



Excellence. For each and every student.

**BOARD OF EDUCATION**

Working Meeting - Monday, November 3, 2025 - 4:00 PM  
Creekside  
16000 41st Ave N.  
Plymouth, MN 55446

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**Minutes of Work Session Meeting**

A Work Session Meeting of the Board of Education of Wayzata Public Schools was held Monday, November 3, 2025, beginning at 4:00 PM in the Creekside 16000 41st Ave N. Plymouth, MN 55446.

1. <b>ROLL CALL/CALL TO ORDER</b>	<b>2</b>
A. <b>Superintendent Search Firm Presentations</b>	
1. Presentation by MSBA	3
2. Presentation by HYA & Associates	16
3. Presentation by Ray & Associates	36
2. <b>ADJOURN</b>	<b>49</b>



**Board of Education**  
Regular Meeting – November 3, 2025

**AGENDA SECTION:** Call to Order

**ITEM:** Roll Call Attendance

**COMMENTS BY:** Milind Sohoni, Board Chair

	<b>PRESENT</b>	<b>ABSENT</b>
Heidi Kader	_____	_____
Sheila Prior	_____	_____
Sarah Johansen	_____	_____
Paras Bhende	_____	_____
Valentina Eyres	_____	_____
Dan Ginestra	_____	_____
Milind Sohoni	_____	_____
Chace Anderson, ex-officio	_____	_____



MINNESOTA SCHOOL BOARDS ASSOCIATION

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## **EXECUTIVE SEARCH SERVICES**

Wayzata Public Schools  
November 3, 2025

# Wayzata Superintendent Search Leadership Team

<b>Barb Dorn</b>	MSBA Director of Leadership Development and Executive Search
<b>Dr. John Ward</b>	MSBA Service Provider, Metro
<b>Dr. Kate Maguire</b>	MSBA Service Provider, Metro
<b>Dr. Bernadeia Johnson</b>	MSBA Service Provider, Metro
<b>Josh Pauly</b>	MSBA Service Provider, Metro
<b>Connie Hayes</b>	MSBA Service Provider, Metro

# Lessons Learned in Superintendent Search

## **There's no magic. Every search firm will:**

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- Create a leadership profile
- Offer stakeholder engagement opportunities
- Advertise the position
- Recruit candidates
- Vet applicants and recommend finalists
- Facilitate the interview process

# CONTINUOUS IMPROVEMENT

Search methodologies must evolve with the times

Innovation and adaptability are crucial in today's environment

Transparency is the most important component of any search

# MSBA'S CONTINUOUS IMPROVEMENT

- **Create a leadership profile**

- Every year MSBA refreshes our hiring criteria menu (“the speed of education”)
- Leadership profile should be built upon your district’s highest priorities as evidenced in your Strategic Roadmap, as well as board and stakeholder input
- Timing to release the leadership profile will be a crucial decision by the board
- Your district is unique, and the leadership profile should reflect that fact

- **Offer stakeholder engagement opportunities**

- Search Preview meetings held with district leadership early in the process
- *Q&A with MSBA* proprietary session available to all stakeholders (also recorded)
- Public survey in multiple languages; student-friendly version additionally available
- Listening sessions and focus groups should also be considered by the board
- District tours, interview committees, or input forums may be incorporated into the first or second round of interviews
- Input, information, or interaction opportunities could also be offered to include community Q&A sessions, meet-n-greets, or online interactions with the finalists

# MSBA'S CONTINUOUS IMPROVEMENT

- **Advertise the position**

- Local, regional, and national sites
  - MSBA, MASA, EdPost
  - AASA, NABSE, ALAS, Top School Jobs (EdWeek), NIEA
  - Revelus (proprietary national database utilized by school board associations)
- Diversity postings on 31 additional sites through AASA jobs board
- MSBA emails and power of the grapevine (a.k.a. word of mouth)

- **Recruit candidates**

- Member of the National Affiliation of Superintendent Searchers (NASS)
- MSBA's team includes well-connected former MN metro school administrators
- National recruiter joined MSBA' search team last year
- MSBA's national presence has grown and solidified over the past five (5) years
- MSBA's Minnesota presence is stronger than any other search firm
- MSBA's recruiting philosophy also draws in more applicants than other firms

