

**ACTION SUMMARY SHEET
STATE BOARD OF EDUCATION**

DATE: April 8, 2013

ISSUE: Approval of Agenda

BACKGROUND:

SUGGESTED MOTION/RECOMMENDATION:

To approve the Agenda for the April 8, 2013 State Board of Education teleconference meeting

SUPPORTING INFORMATION ATTACHED:

- Agenda

PREPARED BY: *Chelsie Bailey*
Chelsie Bailey, Executive Assistant

APPROVED BY: _____

ACTION TAKEN BY STATE BOARD: _____ **DATE:** _____

COMMENTS:

Wyoming State Board of Education Agenda

The Wyoming State Board of Education will empower an educational system that will enable Wyoming students to have the knowledge, skills, and habits of mind to succeed.

April 8, 2013 4:30 p.m. to 6:00 p.m. WEN Meeting		
4:30 pm to 4:40 p.m.	State Board of Education	
	<ul style="list-style-type: none"> • Call to order 	
	<ul style="list-style-type: none"> • Approval of agenda 	Tab A
	<ul style="list-style-type: none"> • Minutes March 12, 2013 	Tab B
4:40 pm to 5:50 pm	Information/Action Items:	
	<ul style="list-style-type: none"> • Update on Accountability- Paige Fenton Hughes 	Tab C
	<ul style="list-style-type: none"> • Presentation from Ray & Associates 	Tab D
5:50 pm to 6:00 pm	Other issues, concerns and discussion	
6:00 pm	Adjournment	

**ACTION SUMMARY SHEET
STATE BOARD OF EDUCATION**

DATE: April 8, 2013

ISSUE: Approval of Minutes

BACKGROUND:

SUGGESTED MOTION/RECOMMENDATION:

To approve the minutes from the State Board of Education meetings on March 12, 2013

SUPPORTING INFORMATION ATTACHED:

- Minutes of March 12, 2013

PREPARED BY: *Chelsie Bailey*
Chelsie Bailey, Executive Assistant

ACTION TAKEN BY STATE BOARD: _____ **DATE:** _____

COMMENTS:

WYOMING STATE BOARD OF EDUCATION
March 12, 2013
Sweetwater County School District #1 Board Room
Rock Springs, Wyoming

Wyoming State Board of Education members present: Ron Micheli, Kathy Coon, Lori Millin, Scotty Ratliff, Jim Rose, Sue Belish, Ken Rathbun, Pete Gosar, Belenda Willson, and Walt Wilcox

Members absent: Huge Hageman, Joe Reichardt and Cindy Hill

Also present:; Chelsie Bailey, WDE; Julie Magee, WDE; Shelly Andrews, WDE; Deb Lindsey, WDE; Senator Paul Barnard, Representative John Freeman, Paige Fenton-Hughes, SBE Coordinator; Kathy Scheurman, WEA; Joel Gallob, Rocket Miner; Kris Cundall, WAEMSP; John Masters, Superintendent's Office, Mackenzie Williams, Attorney General's Office (AG)

CALL TO ORDER

Chairman Ron Micheli called the meeting to order at 9:26 a.m.

Chelsie Bailey conducted roll call and established that a quorum was present.

APPROVAL OF AGENDA

Kathy Coon moved to approve the agenda, seconded by Lori Millin.

Pete Gosar moved to amend the agenda by moving the Hiring Firm Decision to take place right after the Treasurer's Report.

The motion to approve the amended agenda carried.

APPROVAL OF MINUTES

Minutes from the February 4, 2013, State Board of Education meeting were presented for approval.

Scotty Ratliff moved that the minutes be approved, seconded by Sue Belish, Lori Millin and Ken Rathbun abstained, the motion carried.

Minutes from the February 11, 2013, State Board of Education teleconference were presented for approval.

Scotty Ratliff moved that the minutes be approved, seconded by Pete Gosar, Lori Millin and Ken Rathbun abstained, the motion carried.

