



# *Superintendent* **SEARCH**

## **TONIGHT'S DISCUSSION**

- **Superintendent Search Overview**
  - **Introducing our Search Firm**
  - **Update on Search Activities**
- **Ray and Associates Presentation**
- **Board Discussion**
- **Next Steps**

# **SUPERINTENDENT SEARCH PROCESS AND TIMELINE**

## **STAGE 1: BOARD INPUT & PREPARATION**

**12/21/2020** Consultant planning meeting with the Board and individual Board member interviews  
(Wk 1/4 – 1/11/2021)

**12/22/2020** Begin preparing information for the District promotional flyer or job description and online application form with the District liaison representative(s).

**12/22/2020** Notify all associates and other professional contacts of vacancy.

**1/05/2021** Contact constituents and stakeholders for input meetings on 1/27-28/2021.

**1/05/2021** Establishing Citizens Advisory Committee (CAC).

**1/06-13/2021** Application period for CAC

**1/14/2021** CAC Members selected

# CITIZENS ADVISORY COMMITTEE MEMBERS

Joe Andrews

Meghan Moore-Wilk

Kenya Bynum

Edwin Morales

Ghipsel Cibrian

Hank Nourse

Angela Farrish

Roshanie Ross

Robert Jackson

Keith Singletary

Anthoinette López Araníbar

Courtney Walker

# **SUPERINTENDENT SEARCH PROCESS AND TIMELINE**

## **STAGE 2: PROFILE DEVELOPMENT & PROCESS**

**1/06/2021** Online survey link, for input on developing the profile, available on District website from 1/06/2021 to 1/31/2021.

**1/19 & 1/26/2021** First CAC meeting run by Superintendent Search Community Engagement Committee.

**1/27-28/2021** Meetings with constituent, stakeholder group representatives and Citizens Advisory Committee.

**1/31/2021** 8 a.m. deadline for survey/input from constituents, stakeholders and Board members, including online survey.

**2/03/2021** CAC reviewed aggregated data from Ray and Associates to review based on comment responses of the community survey

**2/09/2021** Board to finalize Superintendent profile for the promotional flyer or job description, with consideration of CAC input

# **CITY SCHOOL DISTRICT OF NEW ROCHELLE**

## **Seeks A Superintendent Who...**

### **Recommend:**

- ❖ Possesses excellent people skills, presents a positive image of the district and will listen to input and make a decision when necessary. (combine 1 & 13)
- ❖ Possesses the leadership skills required to respond to the opportunities and challenges presented by an ethnically and culturally diverse community. (2)
- ❖ Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance. (5)
- ❖ Is a strong communicator; speaking, listening and writing. (6)
- ❖ Has experience recruiting and maintaining exceptional staff for the district and schools. (8)
- ❖ Is strongly committed to a “student first” philosophy in all decisions. (15)
- ❖ Is able to develop and communicate a vision of quality education for the future to the board, staff and community with successful experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board and community. (17 and 18)
- ❖ Possesses the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement. (27)
- ❖ Promotes a positive and professional environment for district employees and Board. (30)
- ❖ Commitment to and experience dealing with all genders, races, socio-economic groups. (31)

### **Consider:**

- ❖ Demonstrates commitment to community visibility with high interest in a broad range of community groups and organizations. (7)
- ❖ Is capable of developing both short and long-range district goals. (16)
- ❖ Is able to identify and select building and central office administrators who are capable of advancing the district vision. (22)
- ❖ Has classroom experience. (33)

# **SUPERINTENDENT SEARCH PROCESS AND TIMELINE: NEXT STEPS\***

## **STAGE 3: RECRUITING & SCREENING**

**2/12/2021** Print promotional flyer.

**2/12/2021** E-mail promotional flyer and online application instructions to interested candidates.

**3/09/2021** CAC to meet with BOE subcommittee members to provide feedback on Interview questions.

**3/28/2021** Deadline for all application materials.

## **STAGE 4: CANDIDATE PRESENTATION**

**4/13/2021** Consultant develops and finalizes interview questions and procedures with the Board. Top candidates are presented to the Board and consultant assists the Board in selecting finalists for the interviews. If desired, consultant will meet with constituents and staff interview group(s) to discuss their roles.

**4/16/2021** Interview top candidates (1<sup>st</sup> round).

**4/16/2021** Meeting with consultant following the last interview.

## **STAGE 4: SELECTION OF FINALIST & FUTURE PLANNING**

**4/23/2021** Interview finalist candidates (2<sup>nd</sup> round). (Optional)

**4/23/2021** CAC will meet to complete any other tasks as identified by the Board.

**4/23/2021** Final meeting with consultant following the last interview.

\* These dates are approximate, and this timeline is subject to change.