# MSBA'S CONTINUOUS IMPROVEMENT

- **Vet applicants and recommend finalists**
  - Wayzata school board members will have access to all applications
  - Bias training will be provided to the board to avoid common screening mistakes
  - MSBA's process relies heavily on our exceptionally strong vetting team
  - 1:1 opportunities with Barb to review MSBA's recommended slate of candidates
  - In-depth background checks are conducted on all finalists (including semi-finalists)
  - MSBA Search Satisfaction Guarantee
  - NOTE: we encourage Wayzata Public Schools to conduct MSBA search reference checks with candidates, as well as board members and district staff contacts
- **Facilitate the interview process**
  - Clarify and communicate expectations for candidates, school board members, internal district staff, and all members of the public
  - Provide MSBA/MASA's Model Superintendent Contract and comparable salary / benefits information for district use during finalist negotiations
  - Coordinate and oversee remaining steps of the superintendent search process

# CONTINUOUS IMPROVEMENT

Search methodologies must evolve with the times

Innovation and adaptability are crucial in today's environment

Transparency is the most important component of any search

“

No matter how good you get you can always get better, and that's the exciting part.

To improve is to change; to be perfect is to change often.

”

# Why MSBA?

## Key points

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- Lens of school board leadership
- Transparency and communication
- No hidden fees
- Post-hiring support
- Unparalleled depth of Minnesota knowledge
- Most importantly, we understand and believe in school boards

# Why MSBA?

## Recency Matters

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MSBA has conducted 126 Minnesota searches over the past five (5) years alone, including the following districts and more:

- Edina
- Brainerd
- Burnsville-Eagan-Savage
- Elk River Area
- Rosemount-Apple Valley-Eagan
- Robbinsdale Area
- St. Louis Park
- Stillwater
- Rochester
- Bloomington

# Why Wayzata Public Schools?

## Your district is unique...

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- A tradition of excellence
- Solid financial footing and steady enrollment
- High expectations and meeting the needs of all students
- Supportive and involved community
- Dedicated staff

# Questions are welcome.

MSBA far surpassed our expectations. They are the perfect guide to help school boards navigate the search process, and I would absolutely recommend MSBA because of their depth of expertise and ability to empower boards to make informed decisions. Also – and this is no small thing – the superintendent candidates they brought forth were exceptional. I cannot imagine how we could have navigated this experience without them.

- Board Chair, Rochester

Any one agency can do this work and get the job done. But MSBA's positivity and encouragement through the process is what made it stand out for me.

- Board Member, Burnsville-Eagan-Savage

MSBA was willing to allow our board to customize the process to fit our needs. They were thorough, flexible, excellent listeners, and their patience and dedication brought us to a successful finish line.

- Board Chair, Robbinsdale Area

MSBA was top notch every step of the way. They were responsive, supportive, and I felt comfortable asking them anything. I believe MSBA was the perfect guide for our board to ensure legal compliance and operate with the utmost integrity.

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- Board Member, Kasson-Mantorville

**THANK YOU**  
[www.mnmsba.org](http://www.mnmsba.org)



*Achievement,  
Collaboration,  
Community, Equity,  
Integrity, and Respect*

**HYA** | HAZARD  
YOUNG  
ATTEA  
ASSOCIATES



*To ensure a world-class education that prepares each  
and every student to thrive today and excel tomorrow  
in an ever-changing global society.*

## **SUPERINTENDENT SEARCH PROPOSAL**

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November 3, 2025

## BOARD'S MONUMENTAL RESPONSIBILITY:



- Understand the professional and personal qualifications and characteristics Wayzata Public Schools stakeholders' want and expect their next leader to have.
- Find the next leader leader who is the perfect fit for students and staff, parents and taxpayers, and the entire greater school district community.

# Wayzata Public Schools

The district is recognized as one of Minnesota's highest-performing school systems, consistently ranking among the top districts statewide and nationally. This vibrant, high-achieving school district is located in the Twin Cities' western suburbs. The district encompasses 38 square miles, bordering Lake Minnetonka.

