

January 23, 2018

Dear Bemidji Area Schools Stakeholders:

The Bemidji Area Schools School Board has contracted with *School Exec Connect*, a superintendent search firm, to assist with the search for a new superintendent. Board members want you to be informed of the process that we will be following as we conduct the search for a new superintendent. Additionally, we hope that you will give your input to assist us in making the best selection possible.

To begin the process, the *School Exec Connect* consultants, Mr. Robert (Bob) Ostlund and Ms. Patricia (Patty) Phillips will meet with Board members, school staff, parents, students and community members individually and in focus groups in the next two or three weeks to determine the challenges, strengths, goals of our district and what characteristics or skills you would like to see in a superintendent. Additionally, our staff and community members will have the opportunity to give confidential written feedback to the consultants via our website through a link to a questionnaire in Survey Monkey. Using this information, we will develop a profile of the skills and characteristics desired in the next superintendent.

The position will be advertised and candidates will be recruited from February 12th through April 9th. On April 13th the Board and consultants will meet to review and select candidates to be initially interviewed. The Board will interview five to seven recommended candidates on April 14th and narrow the field to two or three finalists. The next round of individual interviews will occur on April 17th, 18th and 19th (if necessary). Each candidate will be invited for an all-day interview process including open forums that will be available to staff, students and community members and a final formal Board interview. The Board will ask staff, students and community to provide input into the selection. You will be able to do this by participating in an open question and answer session with each candidate and completing a feedback form to be shared with the Board. We plan to act on the new superintendent's contract in May.

You may choose to give your confidential feedback to us by accessing the Bemidji Area Schools website at www.bemidji.k12.mn.us and completing the Survey Monkey form. All replies will be confidential. Please submit your feedback from January 23rd to February 8th.

Please feel free to contact Bob Ostlund (612-308-8997) or Patty Phillips (651-357-0996) if you have any questions regarding the search. We look forward to your assistance in this search process and believe that your input will help us make the best possible choice for your next superintendent.

Sincerely,

School Board, Bemidji Area Schools

Carol L. Johnson
John Gonzalez

Melissa Bahr
Ann Long Voelkner

Jeff Haack
Shawn Whiting