APPROVAL OF TREASURER'S REPORT

Treasurer for the Board, Pete Gosar, discussed with the Board a budget review handout. Pete noted that the cost for the search firm was not included in the Board's budget and discussed the other accounts and the remaining balances. He will include the information on those accounts in the next packet.

Pete Gosar moved to approve the Treasurer's Report with the ending balance of \$150,481.08 Belenda Willson seconded; the motion carried.

HIRING FIRM DECISION

Sue Belish moved that the State Board of Education except Ray and Associates, Inc. as the firm to assist the Board in the search for the Wyoming Department of Education Director, Scotty Ratliff seconded, the motion carried unanimously.

Pete Gosar suggested that the Board select an alternate firm in case Ray and Associates is unable to accept the contract. The Board determined the alternate firm would be Dakota Consulting.

SBE CONTRACTS

John Masters, from the Superintendent's Office, presented to the Board via telephone regarding the Superintendent's concerns with the State Board of Education's contracts with Michael Beck and Alpine and the contractors not meeting the deliverables. The State Superintendent provided recommendations for better communication in a handout.

STATEWIDE ACCOUNTABILITY UPDATE

Jim Rose, interim director at WDE, introduced Dr. Jim Verley as the liaison to the State Board of Education from the Wyoming Department of Education. Jim Verley gave some information about himself to the Board.

Paige Fenton Hughes, SBE Coordinator, notified the Board that Ray and Associates Inc. will accept the contract from the State Board and the other firms have been notified they were not selected.

Paige Fenton Hughes reviewed legislation that was passed in the 2013 legislative session concerning the Board, specifically House Bill 72 and House Bill 91 which most affected the Board's work, Phase I and Phase II of Accountability.

Phase I of Accountability has the SBE working with the WDE to accomplish the tasks. A work plan will to be put together to include the SBE, WDE, LSO and the Governor's office. It was suggested that the Select Committee and the State Board work together to coordinate meetings around the same time so they can meet together.

Senator Paul Barnard added that the Legislature is confident the Board can handle the work.

SBE REGIONAL SUMMITS

Trustee Belish provided the Board information in their packets on regional summits. The purposes of these meetings are to measure how ready the districts are for the implementation of the Common Core Standards. She believes these meetings need to be limited to four or five themes and seven locations around the state to invite and encourage people to participate.

Jim Rose and Paige Fenton Hughes will create a plan with other outlines and submit them to the Board.

COMMITTEE REPORTS

No committees had reports to share. Ron Micheli called for reassignments and formation of new committees.

CTE Committee: Hugh Hageman (chair) & Ron Micheli

Legislative Committee: Sue Belish (chair), Ken Rathbun, Lori Millin & Scotty Ratliff

Search Committee: Sue Belish (chair) & Ron Micheli

Supervisory Committee: Kathy Coon (chair), Walt Wilcox, Pete Gosar, Scotty Ratliff & Sue Belish

Professional Judgment Panel: Sue Belish, Walt Wilcox & Kathy Coon

Advisory Committee: Sue Belish

P-16: Belenda Willson

NASBE: All members of the Board

CHAPTER 31 RULES

Julie Magee, WDE, reviewed the packet materials with the Board and provided them with two different options they could take to move forward with the rules promulgation. To either adopt the Chapter 31 Rules proposed on November 2, 2013, or to adopt the Rules she proposed that day, both options may be delayed due to legislative changes.

Shelly Andrews, WDE, updated the Board on the progress of the MOU with the University of Wyoming.

Julie Magee notified the Board that in the fall there will be another revision on Chapter 31 Rules to incorporate the remaining content standards.

Walt Wilcox moved that the State Board of Education give direction to the Wyoming Department of Education to further revise the Chapter 31 and Chapter 6 rules and to have the Department come back to the Board with specific suggestions on how to continue with the rules promulgation, and have the Department provide guidance to the districts on the foreign

language and fine and performing arts standards during the continuum. Seconded by Scotty Ratliff; the motion carried.