## DISTRICT OVERVIEW

- \$213 M Budget
- 13,372 Students
- The district operates 14 schools:
  - 1 Early Learning School
  - 9 Elementary Schools (K-5)
  - 3 Middle Schools (6-8)
  - 1 High School (9-12)
  - 1 Transition School (18-22)

## ACADEMICS

- #1 Public School District in Minnesota (2026 Ranking by Niche) - third consecutive year.
- Academically ranks in top 1% in Minnesota and across the nation

## NOTABLE STRENGTHS

- Reputable Academic Excellence
- Enrichment Programs
- Student Support Services
- Summer/Extended Programs
- Career & Tech Programs
- Robust Facilities Planning

# Wayzata Public Schools | Strategic Directions 23'-27'

*Through focus on priorities and strategy execution, we achieve excellence and realize our vision.*

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**1. Ensure a high-quality daily experience for each and every student**

**2. Deliver high-quality instruction that leads to high academic achievement for all students**

**3. Recruit, hire, support, develop and retain the highest quality staff**

**4. Build awareness and capacity to improve the health and well being of our school district community**

**5. Learn and improve from community engagement and strategic partnerships**

**6. Ensure the efficient and effective use of district resources**

**7. Align internal district processes and procedures to improve communication, decision-making, accountability and collaboration, resulting in operational excellence**

# WHY HYA?

HYA believes that every child has the right to a high quality education so they can achieve their greatest potential. Recruiting, developing, and retaining great leaders is essential to improving your district's student outcomes. The Board and Superintendent Team is the catalyst for advancement!

## Human Interactions

*Broad, Deep, Meaningful Engagement*

Board Leadership  
Internal Stakeholders  
(students and all staff)  
Greater Community  
Recruiting Candidates  
Internal Candidates

## Your Search

*Candidates that match YOUR profile; your choice not ours!*

Your Process  
Your District's Needs  
Your Strategic Plan  
Your Timeline <sup>20</sup>  
Your Customization

## Accomplished Firm

*No Sitting Superintendent Associates; they're focused on their district not yours*

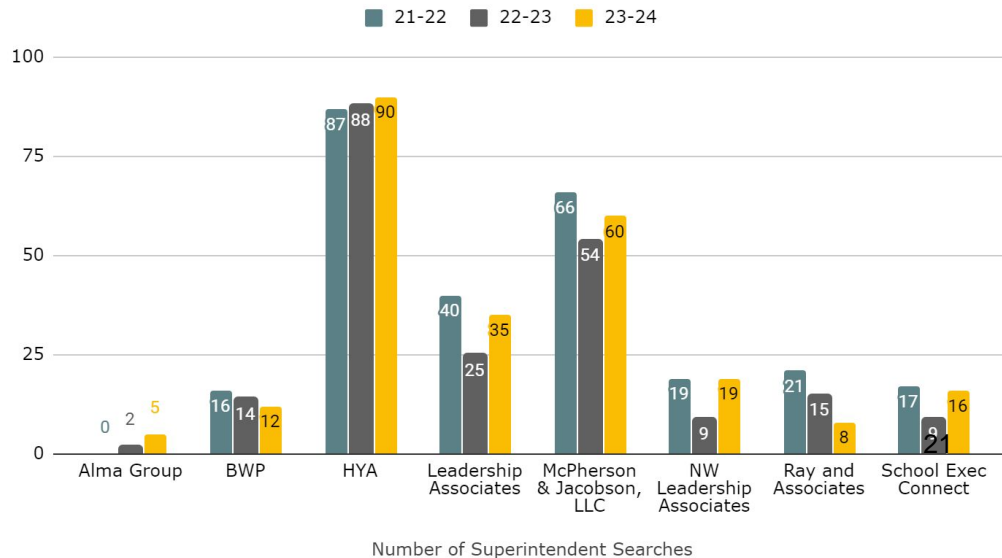
Trusted for 38 Years  
Validated Client Testimonials  
Aggressive Recruitment  
Effective Processes  
Transparent Communication  
Analytics & Technologies

