

THE SCHOOL COMMITTEE OF THE CITY OF BOSTON



MEMORANDUM

TO: Fellow School Committee Members

FROM: Michael O'Neill, Chair

SUBJECT: Superintendent Search Committee

DATE: February 26, 2014

As outlined in the by-laws of the Boston School Committee, a search committee has been formed to assist us with our search for a permanent superintendent. At our meeting on February 26th, I request that the School Committee vote its approval to formally name the search committee, its charge and timeline.

As Chair, I solicited input from fellow members and a wide variety of people with knowledge of, and interest in, Boston Public Schools to put together a potential pool of people to consider for this Search Committee. Additionally, a variety of people also directly contacted either me, the District or the City to volunteer as well. I was touched by the strong interest in helping us with our search.

In reviewing the three superintendent searches conducted in the past 20 years (1995, 2005 and 2007), I noted the size of each committee (9, 12 and 6 respectively) as well as the background of the individuals involved. I spoke with several members of each of the three committees to learn best practices, potential pitfalls to avoid, and spoke with previous School Committee Chairs to learn about interactions between the two committees. I reviewed the timelines, minutes, votes and public announcements of each search committee. Lastly, I consulted with The Council of Great City Schools, the Massachusetts Association of School Committees and the City and District legal offices on legal issues regarding searches, particularly the applications of the Massachusetts Open Meeting Law and the specific interpretations of that law with regards to Superintendent searches as opined on by the Massachusetts Attorney General's office.

In keeping with past practices and as allowed by our by-laws, close cooperation with the Mayor with regards to the search committee is both advisable and worthwhile for the District. This recognizes that the Superintendent, though hired, evaluated and paid by the School Committee, is also a member of the Mayor's cabinet and is responsible for the single largest line item in the City's budget and oversees the largest number of City employees. Thus, the recommended make-up of the search committee was done in discussion and cooperation with Mayor Martin J. Walsh and his team.

On February 6, 2014, the 12-member proposed search committee was publicly announced. It will be co-chaired by Dr. Hardin Coleman, Dean of the Graduate School of Education at Boston University (and fellow Boston School Committee member) and Robert Gallery, President of Bank of America Massachusetts and board member of the Boston Plan for Excellence. The names and bios of the search panel members are attached to this memo.

This search committee, when approved, will begin the process to solicit, vet and narrow the list of candidates for superintendent. It is specifically charged with naming three finalists for the Boston School Committee, Mayor Walsh and the greater public to consider, with a final decision to be made by the Boston School Committee.

Additionally, the co-chairs have agreed to strive to make the process as transparent as possible, incorporating public input, while still preserving candidate confidentiality when necessary.

Expected steps are as follows, once approved by the Boston School Committee:

- Search Committee reviews potential search firms who respond to a request for indication of interest. It is expected that more than 25 firms who are either known nationally for expertise in this area, or have contacted our offices, will be solicited and considered.
- Search Committee selects and presents a search firm to the Boston School Committee for approval.
- Search Committee holds a series of public hearings throughout the city to solicit public feedback and input into desired candidate's qualities. Following the format of the School Committee's Strategic Planning process, a large number of community and District partners will be invited to present, along with numerous opportunities for the public at-large to comment. This will be helpful for groups who may feel that they were not fully represented on the Search Committee (due to size limitations) to make sure their voices are heard early in the process.

- Building on input from the Search Committee public hearings and the BSC Strategic Planning process, the Search Committee will draft a job description and present it to the Boston School Committee for approval.
- The Search Committee, working with the search firm, will issue a call for candidates and actively work to create as wide a pool of potential candidates as possible.
- The Search firm will conduct initial vetting and background checks on candidates and then will work with the Search Committee to decide on candidates for initial interviews.
- The Search Committee will conduct a round of interviews (in executive session to preserve candidate confidentiality at this level) and select three final candidates to present publicly.

