**MANCELONA PUBLIC SCHOOL**

**SUPERINTENDENT SEARCH**

**STAFF/COMMUNITY/STUDENT INPUT**

**My name is Mike Washburn. I’m an education consultant having been a local superintendent in three school districts for 27 years: Garden City, Michigan, Boulder, Colorado and Forest Hills in the Grand Rapids, Michigan area. I started working in Mancelona following the appointment of Matt Miller as Superintendent, nearly 23 years ago.**

**It was my pleasure to assist the Board with the Superintendent Search when Jeff DiRosa was hired almost 16 years ago. Through Jeff’s great leadership and very high caliber Board of Education, Mancelona Schools are highly performing with an excellent reputation.**

**During the past two years, the Board and Jeff have discussed succession planning; when the Superintendent was contemplating retirement. This past spring, Jeff told Board members that the 2023-2024 school year would likely be his last. During the discussion, it was noted that a significant number of quality Superintendents are/were retiring and that many school districts have started “training their own” with such a shallow candidate pool, both in breadth and depth.**

**Mr. DiRosa, mentioned the great work being done by Tina Frollo, who had successfully served as Principal at both the middle and elementary schools. As result of having federal COVID dollars available due to attrition, the Board created a one-year position so Tina could gain central office experience and assist the Superintendent in many additional needs, primarily in student instruction. The process would give Tina the opportunity to learn from Jeff, see if she enjoyed central office, and give the Board a chance to see and evaluate her performance.**

**When the Board met on February 12, 2024 to discuss what steps they might take in hiring a new Superintendent, they asked me to discuss with them, in public, these options, so there could also get input from staff and community members, prior to making a formal decision. Following discussion, the Board decided to start the process with internal candidates and the position was posted.**

**On March 6, 2024 the Board met and reviewed internal candidates. As the candidates had requested a closed session review, permitted under Michigan laws, I shared with the board application materials, qualifications and reference checks.**

**When they moved back into open session, the Board unanimously decided to select applicant, Tina Frollo, as the person they wanted to interview and consider. As they asked me to facilitate next steps (as their employee), there are two alternatives that will allow Mancelona residents, students and staff members to provide input.**

**The first plan involves meeting with Tina and “like stakeholder” groups. These sessions will last about 30 minutes and provide Tina an opportunity to share her experiences and why she wants to be the next Superintendent. It will also give individuals a chance to ask her questions. There will be an Interview Reaction Form that can be completed following each session. Board members will be able to see the results:**

 **The qualities I like in the candidate**

 **Any questions or concerns I have about the candidate**

 **Advice to the Mancelona Board of Education**

**We are planning these focus group meetings during the day of April 8th and 9th. Tina will have her public interview with the Board following their regular meeting on April 9 at approximately 5:30 PM.**

**The other opportunity for participation is during the public interview process on April 9 at 5:30 pm. The meeting will start with Tina sharing an update about herself and why she wants to be your next Superintendent. Board members will then ask her specific questions. This portion of the process should take about an hour.**

**Following the Board members questions, there will be an opportunity for those in attendance to ask questions of the candidate. They will be written on index cards and then be read by the Board to Tina. Both during these two phases of the interview process, participants will receive the same Interview Reaction Forms to complete during and after the interview.**

**Before their deliberations, Board members will all be able to review the information from the Interview Reaction Forms as well as other information they have accumulated. When they convene, they will discuss next steps, including a decision about Tina Frollo as their next Superintendent. All of these details will be done in public.**

**Please feel free to contact me if you have any questions:**

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