# WHY HYA

**94%** superintendents  
stay full term of first contract  
(placed in the last 10 years)

**75%** superintendents  
recruited by HYA Associates

Searches by Firm for Years 21-22, 22-23 and 23-24



## Recruiting Advantage

- **30,000+ email subscribers** to our Monthly Newsletter
- **46,000 Unique users** on our website Find a Job page since Jan 1, 2023
- Candidate Profile System - **7,000+ Registered Candidates**
- **We work with superintendents** as a result of our Strategic Planning, Equity, and Executive Coaching Collaboratives.
- Our associates lead the Superintendent's Academy and Central Office Academy through our Partnership with Howard University.

# ABOUT THE FIRM

- 38 years of Executive Search
- The “GO TO” website for job seekers  
(<https://hyasearch.com/findajob/>)
- 1,600+ searches
- 80+ searches per year
- 130+ nationwide Associates (35% persons of color; 49% women)
- 9.4/10.0 Client Satisfaction Rating
- Research and Analytics
- Full-time back office and IT staff
- National, State and University Partnerships

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## Decision Point:

**Which firm has the infrastructure, relationships and expertise to recruit your next leader?**

# YOUR HYA SEARCH TEAM

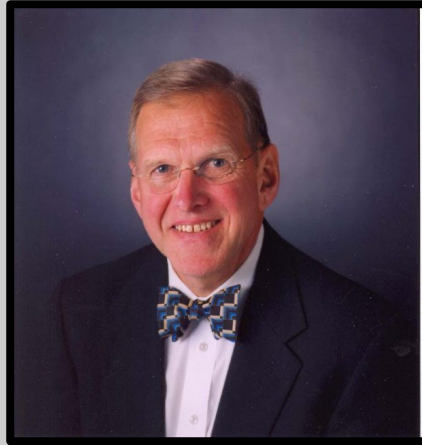
brings a wealth of expertise, experience  
and energy to your search!



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Dr. Ted Blaesing

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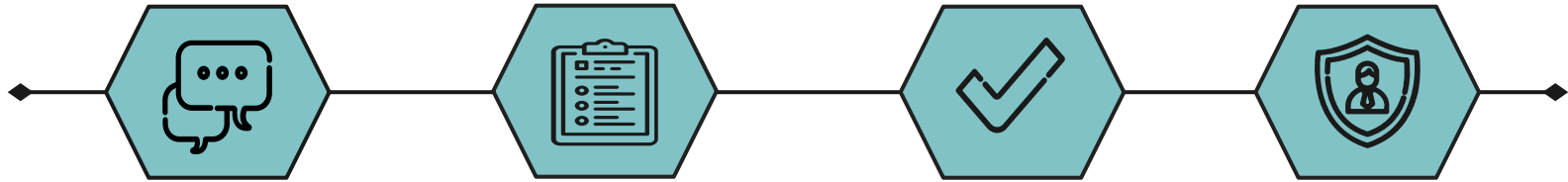
Mr. Vahn Phayprasert

(415) 871-8737

[vahnphay@hyasearch.com](mailto:vahnphay@hyasearch.com)

# HYA SEARCH PROCESS

*All Board members and other authorized users will have access to a personalized and private portal which will serve as a hub for up to date information, links and documents related to the superintendent search, organized by phase.*



## **ENGAGE (3-4 Wks)**

- Planning meeting notes
- Survey
- Focus group calendar
- Board interview schedule

## **RECRUIT (6-8 Wks)**

- Job posting
- Advertising links
- Resumes
- Contact lists

## **SELECT (3-4 Wks)**

- Interview protocols
- Interview calendar
- Finalist feedback forms

## **TRANSITION (1 Yr)**

- Transition Dashboard
- Coaching/mentoring documents
- Transition Academy

- Board members have all Associate contact information and can reach out anytime 24/7.
- HYA Corporate Headquarters office is available Monday-Friday 8 a.m. - 5 p.m.
- Please contact any Board Member of previous<sup>24</sup> searches for reference information.

