

CASB representative Randy Zila first explained a potential timeline for the search, recommending that there be a 30-day window for applications. Should the board wish to interview and select a finalist by mid-March, Zila stressed that it was imperative to create and distribute a flyer describing the position by mid-January. He distributed copies of the flyer used in the search when Brofft was hired.

Zila then asked several questions that would be posed to each of the focus groups that would participate in the search. These questions include:

- How do you describe the D-38 community?
- What do you see as the district's strengths?
- What are the district's challenges?
- What qualities and experience do you seek in a candidate?
- If you have one-on-one contact with a candidate, what is one piece of advice for success here?

Answers from the board included a small-town feel where students feel valued, academic excellence, committed and active parents who are engaged with the district, challenges such as space and funding, and problems with getting information out.

Qualities sought in a candidate are the ability to communicate effectively, sharing the district's core values, superintendent or assistant superintendent experience, viewing their leadership as a service, and general educational experience.

Advice for the candidate included a stress on listening skills, treating others as they wish to be treated, and seeking a mentor from among former superintendents.

Following a brief discussion, the board recommended that there be three basic focus groups: the district's staff, parents, and community members. Zila said that he would ask each of these groups the same questions. When asked how the district hoped to reach community members without children, board President Matthew Clawson said that the Chamber of Commerce could be involved. Progress of the search would be available on the district website.

Brofft also said that such groups as Kiwanis could help to get the word out and it should be possible for community members to express opinions online.

Board Secretary Mark Pfoff said that in the past there were four finalists and four interview panels. Zila said that he prefers three panels. Pfoff said that each panel should include a district administrator who would report to the board.

Zila said he would set up meetings with focus groups the following week. He said the board would receive a running count of applications and when the deadline is reached the board would

receive a rubric for screening applications. When semi-finalists are chosen, extensive background checks and reference checks will be done. Names of applicants are not made public until finalists are chosen. The board will meet in executive session to discuss the applications.

During interviews each team will get an hour with each applicant. The teams will be assembled by Executive Director for Personnel and Student Services Bob Foster.

Brofft stressed that the interview teams set the tone of the experience, because the applicants are also interviewing the district.

Part of the application process involves answering essay questions. Following a brief discussion, the board also decided to require a brief video clip of each candidate to see how they communicate verbally.

Clawson suggested asking the candidates what they would like the district to know about them, what qualifica-

tions they bring, and how they would handle growth.

The board and Zila agreed that they would prefer but not require candidates to have a superintendent's license. Brofft said the license has different names in different states, but that the board should require central office experience, not just as a teacher or principal.

Another suggestion by Zila was to request a 100-day entry plan of finalists.

Resolution regarding addiction treatment facility

The board considered a resolution opposing the opening of an addiction treatment facility on Woodmoor Drive, near Lewis-Palmer Middle School, Lewis-Palmer Elementary School, and Palmer Ridge High School.

After brief discussion it was decided that passing such a resolution would achieve nothing, because the Board of County Commissioners had determined that the facility

was allowed based on zoning laws. Those with addiction



GET HELP FOR YOUR TEEN TODAY!

Christian T. Hill, MA

Alpine Connection Counseling
719-233-TEEN (8336)

There is help... There is HOPE!

Mr. Hill has over 15 years experience in working with complicated and challenging teen issues. He helps parents and teens find creative solutions when others are at a loss on how to help. Mr. Hill is relational, professional and very solution focused.

Services offered: Individual Counseling, Teen Support Groups, Young Adult Support Groups and Parent Support Groups

- *Depression *Self-harm *Suicide Prevention *Anxiety
- *Autism Spectrum *Substances *Behavioral Issues
- *Grief/Loss *Rebellion *Social Challenges

Schedule today at: www.alpineconnectioncounseling.com
325 2nd St. Suite H, Monument, CO 80132
chill@alpinec2.com or text/call 719-233-TEEN (8336)



79¢

Shredding* per pound

The UPS Store



*Visit theupsstore.com/shredding for full details.
All shredding and recycling receptacles and services are provided by Iron Mountain Information Management, LLC. Neither The UPS Store, Inc. nor The UPS Store® franchise network are affiliates of Iron Mountain, and no sponsorship or endorsement is intended or implied. The UPS Store locations are independently owned and operated by franchisees of The UPS Store, Inc. in the USA. Products, services, pricing and hours of operation may vary by location. Available at participating U.S. locations. BY USING THESE SERVICES, YOU AGREE THAT THEY ARE PROVIDED "AS IS" AND WITHOUT ANY WARRANTY EXPRESS IMPLIED.
Copyright © 2018 The UPS Store, Inc. MS410_21710718

Visit us at:

In The Safeway Shopping Center

590 Hwy 105
Monument, CO 80132
(719) 487-1730
store3693@theupsstore.com
theupsstore.com/3693

Holiday hours:

Mon - Fri 08:30 AM-06:30 PM
Saturday 09:00 AM-05:00 PM
Sunday Closed

<p>15% OFF PACKING SERVICE or SHIPPING SUPPLIES <small>Limit one coupon per customer. Not valid with other offers. Restrictions apply. Valid and redeemable only when presented at a participating location. The UPS Store centers are independently owned and operated. © 2018 The UPS Store, Inc. Offer expires 2/28/19</small></p>	<p>10% OFF UPS® AIR SERVICE <small>Limit one coupon per customer. Not valid with other offers. Restrictions apply. Valid and redeemable only when presented at a participating location. The UPS Store centers are independently owned and operated. © 2018 The UPS Store, Inc. Offer expires 2/28/19</small></p>	<p>\$2 OFF PACKING <small>when we pack 1 package</small> \$5 OFF PACKING <small>when we pack 2 packages</small> \$10 OFF PACKING <small>when we pack 3 packages</small> <small>Limit one coupon per customer. Not valid with other offers. Restrictions apply. Valid and redeemable only when presented at a participating location. The UPS Store centers are independently owned and operated. © 2018 The UPS Store, Inc. Offer expires 2/28/19</small></p>	<p>\$1 OFF SHIPPING <small>when you ship 1 package</small> \$2 OFF SHIPPING <small>when you ship 2 packages</small> \$3 OFF SHIPPING <small>when you ship 3 packages</small> <small>Limit one coupon per customer. Not valid with other offers. Restrictions apply. Valid and redeemable only when presented at a participating location. The UPS Store centers are independently owned and operated. © 2018 The UPS Store, Inc. Offer expires 2/28/19</small></p>
--	--	--	---

The UPS Store® locations are independently owned and operated by franchisees of The UPS Store, Inc. in the USA and by its master licensee and its franchisees in Canada. Products, services, pricing and hours of operation may vary by location. Copyright © 2018 The UPS Store, Inc. MS410_23401018