

BOARD OF EDUCATION
HANCOCK PUBLIC SCHOOLS

RECORD OF MINUTES

No.11/6//2023

Special Meeting
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Minutes of the Special Meeting of the District Board of the Hancock Public School District, Houghton County, State of Michigan.

Meeting open -Pledge of Allegiance

A Special Meeting of the Board of Education of Hancock Public Schools was held in the boardroom on Monday, November 6, 2023, at 5:02 p.m. President Jordan called the meeting to order.

Present: Catherine Jordan, Michael Lancour, Wendy Chynoweth, Rod Paavola, Taylor Paul, Charlie Klein, Emilie Lancour

Agenda Items:
Routine Matters

Adoption of Agenda

It was recommended by President Jordan that the submitted agenda be adopted as presented. Moved by Member Klein, seconded by Member E Lancour, to adopt the agenda as presented. The motion unanimously carried.

Visitors Comments (11 visitors present)

Kristen Huffman (Middle School Teacher) thanked the board for the updates. She expressed concern about the superintendent search being internal. She invited board members to her classroom.

Old or unfinished business:

New Business/Discussion/Action Items:

Review of Superintendent Survey Results

Mary Brayak from MASB shared that 159 stakeholders completed the survey. 80% of the results were from non-staff members. Stakeholders would prefer the new superintendent to have a Master's Degree with an administrative certificate. They prefer previous experience as a teacher, principal, or superintendent. Three areas of strength would be budget, curriculum, and public relations. The superintendent could have the same educational management philosophy as the current administration but can make necessary changes.

It is recommended by Board President Jordan to approve the Superintendent Search Criteria. It was moved by Member M. Lancour, seconded by Member Klein, to approve the Superintendent Search Criteria. The motion unanimously carried.

Interview Presentation by Mary Brayak from MASB.

It is recommended by Board President Jordan to approve the Interview Questions. It was moved by Member Paul, seconded by Member Klein, to approve the Interview Questions. The motion unanimously carried.

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Adjournment of meeting.

Moved by Member Paavola, seconded by Member Paul to adjourn the meeting at 7:46pm. The motion unanimously carried.

Emilie Lancour
Board Secretary



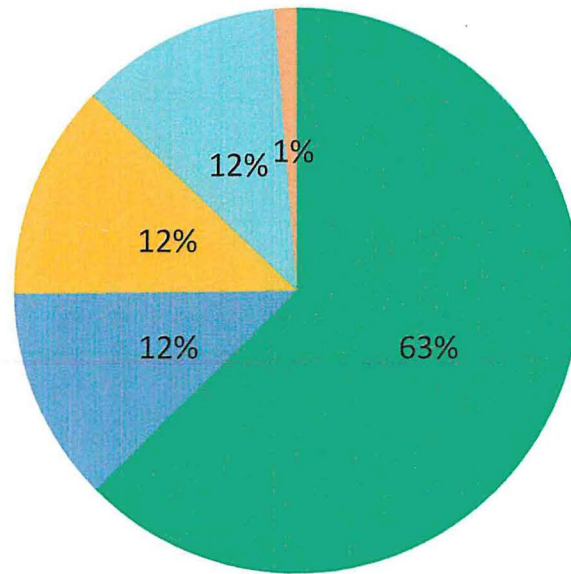
Hancock Public Schools Stakeholder Input

**159 Participants
Friday, October 27, 2023**

**Mary Brayak, Consultant
MASB**

Q1: If you are a resident, how long have you lived in the school district?

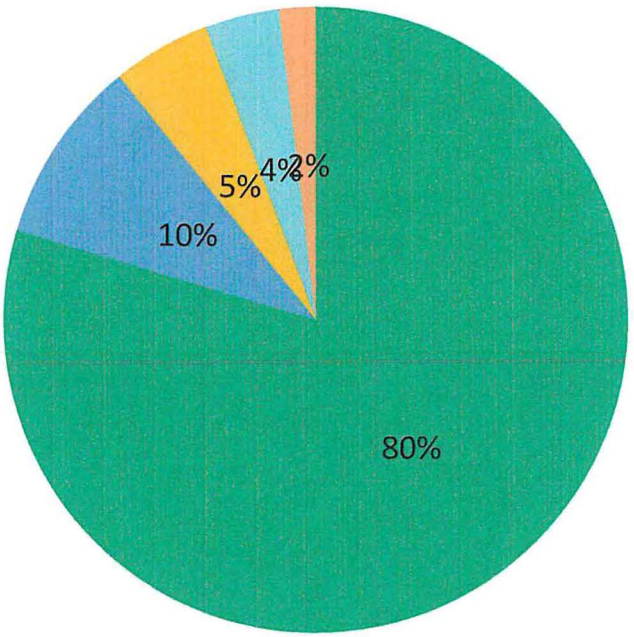
Answered: 155 Skipped: 4



- Over 10 years
- Less than 5 years
- Do not live within the school district
- 5 to 10 years
- Would rather not say

Q2: How long have you worked for the school district?