# WHY HIA?

## CONFIDENTIAL BOARD PORTAL

- Meeting agendas & minutes
- Job postings
- Leadership Profile Report
- Engagement Information
- Candidates' application materials
- Sample interview questions
- Interview protocols
- 25 Candidate feedback forms

# YOUR 24/7 INFORMATION - BOARD PORTAL



Home	Propose	Engage
<ul style="list-style-type: none"> <li>● Search Team Members</li> <li>● Board Updates</li> <li>● Google Links</li> <li>● Board Planning Summary</li> <li>● Summary Notes</li> <li>● Search Timeline</li> </ul>	<ul style="list-style-type: none"> <li>● RFP</li> <li>● Proposal</li> <li>● Presentation</li> <li>● Signed Letter of Agreement</li> </ul>	<ul style="list-style-type: none"> <li>● Summary Survey</li> <li>● Open Ended Survey Questions</li> <li>● District Leadership Profile Report</li> <li>● Profile Report Presentation</li> <li>● Focus Group Schedule</li> </ul>
Recruit	Select	Transition Services Available
<ul style="list-style-type: none"> <li>● Job Postings</li> <li>● All Candidate Application Materials and Resume / CV</li> <li>● Slate Presentation</li> </ul>	<ul style="list-style-type: none"> <li>● Interview Schedule</li> <li>● Day in the District Schedule</li> <li>● Tier 1 - 2 - 3 Document</li> <li>● Interview Questions</li> <li>● Google Forms (Day in the District Feedback)</li> <li>● Feedback Responses Document</li> <li>● Candidate Presentations</li> <li>● Delphi Technique <span style="float: right;">26</span></li> <li>● Screening Tool</li> <li>● Interview Rubrics</li> </ul>	<ul style="list-style-type: none"> <li>● Comprehensive First Year Support</li> <li>● Executive Coaching</li> <li>● Board Governance</li> <li>● Board Goal Setting</li> <li>● Superintendent Evaluation</li> <li>● Strategic Planning</li> <li>● Community Engagement</li> <li>● Transition Dashboard</li> </ul>

# The HYA ENGAGE PHASE DIFFERENCE



***"We were provided with all of the information we needed in order to determine what our community was looking for in a superintendent and to then put that information into action to recruit the most highly qualified candidates."***

# ENGAGE PHASE

BOARD PLANNING MEETING

BOARD INTERVIEWS

INDIVIDUAL INTERVIEWS

FOCUS GROUPS

COMMUNITY FORUMS

STAKEHOLDER SURVEY



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- Leadership Profile Report
- Summary Survey
- Selection criteria and characteristics which determines candidate qualities that match the **Wayzata Public School's** needs

***HYA's research-based approach helps you best understand the desires of your stakeholders.***

# SEARCH DRAFT TIMELINE

*Dates and times are subject to change based on District needs.*



## Time Schedule **DRAFT**

Dates and times are subject to change based on District needs. Consideration should be given to community engagement participant rates pre/post winter recess.



<u>Dates</u>	<u>Events</u>
Nov. 24, 2025	<ul style="list-style-type: none"> <li>The HYA Team will meet with the Wayzata Board to plan the search, process, and timeline</li> </ul>
November - December	<ul style="list-style-type: none"> <li>Post position on HYA site, social media.</li> <li>Additional advertising as selected and paid for by the Board</li> <li>Networking with other HYA associates</li> <li>Recruiting - follow up after Leadership Profile is complete</li> </ul>
December - January	<ul style="list-style-type: none"> <li>Open and close survey to all stakeholders</li> <li>Stakeholder interviews, in-person focus groups, forums</li> <li>Submittal of the District Leadership Profile Report</li> <li>Application Deadline</li> </ul>
February	<ul style="list-style-type: none"> <li>Presentation of slate to the Board</li> <li>Board Meets to Identify semi-finalists</li> <li>Board first round Interviews</li> </ul>
March	<ul style="list-style-type: none"> <li>Final interviews</li> <li>HYA third party background check</li> <li>Select/appoint superintendent</li> <li>Transition process begins</li> </ul>
April 2026	<ul style="list-style-type: none"> <li>Superintendent selected</li> </ul>

