

**LEADERSHIP DEVELOPMENT COMMITTEE MEETING MINUTES**  
**Friday, July 3, 2020**

PRESENT	Rosemarie Kraeger Chad Delbridge Debra Jackson Greg Lynch Deanna McLaughlin Douglas Ragland	Rhode Island Commissioner Wyoming Commissioner New York Commissioner Washington Commissioner Tennessee Commissioner Alabama Commissioner	Chair
STAFF	Cherise Imai	Executive Director	Secretary
EXCUSED	Tim McMurtrey Tony Trongone Lindsey Dablow	Idaho Commissioner New Jersey Commissioner Training and Operations Associate	

**ITEM 1 – CALL TO ORDER AND WELCOME**

1. Chair Rosemarie Kraeger (RI) called the meeting to order at 11:02 AM EDT. Roll call was conducted by Cherise Imai, Executive Director.
2. Chair Kraeger expressed appreciation for Members' time to attend the meeting as they are occupied with other business matters and with the Independence holiday this weekend.

**ITEM 2 – AGENDA AND MINUTES**

2. Commissioner Deanna McLaughlin (TN) motioned to approve the agenda as presented, seconded by Commissioner Greg Lynch (WA). Motion carried.

**ITEM 3 – WA Commissioner Greg Lynch's Email dated June 18**

4. Chair Kraeger yielded the floor to Commissioner Lynch who expressed appreciation for the opportunity to discuss his proposal with the committee. He stated that under COVID-19, states are dealing with the same challenges with cases increasing overall. Like many states, Washington is dealing with the changing scope of education and struggling with a plan to reopen school in the fall. Regarding his region's schools and work with 20 superintendents, they a hybrid option will be adopted, however a plan for an 100% virtual scenario will be made available for parents who may not be comfortable with sending children back to a physical school building.
5. Commissioner Lynch stated he is a member of several boards with several positions up for rotation this upcoming school year. In discussions, there was desire to be thoughtful of members. In several of the boards, they determined they would not change leadership positions where they could to avoid interjecting one more thing to do while dealing with the pandemic – whether it was onboarding or uncertainty under the process.
6. He reflected the MIC3 Executive Committee recently determined the 2020 Annual Business Meeting would be held in a virtual format this year, and it is yet another example of uncertainty for the organization under the pandemic. Commissioner Lynch stated due to this, he

proposed the Commission remain stabilized by keeping the same officers, Chair, Vice Chair, and Treasurer for another year. He stated how we go about this is subject for discussion. He referenced the ByLaws which require annual elections and the question if leadership would be willing to serve for one more year. He asked if the committee was open to supporting the proposal, and if they were, discussing the details was the next step.

7. Chair Kraeger thanked Commissioner Lynch for his proposal and asked for comment. Commissioner Chad Delbridge (WY) stated he supported the proposal and thought it was a good idea with the uncertainty under the pandemic. Commissioner Douglas Ragland (AL) concurred with Commissioner Lynch. He felt it was the best option for the Commission and he fully supported remaining stable. Chair Kraeger concurred with Commissioner Lynch's proposal as she is also a member of a number of other boards, and she stated his point on stability was important during these times.

8. Commissioner McLaughlin asked if anyone had reached out to current leadership on the proposal and if they were willing to serve. Chair Kraeger replied upon receipt of Commissioner Lynch's email, she connected with the Chair, Vice Chair, and Treasurer to inquire. All were open to serving one more year. She added the email was forwarded to the Executive Committee for their situational awareness.

9. Chair Kraeger stated the Commission's process would still be followed: an election would be held, and nominations would be taken from the floor. In addition, members are aware the deadline for applications were due next week, and she could request current leadership submit their applications.

11. Commissioner McLaughlin stated she wished the proposal was brought up sooner prior to the release of the application period. However, now there are people preparing their application submittals. She questioned what was the process for these new applicants?

12. Commissioner McLaughlin questioned the role and responsibility of the committee which she thought was to collect applications and put forth the names for vote to the Commission. She asked if the proposal by the committee was now to submit a slate to the Commission. Chair Kraeger affirmed her statement was correct, and although she too wished the idea had arisen sooner.

13. Commissioner Lynch stated the committee needs to be thoughtful on how to address this, and he wanted to honor Commissioner McLaughlin's concerns. He suggested since the nomination period is open, the committee could bring a strong endorsement from the committee and Executive Committee for the proposal to the Commission; and (the committee) can contact any new applicants directly, explain the situation and new proposal, and see if they still want to continue to run for office.

14. Commissioner McLaughlin stated the need to honor the applicants and allow their names on the ballot. She appreciated the suggestion to contact people who do decide to apply.

15. Commissioner Lynch asked how many applications have been received to date for each position? ED Imai stated no applications have been received to date. She reminded members the deadline is Wednesday, July 8, at 12 midnight Eastern/6:00pm Hawaii.

16. Commissioner Lynch suggested since no one has applied to date, that the committee draft a memorandum and send it to the commission. The memo would explain the proposal and reasoning behind it. Commissioner Delbridge agreed this was a good idea to send it out before the application deadline, so these individuals are not caught off-guard. He felt it was a fair for the individuals to be aware of before they submit or if they are in the process of submitting an application. Commissioner Ragland concurred and felt it was also important to acknowledge the committee had not thought about this prior to the release of the application period. Commissioner Delbridge added apologizing the committee had not thought of this sooner would go a long way.

17. Commissioner Debra Jackson (NY) commented this year is unusual with the pandemic, and anything we can do to keep the current leadership in place is good for the organization.

18. Chair Kraeger emphasized the need to be transparent and to follow organizational ByLaws. She asked the national staff to draft a letter with the points above and include that nominations would be accepted on the floor. She added the letter would be released over the weekend and by Monday at the latest.

19. Commissioner McLaughlin stated someone may have an application in the works, and perhaps they will not see the letter. She asked what would happen if someone submits an application - will they still be on the ballot? Commissioner Lynch replied that they could be contacted, explain the situation, and ask if they would like to retract their application or continue with the process. He stated if they agree to retract, the issue is resolved, if not, the committee can still process the application and include it on the ballot and the commission can vote. Though, the committee will still recommend the current leadership serve one additional year. Commissioner McLaughlin was concerned for any new applicants, and said she felt it was important to follow the current application process.

20. Chair Kraeger asked if anyone had any final comments or concerns on the today's discussion, transparency, the election process, proposal and way forward. Commissioner Jackson stated she appreciated the committee's efforts to honor the process and the best interest of the commission. Commissioner Delbridge, Ragland, Lynch stated they did not have any other comments or concerns.

21. Commissioner McLaughlin stated it was better that she would abstain. Chair Kraeger asked if there was anything that the committee could do to move her to an affirmative vote. Commissioner McLaughlin replied it was better for her to abstain from the vote, she also expressed appreciation for Chair Kraeger's question and asked members to respect her decision. Chair Kraeger acknowledged her statement for the record.

22. Chair Kraeger called for the vote. Commissioner Lynch motioned the committee recommend the current leadership remain for one more year, that a letter be drafted informing the commission of the recommendation and reasoning behind this. The motion was seconded by Commissioner Jackson. Motion carried with one abstention by Commissioner McLaughlin. Motion carried.

23. Commissioner Lynch stated as the proposal was his, he offered to assist with drafting the letter. Chair Kraeger thanked him for his assistance in advance.

#### ITEM 4 – ADJOURNMENT

24. With no further business to discuss, Chair Kraeger adjourned the meeting at 11:27 AM EDT.

Respectfully submitted by,  
Cherise Imai  
Executive Director