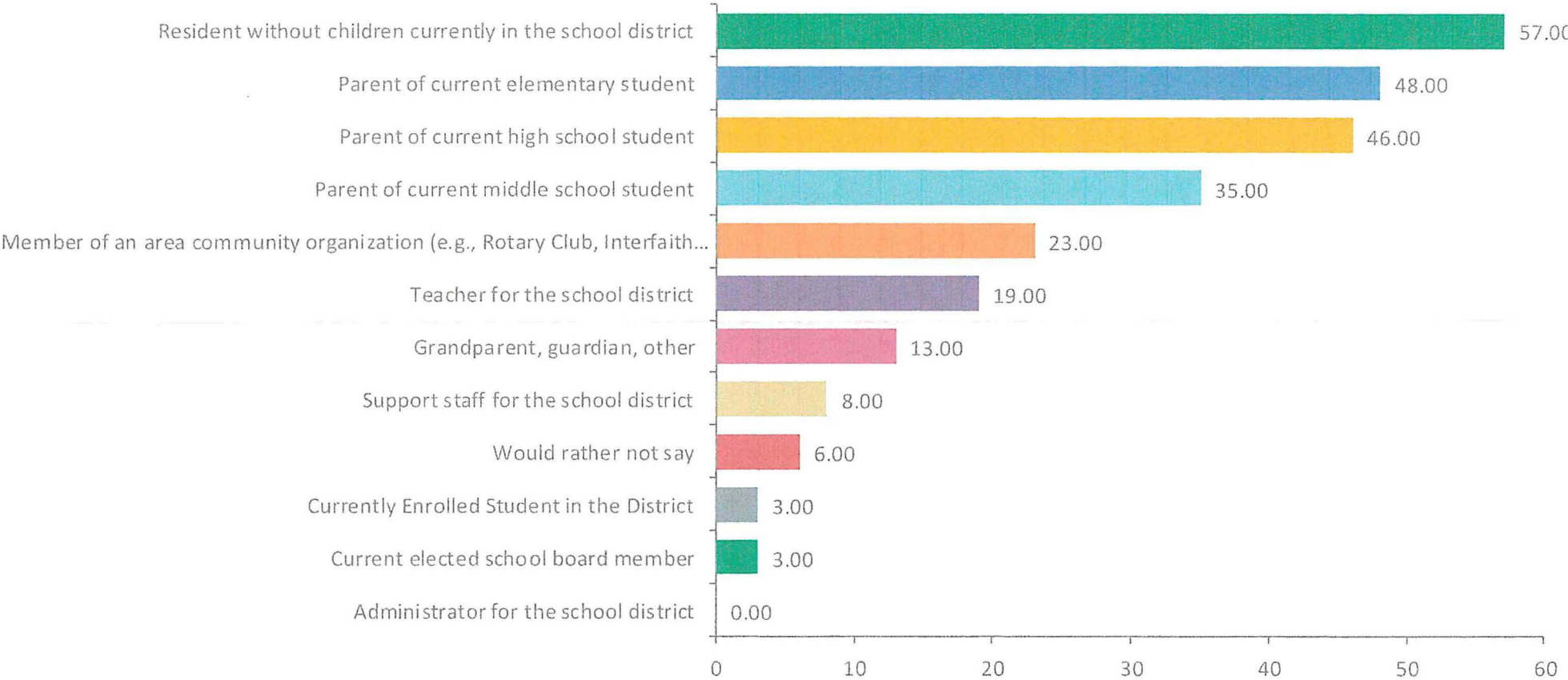
Answered: 157 Skipped: 2



- Do not work for the district
- Less than 5 years
- Over 10 years
- 5 to 10 years
- Would rather not say

Q3: Which type(s) of stakeholder are you? Check ALL categories below that apply to you.