# WE ARE YOUR **AMBASSADORS!**

Listening and validating constituents' voices

## Versatile Meeting Formats

- Face to face
- Zoom
- Various locations
- Email feedback

## Flexible Meeting Times

- Morning/Afternoon/Evening
- Weekday/Weekend

## Potential Focus Groups

- Students
- Parents
- Certified staff/support staff
- Administrators
- Business partners/other businesses
- Civic groups
- Booster clubs/PTO's

## Diverse & Inclusive

- Seek to reach ALL community members and stakeholders
- Coordinated for various languages



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**HYA HELPS YOU IDENTIFY MEETINGS  
THAT ALREADY EXIST**

HOW WE  
**FACILITATE**  
YOUR FOCUS  
GROUPS

# RECRUIT PHASE

## THE HYA RECRUITING ADVANTAGE

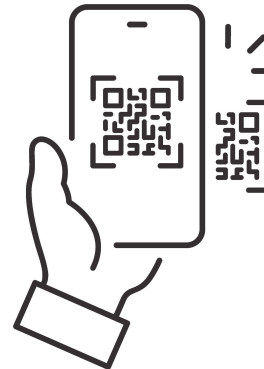
Leadership Profile Query of the Education Leaders Across the Nation

Large, Diverse Associate Network

Involvement in State and National Organizations and Conferences

Associates lead the Urban Supt's Academy and Aspiring Supt's Academy for AASA.

Advertising Analytics



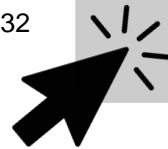
# SELECT PHASE



*Good intentions do not necessarily lead to good results. We must know the influence that group dynamics and unconscious bias can have on the employment process.*

- Scientific processes to help boards come to consensus through objective evaluation
- Processes to Reduce Unconscious Bias

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**Harvard Business Review strategies for reducing personal bias when hiring.**

# SETTING LEADERS UP FOR LONG-TERM SUCCESS HYA TRANSITION ACADEMY

## WHY IT MATTERS

### **Trust, Stability, Momentum**

A **6-month program** providing structured support for new leaders.

HYA Search Clients receive complementary enrollment (non-client cost \$4,500) for their selected new leader.

This six month program will produce the four essential deliverables to be presented to the Board.

## KEY DELIVERABLES

*(shared with the Board and community)*

1. **100-Day Plan**  
Specific actions during the transition period
2. **Key Performance Indicators (KPIs)**  
Align communication & measure progress
3. **Evaluation Process & Instrument**  
Agreed-upon framework for success
4. **Strategic Plan Assessment**  
Review & alignment to district priorities

[Transition Academy Information](#)

# How will HYA support the Search Process?

## We commit to providing:

1. **Project Planning**: Developing a comprehensive approach and detailed timeline for the entire superintendent search.
2. **School Community Member Engagement**: Assisting the School Board in designing and implementing robust school community member involvement to identify desired characteristics and priorities for the next superintendent.
3. **Recruitment and Sourcing**: Conducting a national search to ensure a diverse and highly-qualified candidate pool, with a focus on executive-level education experience.

4. **Candidate Management**: Communicating with and managing candidate expectations, including coordinating and facilitating the interview process.

5. **Vetting and Due Diligence**: Performing thorough reference and background checks on all interviewees, including extensive deep reference checks on all finalists.

6. **Advisory Services**: Providing ongoing advice and assistance to the School Board throughout the search and interview process.

# QUESTIONS?

***Thank you!***

***We wish you all the best on your search  
and we hope to be working with you!***

**Dr. Debra Taylor**

(802) 777-0227

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**Mr. Vahn Phayprasert**

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**HYA** | HAZARD  
YOUNG  
ATTEA  
ASSOCIATES



# Ray And Associates

*in partnership with*



# You are considered one of the best school districts in the country!

Wayzata Public Schools is a vibrant, caring community of teachers and students located in the Twin Cities' western suburbs. Extending from the north shore of Lake Minnetonka, you encompass 38 square miles of beautiful countryside, lakeside communities and growing suburbs. Each of your students is on a unique and wonderful educational journey - and you do everything that you can to help them embrace and nurture the possibilities.