Julie Magee will come back to the Board with revisions on the Chapter 31 Rules during either its April or May meeting.

EXTENSION OF ETS CONTRACT

Deb Lindsey, WDE, updated the Board with information on the Smarter Balanced Assessment Consortium (SBAC) and gave a background overview for the new members.

Enterprise Technology Services is confident that by 2015 the Wyoming Equality Network (WEN) will become equal across all districts in the state.

The WDE is going to proceed with continued investigation and heightened involvement with SBAC. This will not be a simple process because statutes will have to be changed, but the results could streamline the effort and expenses would be substantially less.

HIRING FIRM DECISION

Ken Rathbun moved that the State Board of Education give authorization to Paige Fenton Hughes and Mackenzie Williams to negotiate a contract with Ray and Associates, Inc. with a \$35,000 base ceiling and a ceiling of \$30,000 for reimbursement of travel to assist the State Board in the search for a new director of the Wyoming Department of Education. Sue Belish seconded, the motion carried.

OTHER ISSUES, CONCERNS, DISCUSSION AND PUBLIC COMMENT

Jim Rose updated the Board on the accountability work in the department and that they will be reporting to the Select Committee in May. A waiver request has been submitted on No Child Left Behind, 34 states have received a waiver, another 10 states have waivers submitted, and 6 states have not submitted a waiver, which are due April 15. Wyoming and Texas have received an extension.

Dr. Rose noted the WDE is moving forward and work is getting done, he is concerned, although, with being able to collect and report data. A data audit will be done by a third party to formulate a plan on how to manage the requirements that WDE requires from the districts.

CALENDAR ISSUES

Mackenzie Williams notified the Board that it is only required to meet quarterly by statute. The procedural manual created by the Board sets out the meeting scheduled, suggested to either continue with the set schedule or to revise the policy manual.

The Board agreed to move the May meeting to May 16-17, 2013 in Casper. For the April 8th teleconference the WEN will be scheduled for use by the Board members.

No public comment was given.

Ron Micheli moved to adjourn the meeting, seconded by Ken Rathbun; the motion carried.

The State Board of Education adjourned at 3:31 p.m.

The next Board meeting is scheduled for a teleconference on April 8, 2013

DRAFT



WYOMING

State Board of Education

Hathaway Building, 2nd Floor
2300 Capitol Avenue
Cheyenne, Wyoming 82002-0050
(307) 777-6213 • (307) 777-6234 FAX

RON MICHELI
Chair, Fort Bridger

April 3, 2013

SCOTTY RATLIFF
Vice Chair, Riverton

TO: Board Members

PETE GOSAR
Treasurer, Laramie

FROM: Paige Fenton Hughes, Coordinator

RE: Update on accountability and the director search

SUE BELISH
Ranchester

The May state board meeting will be held just prior to the select committee meeting. This schedule will allow the board to hear a presentation from Scott Marion and Chris Domaleski, consultants for the LSO. Scott and Chris will update the board on the current status of accountability efforts, and they will be available to answer questions.

KATHY COON
Lusk

I met recently with Jim Rose, Dave Nelson, and Mary Kay Hill concerning the accountability work that is the responsibility of the SBE.

HUGH HAGEMAN
Fort Laramie

CINDY HILL
State Superintendent

Mike Fliczek is working with the WDE staff and Scott and Chris on the development of the accountability model. The revised model will include the changes as recommended last fall by Scott and Chris. The revised model will be ready for the PJP to reconvene next fall to set new standards. The WDE will take the lead on developing the model, and we will set up the PJP as well as assist with the report.

LORI MILLIN
Cheyenne

KEN RATHBUN
Sundance

The WDE team will take the lead on the developing the system of support. They will keep the board informed of the work as it progresses so the board can offer input.

JIM ROSE
Interim Director

The board and WDE are charged with conducting outreach regarding accountability and what will be included in the October report. Additionally, we have to gather comments from stakeholders from around the state. The WDE will take the lead in this endeavor, and we will provide support as requested and needed. Again, the board will be involved in conversations about planning these outreach activities.

