with community conversations that led to adopting a very bold vision and a very progressive plan for this district that puts student success at the center - that embraces a whole child philosophy - that we're not building widgets - we're raising children and educating children. Under Dr. Pollio's extraordinary leadership as Acting Superintendent, we've seen that vision begin to take shape. To be implemented, he has brought in an amazing team around him. I think that moving forward as a district and community, we have very bright days ahead of us. I am very encouraged."

Chairwoman Porter:

"It's my pleasure at this time to introduce the Superintendent of the Jefferson County Public Schools Dr. Marty Pollio."

Superintendent Dr. Martin Pollio:

"Thank you very much, I'm honored and a little bit speechless for the first time. It's not often that I'm speechless - I have not prepared any words at all, so this is challenging for me because I'm usually not in this spot as far as not prepared. I didn't know if or when and it's been a long seven or eight months and there's a lot of things I can say down the road.

What I want to do mainly is to thank some people for allowing me to be in this position. Without a doubt, first and foremost, I would like to thank the seven of you for having your trust and faith in me. From the very beginning, taking the very bold step of naming a principal as acting superintendent. Over the past eight of nine months the opportunity to work with each of you has been an honor. I am very proud of the work that has taken place over the past eight months under very challenging circumstances - things that we faced and continue to face every single day. I am very proud of the work that we have done together. What I have found during my time, is that there are seven Board members here that are truly committed to the success of the children of Jefferson County Public Schools and do this for no other reason than to make this school district better and our students better. So I can't say enough. I look forward to and am honored to be working with you for the years to come. I think together we can do some incredible things and I would take this position if I didn't think together we could do some incredible things. I am honored, I know there was a lot of work that went into this process and I just can't thank you enough for your faith in me and allowing me to move on in this position. Thank you very much.

I can't go on without thanking my family and friends who have had to put up with me, my family especially, for the amount of time that I put into this over the past eight months, unfortunately there's many more days of this to come, but I think they are very well aware of it. I have to thank them for putting up with me and the hours that I put into this.

I can't say enough about thanking the employees and staff, central office staff of Jefferson County Public Schools. From the teachers to the classified staff to parents and stakeholders throughout the community, the amount of support that I have received over the several months that I have been doing this has been inspiring to me. It really sends a message to me and I know we have a community that is behind our public schools and wants the best of our public schools. It's been an inspirational time for me, it's been challenging in many ways as we've tackled a lot of issues, but the support that especially our staff throughout this community has given me, from principals to teachers to classified staff to our central office staff have been amazing and it makes me know that we are on the verge of great things here in Jefferson County Public Schools.

I also want to thank Dr. Raisor, I know it's challenging for him. He's an exceptional chief operations officer and does great work for Jefferson County Public Schools. It's been challenging for both of us to do the work every day while still applying for the position but I think that he has handled it in a very professional manner as we've both done. He has a very bright future in front of him at Jefferson County Public Schools or where ever he chooses to be superintendent, that district will be lucky to have him and I am honored to continue to work with him - I'd like to thank him for that.

I know we have great things in front of us at JCPS. I'm excited to get to work. We've been working, but now that the superintendent search is behind us, big things are instore, big changes are instore for Jefferson County Public Schools. I believe that when we look at *Vision 2020* in 2020, we will be a model district where other districts will want to come in to see the work that we are doing, I'm convinced of that. I'm excited about the staff that we have here and the possibilities of the people coming on with us in the future. We have bright days ahead of us in JCPS and I'm looking forward to working with our staff, our community, and our business leaders to make sure we are successful in the future, I'm confident that will happen. Thank you very much once again. I can't thank you enough for your support that you've given me."

IV. Adjournment

The meeting adjourned at 6:12 p.m.

Order #2018-33 - Motion Passed: A motion to adjourn passed with a motion by Mrs. Linda Duncan and a second by Mr. Chris Brady.

Mrs. Stephanie Horne	Yes
Mr. Chris Brady	Yes
Mrs. Linda Duncan	Yes
Mr. Benjamin Gies	Yes
Dr. Christopher Kolb	Yes
Ms. Diane Porter	Yes
Dr. Lisa Willner	Yes

Diane Porter
Chairwoman

Dr. Martin A. Pollio
Acting Superintendent/Secretary

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Feb. 11, 2018 – Questions for Superintendent Finalists

(NOTE: These are not in a particular order)

- In light of the state budget proposal, state audit, charter schools, SCALA, leadership from the business community calling for reopening the search process, etc., what do you see as the most immediate threat to the District? What are your plans to address it?
- How would you go about increasing organizational coherence in the District?
- How would you approach closing the achievement gaps among our various student groups and ensure the success of all students?
- What would you suggest we do to keep kids safer at school and on our buses?
- How would you describe your fiscal management style? How does a school system ensure adequate revenue?
- What would you do to ensure proper oversight over District finances and better ensure timely and thorough performance of the internal audit function?
- What would you do to ensure that more dollars could be allocated to the classroom?
- How much authority should school principals be given in order to effectively manage the long term success of their school communities?
- What would you like us to consider as we make our decision about our next superintendent? You have 30 seconds.