*The mission of Wayzata Public Schools is to ensure a world-class education that prepares each and every student to thrive today and excel tomorrow in an ever-changing global society.*



## Enrollment

13,339 students, including:

- 896 early learning students
- 5,759 elementary students
- 2,934 middle school students
- 3,711 high school students
- 39 transition students

Serve all or parts of Corcoran, Maple Grove, Medicine Lake, Medina, Minnetonka, Orono, Plymouth and Wayzata.

# Search Associates *Executing The Vision*



Dr. Daniel Bittman is our Director of Leadership Acquisition for Ray and Associates. As part of his role, he supports school districts nationwide in identifying and placing exceptional educational leaders. He also currently serves as Interim Superintendent of Edina Public Schools.

Before joining Edina, Dr. Bittman served as Superintendent of ISD 728 and prior to that he led Sauk Rapids-Rice Public Schools. Earlier in his career, Dr. Bittman served as Assistant Commissioner at the Minnesota Department of Education and held leadership roles in the Centennial School District (MN) and the Clark County School District (NV).

**Dr. Dan Bittman**



Molly is Vice President of Leadership Acquisition of Ray and Associates. She oversees all searches conducted by the firm and will directly interact with Wayzata Public Schools and any committee that may be established on all details of this search. She has been with Ray and Associates for over 13 years.

**Molly Schwarzhoff**

# Who We Are... And What We Do



## Ray And Associates

*Committed to bringing the best candidates to meet the unique needs of your District and community.*

Specializing in school executive leadership searches **since 1975**

Execute processes that will keep you and your district **on the cutting edge** of education.

Our **Associates Team** have diverse backgrounds, with **nearly 50%** comprised of **women** and **people of color**

Employing **Associates across the nation**, paired with a **staff** to serve your District

we *ASK* questions, *LISTEN* fully,  
**WORK** with everyone and *ACT* meaningfully!



# Connecting Candidates With Care



Our expansive database of almost 4,000 school administrators allows us to directly connect with potential leaders for your District.



Ray and Associates' website averages 28,000 views per month.



We continuously enjoy contact with the largest administrative candidate pool



Two Thirds of our placements comes from outside our registered candidates



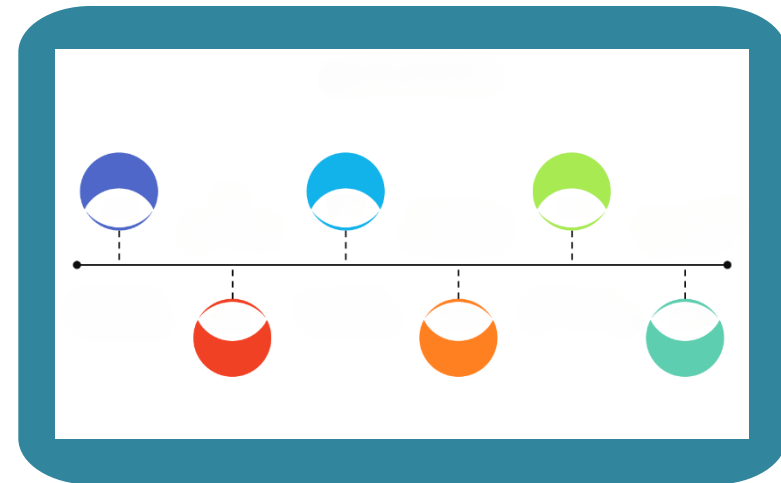
As a Superintendent candidate and a hiring manager for an executive leadership position within my District, I have worked with Ray and Associates on both sides of the hiring process.

You will not find a search firm that recruits and puts candidates through a more rigorous hiring process than Ray and Associates. Their level of customer service and hospitality is second to none. I highly recommend them for your next executive search, as you will not be disappointed in your investment.

