

**North Kitsap School District #400  
Special Meeting of the Board of Directors  
December 15, 2016  
District Office  
18360 Caidart Ave NE  
Poulsbo, WA 98370**

**MEETING MINUTES**

**Present:**

**Beth Worthington, President  
Cindy Webster-Martinson, Vice President  
Bill Webb, Director  
Jim Almond, Director  
Glen Robbins, Director**

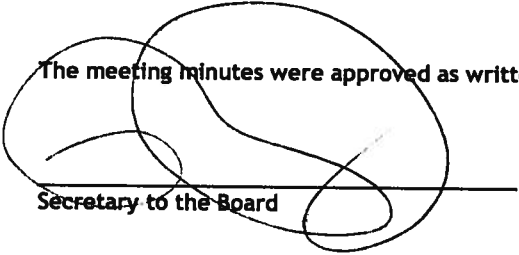
1. **Call to Order 4:30 p.m.**
2. **Executive Session to discuss personnel complaints, and possible legal litigation, and is expected to last 30 minutes.**
3. **5:00 p.m. Study Session with Northwest Leadership Associates to review Superintendent search focus group input, and develop search criteria.**  
Wayne Robertson, and Mark Venn, representatives from Northwest Leadership Associates provided the Board with an overview of the search focus group input. There were 79 participants in the search focus groups from 12/1/16 and 8/9/16, and they shared common threads including attributes, challenges, and what's working and people are proud of. 158 people participated in the survey. The survey will stay open through February 10, 2017 to allow for additional input.

**Search Brochure changes/additions:**

- Move the future information under the Strategic Directions.
- Add the strong preference that the superintendent would reside within the district.
- Add the growth rate of our new teacher/staff to brochure and the new teacher mentoring program.
- Information about the Latino community along with our tribes.
- Add to the desired skill visionary language.
- Fifth bullet change wording from academic to teaching and learning focus.
- Change Superintendent name from Patricia to Patrice

4. **Adjournment at 6:04 p.m.**
5. **Social Event for the Board- No District action will taken.**

The meeting minutes were approved as written by:

  
Secretary to the Board

  
Board President