Answered: 157 Skipped: 2



Q4: Strengths of the district

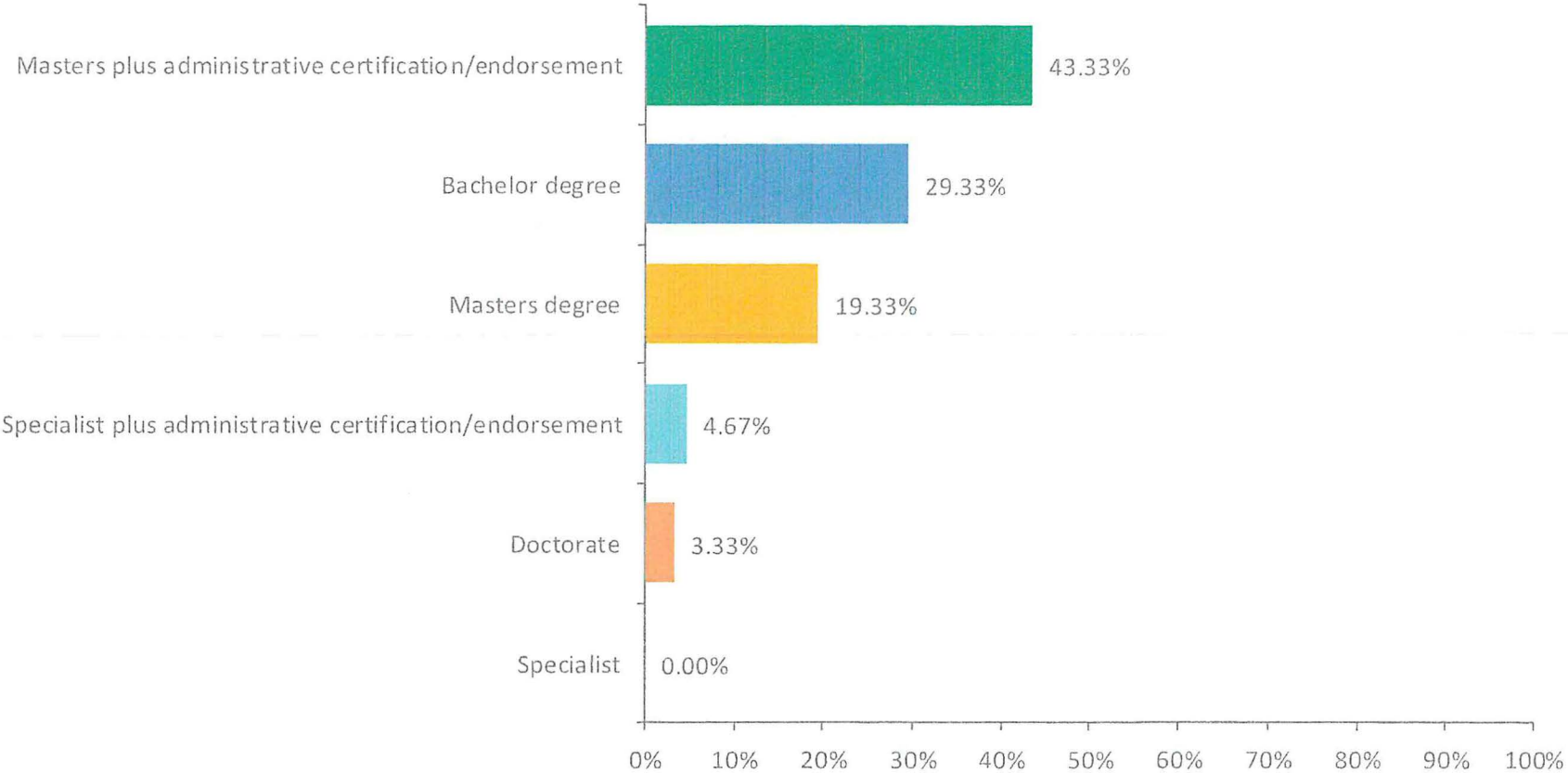
middle support staff believe teaching staff education lot opportunities choice children still
facilities Pride school board need high school Current Hancock size
kids know Small providing administration working great parents
Small class sizes teachers administrators staff nice
teachers overall school ratio students quality
district think good great job community teaching
strengths really strong environment program years new keep
elementary school buildings feel faculty make Options Care decisions
family traditional Elementary Caring dedicated good teachers Small town values
STEM program board focus