*- Greg Pilewski, Superintendent  
North Little Rock School District*

# Partner with The Board

*A partnership to make the best decisions for your Staff, Students & Families*



Timeline of the Search



Profile of Ideal Candidate



Conduct Interviews

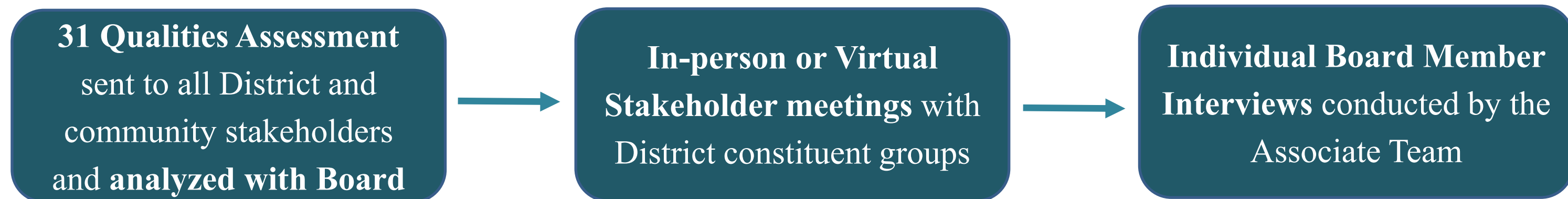


Candidate Compensation  
Assessment

This is **YOUR**  
search.  
We will do it  
**YOUR**  
way!

# District Profile Development

*The Candidate Profile is unique to your District and is developed with Board, District and community feedback.*



The profile will be utilized throughout the entirety of your search; in the recruitment effort, screening process, candidate evaluation and final selection.

# Recruitment

- ✓ **Aggressively recruit** top candidates for the position by personally reaching out to candidates encouraging them to apply with **access to highly qualified candidate pools.**
- ✓ Utilizing our **nationwide network of Associates** to connect with a wide-range of experienced administrative contacts
- ✓ **Advertise** on many fronts; utilizing the robust **Ray and Associates'** website paired with productive **educational advertising** venues and **social media channels**

# Candidate Pool

- **Candidate Screening** according to the Board Developed Profile.
  - Extensive **background investigations and internet checks of all candidates for presentation**
- 
- For the selected finalist, we engage a professional organization to conduct a complete criminal, civil litigation, social security, sex offender, motor vehicle record check, and verification of educational degrees, at no additional fee.
- 
- Bring top candidates and extensive application information to the Board for consideration.
  - **NO SURPRISES!**

# Board Selection of Candidates

With our Associate Team, the Board will:

- Review top candidate **applications** and **one-way video interviews** <https://hire.li/c09ae91>
- Complete **consensus-building matrix** (scoring instrument)
- **Deliberate/discuss** and reach a consensus on candidate advancement
- Select candidates for the **semi-final** and **final interviews**
- Finalizing the development of **Board interview questions**



# Summary

## Unique Size and Scope

- Oldest Firm
- Most searches (1600+ completed)
- Largest pool of candidates

## Engagement

- Comprehensive support from Associates and full-time office staff
- Led by trained facilitators

## Educational Leadership Outreach

- Scores of experienced Associates
- Longstanding relationships with State & National Educational Associations
- Largest website traffic count (28,000+ unique visits per month)

## Candidate Information

- In-depth background checks
- One-way video interviews

## Board's Leadership and Performance

- Determine timelines & compensation
- Finalize profile & facilitate interviews
- Board decision making on advancement of candidates

## Selection Assistance

- Assist with contract finalization
- Assist with Board and candidate follow-up

All of the factors presented today allow our firm to provide you with a proven search process tailored to the needs of Wayzata Public Schools.

Thank you for your service to education, to your district, community, and students each and every day!





**Board of Education**  
Regular Meeting – November 3, 2025

**AGENDA SECTION:** Adjourn

**ITEM:** Adjourn

**COMMENTS BY:** Milind Sohoni, Board Chair

This agenda item brings closure to the School Board meeting.

**Recommended Action:** Call the meeting to a close.

**Motion by:** \_\_\_\_\_ **Yes:** \_\_\_\_\_ **Passed:** \_\_\_\_\_

**Second by:** \_\_\_\_\_ **No:** \_\_\_\_\_ **Failed:** \_\_\_\_\_

**Time of Adjournment:** \_\_\_\_\_ 49 \_\_\_\_\_