

THE SCHOOL COMMITTEE OF THE CITY OF BOSTON



MEMORANDUM

To: Jeri Robinson, Boston School Committee Chair
From: Pam Eddinger, Superintendent Search Committee Co-Chair
Lorena Lopera, Superintendent Search Committee Co-Chair
Marcus McNeill, Superintendent Search Committee Co-Chair
Subject: Finalists for Superintendent of Schools
Date: June 21, 2022

Purpose:

This memo summarizes the timeline for engagement and the search process, outlines the interview process that the Superintendent Search Committee has followed, and identifies the recommended finalists that the Search Committee submits for public interview by the Boston School Committee.

Timeline and Search Process:

The Superintendent search process began in March, when the nine-member Search Committee launched a series of public listening sessions and community stakeholder meetings. The community feedback voiced by students, families, educators, and other City partners was incorporated into the Superintendent's job description and informed the Search Committee members' interview questions. Beginning with a pool of 34 candidates, the Search Committee conducted private interviews throughout May and June.

- **Release Search Firm RFP:** On February 23, the City of Boston released a [Request for Proposals \(RFP\)](#) for a search firm to lead the search for the next Superintendent of Schools.
- **Identification of Search Committee:** On March 2, the School Committee voted on the membership and charge of a nine-person Search Committee. Members include:
 - Pam Eddinger, President of Bunker Hill Community College (BHCC), Search Committee Co-Chair
 - Lorena Lopera, Boston School Committee member and BPS parent, Search Committee Co-Chair
 - Marcus McNeill, Fenway High School Student and Youth Leader, Search Committee Co-Chair

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- Roxi Harvey, Chair of the Boston Special Education Parent Advisory Council (SpEdPAC)
- Michael O’Neill, Vice Chair of Boston School Committee
- Carline Pignato, Principal at the William E. Channing Elementary
- Gene Roundtree, BPS Secondary School Superintendent
- Jessica Tang, President of the Boston Teachers Union
- José Valenzuela, History Teacher at Boston Latin Academy and BPS parent

The Search Committee held its first meeting on March 7th and met regularly thereafter.

- **Public Listening Sessions:** Throughout the spring, the Search Committee held a series of multilingual listening sessions, and asked community members to reflect on the following questions:
 - 1) What are the three most important qualities or experiences our next Superintendent should have?
 - 2) What questions would you like the candidates to answer?
 - 3) How can the next Superintendent partner with the community to be successful?

Eight listening sessions were held on the following dates: March 9, 2022; March 15, 2022 (Spanish); March 24, 2022 (Student focused); April 2, 2022; May 2, 2022 (Cabo Verdean Creole); May 3, 2022 (Vietnamese); May 4, 2022 (Mandarin); and May 16, 2022 (Cantonese).

- **Survey:** On March 14, the City released a [public survey](#) for all members of the Boston Public Schools community to share their perspectives about desired qualities in a superintendent. The survey was available in 10 languages and was open from March 14 to April 15. In total, 507 survey responses were received.
- **Search Firm Chosen:** On April 6, the Boston School Committee voted to award the RFP for an executive search firm to [JG Consulting](#), as recommended by the RFP Evaluation Committee.
- **Superintendent Job Description Published:** On April 6, the School Committee voted to approve the Superintendent's Leadership Profile/Job Description. The [job description](#) was informed by extensive community feedback through public listening sessions and the public survey.

Interview Process:

1. **Applicant Screening:** On May 18th, the Search Committee gathered to review all applicants and determine which applicants to invite for a first round interview. In total, 34 individuals submitted applications for the position of Superintendent of Schools.
2. **Round 1 Interviews:** In early June, the Search Committee conducted initial interviews with selected candidates. These interviews were conducted remotely via virtual meeting. In total, 9 candidates completed initial interviews. Each candidate answered the same set of questions, which addressed the following topics:
 - Operationalizing Leadership Philosophy
 - Vision for Eliminating Opportunity and Achievement Gaps
 - Racial Equity

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- Safety: Social, Emotional, Climate and Culture
 - Instructional Leadership and Professional Development
 - Personnel/Human Resources and Labor Relations
 - Operations: Fiscal Management, Facilities and Environment
 - Community Stakeholders Engagement and Communication
 - Governance
3. **Round 2 Interviews:** In mid-June, the Search Committee completed follow up interviews and performance task reviews. These interviews were conducted in-person. In total, 7 candidates completed a second round of interviews. Candidates were asked individualized questions based on their responses in Round 1 as well as a standard set of questions, which addressed the following topics:
- Proposed 100-day entry plan
 - Racial equity
 - DESE follow-up district review
 - Conflict resolution
 - Navigating political engagement
 - Leadership philosophy and team building
4. **Public Interviews:** In anticipation of the finalist list being determined, the Boston School Committee has already announced the public interview schedule. The remaining finalists will participate in a public interview process on Thursday, June 23 and Friday, June 24. The schedule for each day will be:
- 10:30am-12:00pm: Community Partners
 - 1:30-3:00pm: Educators and School Leaders
 - 3:30-5:00pm: Students and Families
 - 5:30-7:30pm: Public interview with the Boston School Committee

Panel interviews will be conducted remotely via Zoom, with live interpretation in nine languages, including ASL, and members of the public are invited to join. The interviews will also be livestreamed on Boston City TV. Panel questions will remain the same all three days, will be provided to candidates in advance, and will be drawn from both the panelists and the previous public responses to the Superintendent Search Survey. Questions may also be chosen live from the Q&A function in each Zoom webinar.

Finalists:

On June 17th, the Search Committee conducted its final deliberations and voted to select a group of finalists for the Boston School Committee's consideration. Two candidates have since withdrawn from the process prior to the start of public interviews. Listed alphabetically by last name, the remaining two finalists are:

- Mary Skipper
- Tommy Welch

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With the identification of these finalist recommendations, the charge of the Superintendent Search Committee is complete, and the remaining components of the process rest with the School Committee.