Q5: Challenges of the district

allowing student population Finding happens population figure financial s
students schools choice also value sports bring enrolled bad higher education leadership
many families diversity administration teaching result school district continues think
Apostolics funding view staff superintendent school choice due issue
Losing students school Hancock Loss students parents support children
maintaining teachers give school offerings district without
need provide students keep will concerns
community see Lack even going school board
enrollment Decrease Enrollment Declining enrollment ability
Hancock schools declining challenge decreasing kids Retaining loss
classroom programs People may focus make years good worry leaving Attract want
control know local another moving choose future quality teachers never high school losing
Increase students schools numbers district facing changes trades

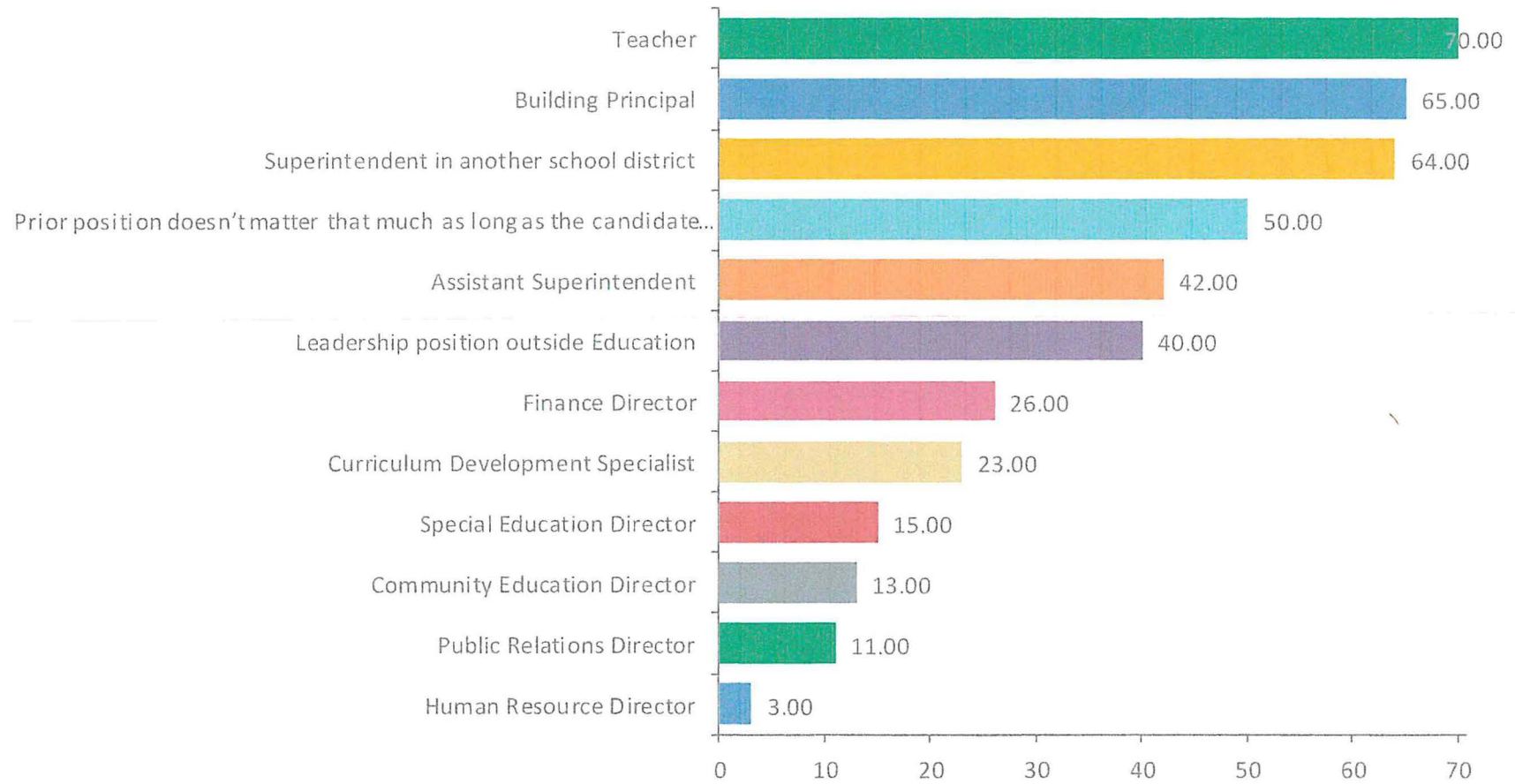
Q6: Minimum level of education

Answered: 150 Skipped: 9



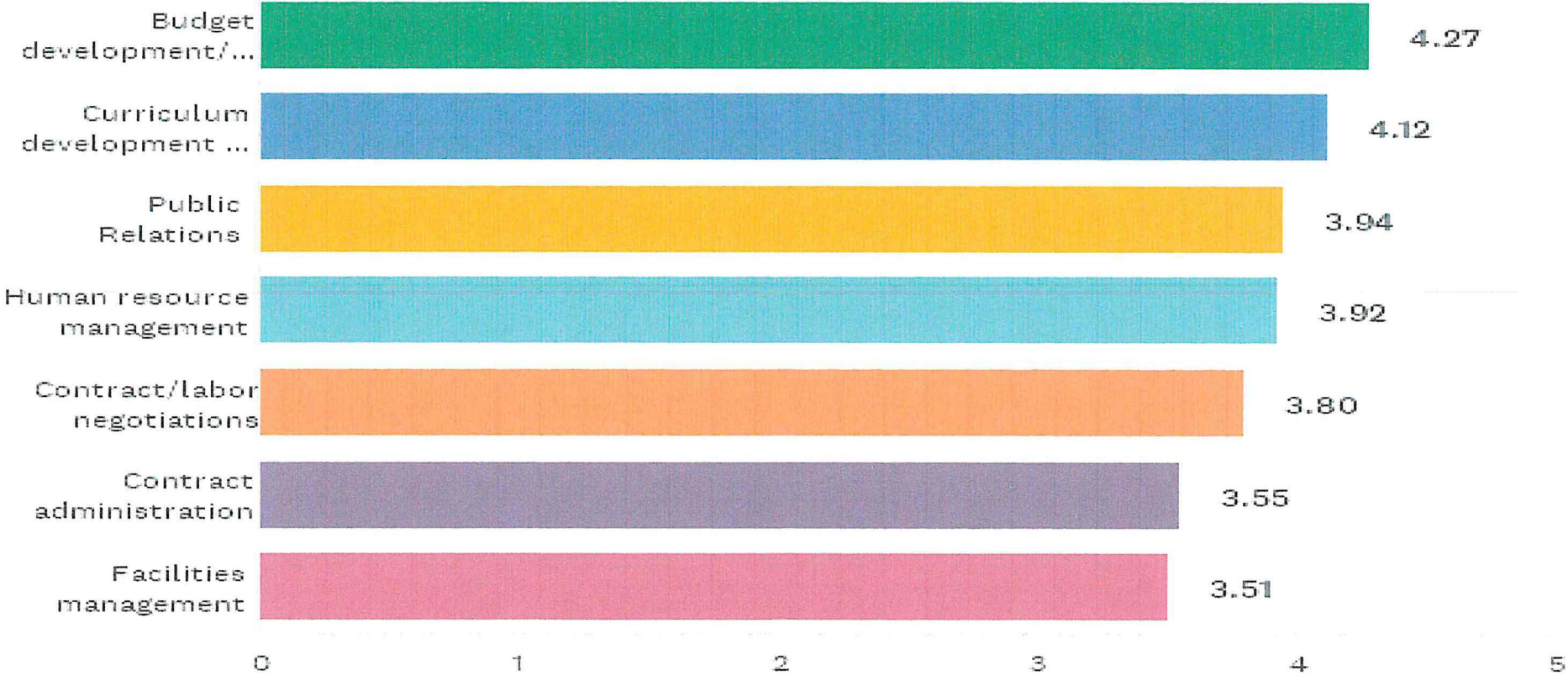
Q7: Experience in prior positions

Answered: 155 Skipped: 4



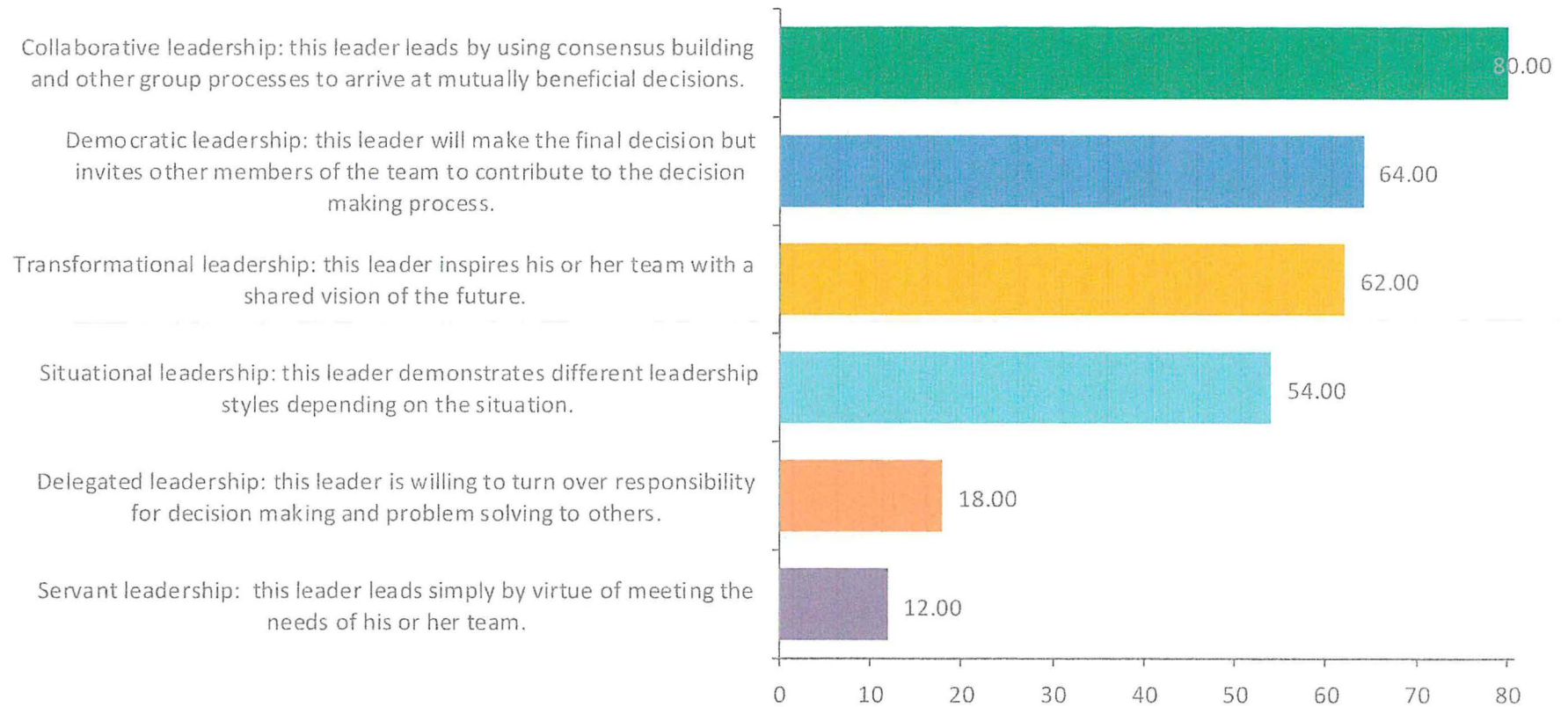
Q8: Areas of expertise

Answered: 158 Skipped: 1



Q9: Leadership styles

Answered: 158 Skipped: 1



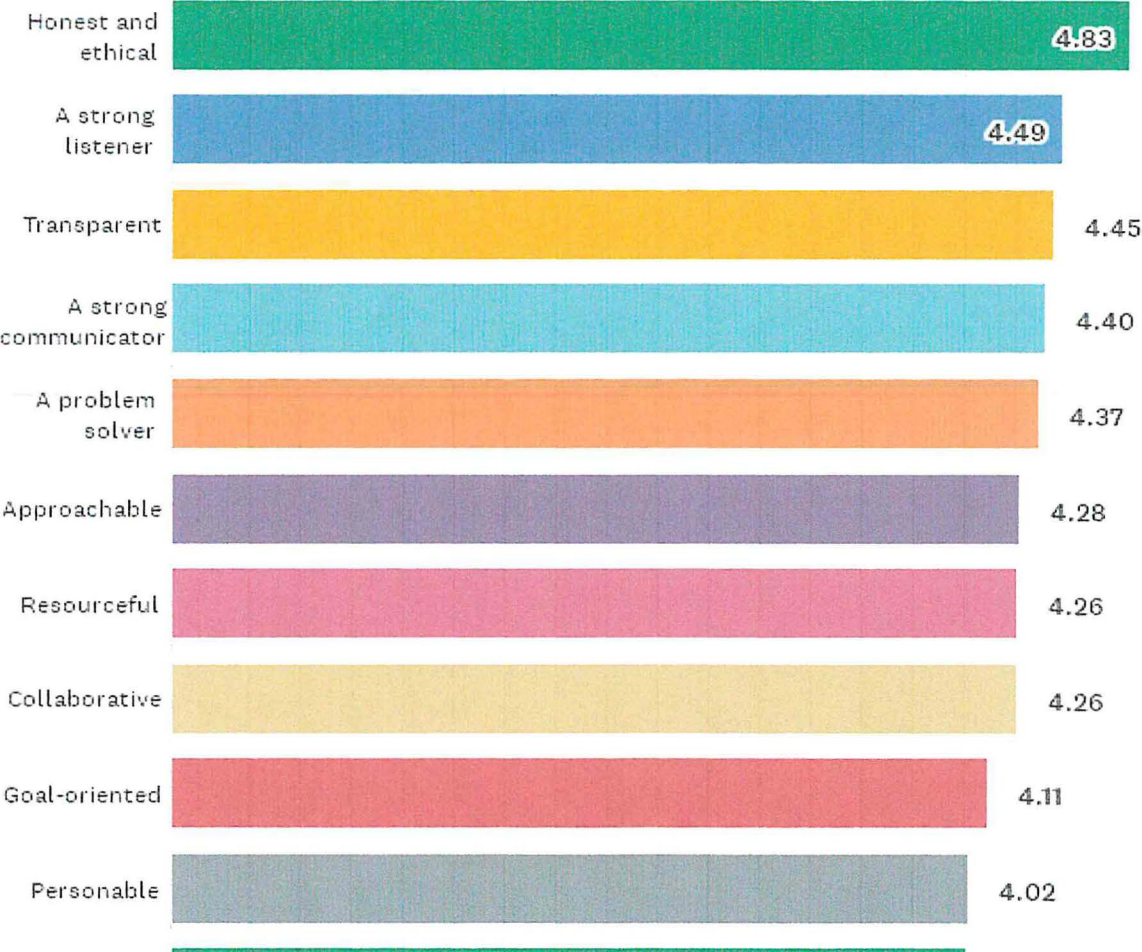
Q10: Experience and skill areas

Answered: 157 Skipped: 2



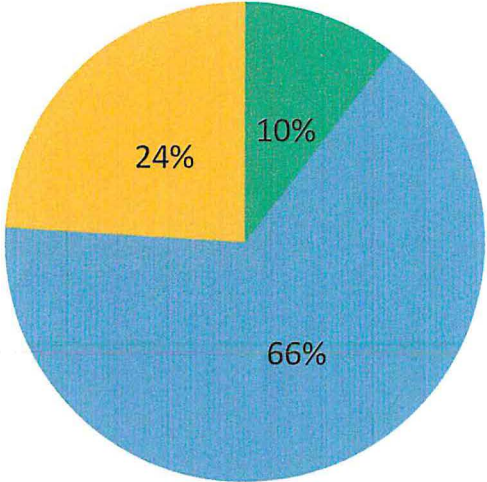
Q11: Personal characteristics

Answered: 157 Skipped: 2



Q12: Selection strategy

Answered: 154 Skipped: 5



- Find a candidate who will stay the course and continue the good work of the current administration
- Find a candidate with the same basic educational and management philosophy as the current administration, but who can make some necessary changes
- Find a very different kind of candidate—one who is ready to take the district in a significantly different direction

Q13 Find a candidate with the same basic educational and management philosophy as the current administration, but who can make some necessary changes

stay push outside teaching basic people continue used high school new Houghton great
happening past superintendent come want see build new superintendent ideas knows
need someone opinion believe hard many back families time school district well
someone losing want important kids focus will able make bring
community emphasis going funding teachers said
needs find school children district values
students don t Hancock course good leave think
parents changes take superintendent trades see now work keep
also bulldog feel athletics vision staff education stop culture love respected
direction future current administration curriculum someone will choose
student population US board one things Hancock Schools solid programs reason improve
however strong competitive offered look

Q13 Find a very different kind of candidate—one who is ready to take the district in a significantly different direction

leaving someone **good** back make grow **change** issues **will** direction **kids**
problems **students** Hancock schools **need** choose
district Hancock needs **school** new superintendent
Hancock work **superintendent** happy **community** go
seem Leadership **think** make change **new**