WALT WILCOX
Casper

BELENDIA WILLSON
Thermopolis

CHELSIE BAILEY
Executive Assistant

The board will take the lead in developing a recommendation about what "a measure or multiple measures used to determine satisfactory completion of high school graduation requirements" could look like. Since we have no BOE and no EOC, districts need direction and

support regarding a framework for this assessment piece as part of larger district assessment systems.

The board and department are charged with informing the select committee about the options for future statewide assessment as well as possible recommendations about future legislation. The board will be having conversations with the WDE, and we will support the work of the department as these recommendations take shape.

We will partner with the WDE in the development of and presentation of the October 15th report. During the May meeting, the WDE and I will present a detailed work plan for your consideration.

Concerning the search for the director of the WDE, Ray and Associates will call each of you individually before our meeting on Monday. Included in this packet is the information the Ray team will be discussing with you. At this time everything is progressing according to schedule. We will need to consider meeting dates to screen the applicants as well as to hold interviews.

WYOMING STATE BOARD OF EDUCATION

DIRECTOR OF DEPARTMENT OF EDUCATION SEARCH

TOPICS FOR DISCUSSION

Date: April 8, 2013

1. Finalize the timeline for the search.
 2. Determine the input process – who will be involved
 - in developing the profile?
 - in the interview process?
 - will “groups” be involved in the 1st round interviews, 2nd round or neither?
 3. Ray and Associates to create the promotional flyer
 - Approval of the online application form.
 4. Approval of sample ad and all advertisements.
 5. Determine/discuss any certification/licensure or other legal requirements.
 6. Discussion of the salary and benefits for the position.
 7. Who will be the consultant's in-house contact person – Paige Fenton Hughes
 - The board contact person(s) – Chairman Ron Micheli and Sue Belish
 8. Finalize the procedures and services desired by the state board.
-

WYOMING STATE BOARD OF EDUCATION
DIRECTOR OF DEPARTMENT OF EDUCATION SEARCH *SUGGESTED* PROCESS AND TIMELINE

Items highlighted in yellow indicate an in-person meeting with the consultant(s)

DATE

Stage 1 Board Input & Preparation	<u>Wk of 4/01/13</u>	Individual state board member and governor interviews.
	<u>04/08/13</u>	Consultant planning meeting with the state board (Google Hang-out). <i>(Time: 4:30 p.m. MST/5:30 p.m. CST)</i>
	<u>04/08/13</u>	Begin preparing informative flyer and online application form with the department liaison representative(s).
	<u>04/09/13</u>	Advertise position and consultant to notify all associates and other professional contacts of vacancy.
	<u>04/09/13</u>	Identify and contact stakeholders for phone interviews (Wk of 04/15/13) and on-site open forums on <u>04/18-19/13</u> .
Stage 2 Profile Development & Process	<u>04/09/13</u>	Online survey link, for input on developing the profile, available on department website from <u>04/09/13</u> to <u>04/22/13</u> .
	<u>04/13-14/13</u>	Recruitment at NSBA Conference in San Diego, California.
	<u>Wk of 04/15/13</u>	Conduct phone interviews with stakeholder group representatives identified by state board of education members.
	<u>04/18-19/13</u>	On-site open forums.
	<u>04/22/13</u>	8 a.m. (MST) deadline for survey/input from stakeholders and board members, including online survey.
	<u>04/25/13</u>	Promotional flyer draft due.
	<u>04/25/13</u>	State board to finalize director profile for the promotional flyer. <i>(Time: TBD)</i> (option to conduct via Skype or gotomeetings.com)
Stage 3 Recruiting & Screening	<u>04/26/13</u>	Print promotional flyer. Forward to consultant.
	<u>04/26/13</u>	E-mail promotional flyer and online application instructions to interested candidates.
	<u>05/15/13</u>	Deadline for all application materials. <i>(*See note below.)</i>
Stage 4 Candidate Presentation	<u>05/29/13</u>	Consultant develops and finalizes interview questions and procedures with the governor and state board. Semi-finalists are presented to the state board and governor and consultant assists in selecting finalists for the interviews.
	<u>05/31/13-06/01/13</u>	State board and governor to interview semi-finalist candidates (1 st round).
	<u>06/01/13</u>	Meeting with consultant following the last interview. <i>(Time: TBD)</i>
Stage 5 Selection of Finalist & Future Planning	<u>Wk of 06/03/13</u>	State board and governor to interview finalist candidates (2 nd round).
	<u>Wk of 06/03/13</u>	Final meeting with consultant following the last interview. <i>(Time: TBD)</i> (option to conduct via Skype or gotomeetings.com)
	<u>06/2013</u>	Optional on-site visit of leading candidate(s) current place of employment by state board members.
	<u>06/2013</u>	Consultant will discuss contract terms with the finalist.
	<u>06/2013</u>	Offer the contract.
	<u>06/2013</u>	Press release of new director of department of education.

**All applications will be reviewed. Materials received after the closing date may be given full consideration depending upon the number of applications received and other factors.*

(Actual dates to be determined in the first meeting with the State Board of Education.)

WYOMING STATE BOARD OF EDUCATION

QUALITIES DESIRED IN THE DIRECTOR OF THE DEPARTMENT OF EDUCATION

INSTRUCTIONS: Please read each of the following 33 qualities and mark 10 characteristics you believe are most important to your organization in the selection of a candidate. You do not need to prioritize your selection; simply place a check mark next to the characteristics which you feel are most important. Please select only 10.

Survey Participant Name _____ Group _____
(Optional) (Required)

QUALITIES DESIRED

- 1. Is willing to listen to input, but is a decision maker.
- 2. Demonstrates ability to integrate instructional and administrative technology.
- 3. Possesses the leadership skills required to respond to the challenges presented by an ethnically and culturally diverse state.
- 4. Is able to work with legislators on key topics and can lead a complex organization throughout the legislative process.
- 5. Possesses an earned Ed.D. or Ph.D. degree.
- 6. Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
- 7. Is a strong communicator; speaking, listening and writing.
- 8. Demonstrates commitment to visibility with high interest in a broad range of groups and organizations.
- 9. Is able to work cooperatively with the board and keeps members informed.
- 10. Has successful experience in sound management practices, including appropriate participation of others in planning and decision-making.
- 11. Is able to build consensus and commitment among individuals and groups with emphasis on stakeholder involvement.
- 12. Has experience working with employee representative groups/unions.
- 13. Is able to delegate authority appropriately while maintaining accountability.
- 14. Has experience in the management of state resources and knowledge of sound fiscal procedures.
- 15. Possesses excellent people skills and can present a positive image of the state.
- 16. Is a non-traditional or "hybrid candidate" with background in the military or business community in addition to an educational career.

(Continued on back)

Please return to consultant immediately following the meeting or fax/e-mail all THREE SIDES directly to Ray & Associates at 319-393-4931; glr@rayassoc.com AS SOON AS POSSIBLE.

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Survey Participant _____

- 17. Is strongly committed to a "student first" philosophy in all decisions.
- 18. Is capable of developing and implementing both short and long-range goals.
- 19. Can develop and communicate a vision of quality education for the future.
- 20. Has experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board and state stakeholders.
- 21. Is committed to the importance of both statewide student academic and activity programs.
- 22. Promotes an environment for positive student demeanor conducive to student achievement/learning climate.
- 23. Provides leadership in the planning, implementation, and assessment of relevant professional development for all of the state educators.
- 24. Has demonstrated strong leadership skills in previous positions.
- 25. Is able to identify and select team members who are capable of advancing the state board of education vision.
- 26. Has successful experience in a comparable position.
- 27. Is comfortable leading innovation and reform efforts.
- 28. Is able to lead a large complex organization dedicated to goals of continuous improvement.
- 29. Has the ability to develop and maintain a mutually beneficial relationship between the business and the education communities.
- 30. Possesses the ability on a statewide basis to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
- 31. Demonstrates ability to work with the media.
- 32. Makes recommendations and decisions that are data-driven.
- 33. Has knowledge of emerging research and best practice in the area of finance, curriculum/instructional design and practice.


Ray and Associates, Inc.

We will provide our clients with the highest quality services to assist them in hiring leaders who will meet district specific needs and positively impact the education of all students.

Please return to consultant immediately following the meeting or fax/e-mail all THREE SIDES directly to Ray & Associates at 319-393-4931; glr@rayassoc.com AS SOON AS POSSIBLE.

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Exit this survey

Wyoming State Board of Education 33 Qualities Survey

1. QUALITIES DESIRED IN THE NEW DIRECTOR

*Which group do you represent? (Please select only one)

- Local School District Board Member
- Local School District Superintendent
- Local School District Central Office Staff
- WYDOE Employees
- Education Stakeholder Associations
- Teacher or Other Local School District Employee
- Parent or Community Member.

* This survey will be available until 8 a.m. ON _____.

INSTRUCTIONS: Please read each of the following 33 qualities and mark 10 characteristics you believe are most important to your organization in the selection of a candidate. You do not need to prioritize your selection; simply place a check mark next to the characteristics which you feel are most important.

PLEASE SELECT ONLY 10

1. Is willing to listen to input, but is a decision maker.
2. Demonstrates ability to integrate instructional and administrative technology.
3. Possesses the leadership skills required to respond to the challenges presented by an ethnically and culturally diverse state.
4. Is able to work with legislators on key topics and can lead a complex organization throughout the legislative process.
5. Possesses an earned Ed.D. or Ph.D. degree.
6. Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
7. Is a strong communicator; speaking, listening and writing.
8. Demonstrates commitment to visibility with high interest in a broad range of groups and organizations.

9. Is able to work cooperatively with the board and keeps members informed.
10. Has successful experience in sound management practices, including appropriate participation of others in planning and decision-making.
11. Is able to build consensus and commitment among individuals and groups with emphasis on stakeholder involvement.
12. Has experience working with employee representative groups/unions.
13. Is able to delegate authority appropriately while maintaining accountability.
14. Has experience in the management of state resources and knowledge of sound fiscal procedures.
15. Possesses excellent people skills and can present a positive image of the state.
16. Is a non-traditional or "hybrid candidate" with background in the military or business community in addition to an educational career.
17. Is strongly committed to a "student first" philosophy in all decisions.
18. Is capable of developing and implementing both short and long-range goals.
19. Can develop and communicate a vision of quality education for the future.
20. Has experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board and state stakeholders.
21. Is committed to the importance of both statewide student academic and activity programs.
22. Promotes an environment for positive student demeanor conducive to student achievement/learning climate.
23. Provides leadership in the planning, implementation, and assessment of relevant professional development for all of the state educators.
24. Has demonstrated strong leadership skills in previous positions.
25. Is able to identify and select team members who are capable of advancing the state board of education vision.
26. Has successful experience in a comparable position.
27. Is comfortable leading innovation and reform efforts.
28. Is able to lead a large complex organization dedicated to goals of continuous improvement.
29. Has the ability to develop and maintain a mutually beneficial relationship between the business and the education communities.
30. Possesses the ability on a statewide basis to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
31. Demonstrates ability to work with the media.
32. Makes recommendations and decisions that are data-driven.
33. Has knowledge of emerging research and best practice in the area of finance, curriculum/instructional design and practice.

The state board and firm welcome comments on building the profile. If you have any additional characteristics or traits, please list in the space below.



Application for Director of Department of Education Wyoming Department of Education

Name: _____ **Date:** 4/4/2013
Last First Middle

Address: _____ **E-mail:** _____
Street City State Zip

Phone: _____ **Fax:** _____
Home Business Cell

Present Position: _____ **School District:** _____

District Enrollment: _____ **Number of Certified/Classified Staff:** _____

Annual Budget: _____ **Annual Base Salary (including any annuity):** _____

Educational Record

Name and Location of Institution Attended:	Year(s):	Degree:	Major(s):	Minors(s):

1. Do you hold a license for this position? YES NO
2. Are you eligible for a license for this position? YES NO

Professional Memberships/Recent Community Activities

Indicate leadership responsibilities relevant to the position.

Employment Experience

List in consecutive order beginning with the most recent position.

Dates	Position/Institution/Location	Supervisor's Name/Title	Supervisor's Phone
To:	Position	Name	(Business)
From:	Institution/Location	Title	(Home)

Reason For Leaving (Please be specific)		District Enrollment	
To:	Position	Name	(Business)
From:	Institution/Location	Title	(Home)
Reason For Leaving (Please be specific)		District Enrollment	
To:	Position	Name	(Business)
From:	Institution/Location	Title	(Home)
Reason For Leaving (Please be specific)		District Enrollment	

References

Provide the names of four persons who can discuss your experience and qualifications in detail.

Name/Official Position	Business Phone	Home Phone	Cell Phone

Background Check and Information

In addition to the following information, a thorough background check may be made at the option of the employer.

If "YES" is selected in response to any question, please provide a detailed explanation.

"YES" answers to the following questions will not necessarily result in denial of an offer of employment. The employer will consider all the circumstances, including the date and nature of events that have led to the actions described below. Your written explanation will assist the employer in determining your eligibility and suitability for an offer of employment.

1. Have you ever been convicted of, admitted committing, pleaded no contest, or are you awaiting trial for any crime (excluding only minor traffic violations that do not involve any allegations of alcohol, drugs or reckless driving) or have any civil charges previously or pending involving allegations of child abuse or spousal abuse? You must answer "YES" if true, even if the matter was later dismissed, deferred, reversed, or vacated. If you answer "YES" you must provide dates of the proceedings, the name and address of the court where the proceedings occurred, a statement of the accusation against you and the final disposition of the case(s).

NO YES, please explain below

2. Have you ever been dismissed (fired) from any job, or resigned at the request of or pressure from your employer, or left employment while charges against you or an investigation of your behavior was pending or been refused tenure, reappointment or continuing contract from any employer? You must answer "YES" if true, even if the matter was later resolved with any form of settlement or severance agreement, regardless of its terms. If you answer "YES" you must provide the date of termination or resignation and other action concerning tenure reappointment or continuing contract denial and the name, address and telephone number of the employer(s) and a statement of the alleged reasons for termination or resignation.

NO YES, please explain below

3. Have you ever had any license or certificate of any kind (teaching certificate or other professional license) revoked, suspended, or reprimanded, or have you in any way been sanctioned by or is any charge or complaint now pending against you before any licensing, certification or other regulatory agency or body, public or private? If you answer "YES" you must provide the dates of proceedings, name, address and telephone number of the agency or body where proceedings took place, a statement of the accusations against you, the final disposition and/or status of the charge or complaint.

NO YES, please explain below

4. Are you now being investigated for any alleged misconduct or other alleged grounds for discipline by any licensing, certification or other regulatory body (teacher certification or otherwise) or by your current or any previous employer? If you answer "YES" you must provide the name, address and telephone number of the employer or licensing body and statement of the accusation against you.

NO YES, please explain below

5. Have you ever been involved, or are you currently involved, or do you anticipate involvement in litigation either as the plaintiff/complainant or defendant/respondent?

NO YES, please explain below

6. Have you ever filed a grievance/complaint of any kind against an employer?

NO YES, please explain below

Verification Statement

(Please read carefully and sign the statement below)

The information in the Application for Employment is true, correct, and complete to the best of my knowledge. I certify that I have answered all questions to the best of my ability and I have not withheld any information that would unfavorably affect my application for employment. I acknowledge that any misrepresentation or omission of any fact in my application, resume, or any other materials, or during any interviews, may be the cause for my rejection from employment or may result in my subsequent dismissal if I am hired.

4/4/2013

Signature

Date

I request that my application file remain confidential pursuant to and in accordance with the State laws. If I am interviewed, I request that it be held in a closed session pursuant to State laws. For your information to be reviewed by the Board in closed session, your signature and date is required.

4/4/2013

Signature

Date

Please Direct All Inquiries,
Applications and Supporting Materials To:

Ray and Associates, Inc.

4403 First Avenue SE, Suite 407
Cedar Rapids, Iowa 52402-3221
319-393-3115 Phone
319-393-4931 Fax
E-mail: glr@rayassoc.com
Website: www.rayassoc.com

DO NOT CONTACT THE STATE BOARD OF EDUCATION MEMBERS DIRECTLY

APPLICATION DEADLINE: TO BE DETERMINED

Neither the client nor any member of Ray and Associates, Inc. discriminate on the basis of disability, race, religion, sex, national origin, or age in access to, employment in, or in the provision of any programs, benefits or activities.

WYOMING STATE BOARD OF EDUCATION

SUGGESTED DIRECTOR OF DEPARTMENT OF EDUCATION SEARCH ADVERTISING

RECOMMENDED BY RAY & ASSOCIATES

AASA Job Bulletin & Website

\$385 – Job listing would run for 30 days. **(Recommend)**

Advertising with AASA Job Bulletin also includes a listing on their website.

Education Week Newspaper and Website

\$2,145 **estimated** total cost for job listing to run two times, print only, and once on the website. (**approx.** \$700 per job listing print only, and \$745 website posting for each 30 day run.) The website posting includes the following features - Showcases online job posting by highlighting it on Education Week's home page with a direct link to the listing and highlights the posting on weekly newsletters attracting the attention of an additional 2 million top quality, active and passive, job seeking educators.

Suggest running 4/24 & 5/8

Executives Only Website (A salary amount is required in order to place ad)

Free job listing. Runs continuous throughout the search.

Run immediately.

National Association of School Superintendents (NASS) Website

Free job listing. Runs continuous throughout the search.

Run immediately.

LinkedIn Website

\$195.00 to post job listing for 30 days.

Ray and Associates, Inc.

Free job listing. Runs continuous throughout the search.

Run immediately.

District Administration Website (website for District Administration Magazine)

Free job listing. Runs continuous throughout the search.

Run immediately.

Wyoming Department of Education Website

Run immediately.

Wyoming School Boards Association/Wyoming Association of School Administrators Websites

Run immediately.

National Association of State Boards of Education

\$350.00 for 30 days.

Inside Higher Education

\$210.00 for 30 days.

Council of Chief State School Officers

Will share information with their deputies list. Do not post position on their website.

OTHER OPTIONAL ADVERTISING

ImDiversity.com Website

\$95 – Job listing would run for 30 days.

(NABSE) National Alliance of Black School Educators

\$250.00 to post job listing online for 30 days.

Association of Latino Administrators and Superintendents (ALAS)

Free online job listing for 6 weeks.

The Broad Center (Broad Talent Bridge)

Free online job listing.

Education America Network Website

\$199.00 to post job listing for 30 days.

**DIRECTOR OF THE WYOMING
DEPARTMENT OF EDUCATION**

The Wyoming State Board of Education seeks an individual with proven education reform leadership and previous successful professional experience to run the Wyoming Department of Education and lead the state's primary and secondary schools. Compensation for the position will be in the range of _____ plus an excellent comprehensive benefits package. Final salary for the successful candidate will be negotiated and determined based upon proven experience, qualifications and meeting State Board of Education criteria.

Interested candidates may apply online at www.rayassoc.com

Ray and Associates, Inc.

Ph: 319/393-3115 E-mail: glr@rayassoc.com

Application Deadline:

TBD

Please do not contact the Wyoming Department of Education or the State Board of Education directly.