It is expected that the Search Committee will operate under a timeline that will allow for the presentation of final three candidates in the mid-May-mid-June time frame. However, time frames can and will be adjusted, if necessary, based upon the response to the call for candidates, to best ensure Boston has the highest level of choices available.

In keeping with past practice from the 1995, 2005 and 2007 searches, it is requested that the Search Committee, its membership, charge and timeline be approved the same night it is formally presented, to allow the Committee to begin their process as soon as possible. (The 12 members have undergone training on ethics, open meeting law, conflicts and search processes.)

Lastly, due to the tight budget environment we are currently facing, several city and regional foundations are considering or have tentatively agreed to provide funding for the costs associated with this search process, to ensure that public funds are focused on BPS schools. More details will be provided to the School Committee when commitments are finalized.

The Superintendent Search Committee includes co-chairs:

Hardin L.K. Coleman, Ph.D., has nearly 40 years of experience with youth development and education, serving as a classroom teacher for elementary, middle and high school, and a school counselor at the middle and high school levels. He currently serves as a Professor of Counseling and Human Development and as the Dean of the School of Education at Boston University. Dr. Coleman was appointed to the School Committee in June 2013 to fill the seat vacated by John Barros, and served as a co-chair for the External Advisory Board for School Assignment to BPS. He holds a B.A. in Psychology from Williams College, a M.Ed. from the University of Vermont, and a Ph.D. in Counseling Psychology from Stanford University. Dr. Coleman resides in the Kenmore Square area of Boston.

Robert Gallery serves as Bank of America Massachusetts president, providing business, civic and philanthropic leadership for the company throughout the Commonwealth. He previously served as Chair, and currently serves on the Executive Committee, of the Greater Boston Chamber of Commerce, and serves on several local nonprofit boards. Since 2007, Gallery has been a Trustee of the Boston Plan for Excellence, committed to supporting optimal student success and organizational excellence within BPS. He is a graduate of Loyola University Chicago, and received his M.B.A. from Northwestern University.

The Committee also includes:

Michael Contompasis retired from BPS following 42 years of service, including serving as Superintendent of Schools and Chief Operations Officer. He has received numerous awards for his work in education, and is active in local, regional and national educational leadership associations. He is a graduate of Boston University, and received a Master's Degree in Education from Boston State College, a Master's Degree in Administration, Planning and Social Policy from Harvard Graduate School of Education.

Pam Y. Eddinger, Ph.D., is President of Bunker Hill Community College (BHCC), the largest community college in Massachusetts. Dr. Eddinger has served community colleges since 1993 in various leadership posts, including instruction, student services, marketing, institutional advancement and legislative relations. After immigrating to the U.S. from Hong Kong at age 11, Dr. Eddinger grew up in Miami, Florida. She is a graduate of Barnard College, and earned both her Master's Degree and Doctorate in Modern Japanese Literature at Columbia University.

William Henderson, Ph.D., started teaching in Boston in 1973, and in 1989 was appointed principal of the Patrick O'Hearn Elementary School with a mandate to include students with significant disabilities. The school gained widespread recognition for inclusion, academic progress, arts, and family involvement. Upon his retirement in 2009, the O'Hearn was renamed the Dr. William W. Henderson Inclusion School. Bill continues to advocate for inclusion and quality education through consulting and by presenting at universities and conferences.

A product of BPS, **Michael O'Neill** was first appointed to the School Committee in July 2008, and is currently serving his second term as Chair. O'Neill has spent over 25 years as a leader in Boston's banking and insurance industries, and is active in Boston's nonprofit community, focusing on youth advocacy. He is a graduate of Boston Latin School, Boston College, Babson College and the Stonier Graduate School of Banking, and currently resides in Charlestown with his family.

Laura Perille is the CEO of EdVestors, a Boston-based nonprofit organization focused on accelerating improvement in urban schools. Prior to EdVestors, Perille worked as a consultant to schools, foundations, and nonprofit organizations serving children and families, including the Greater Boston Food Bank, Crittenton Hastings House, and Community Catalyst/Families USA. She previously served on the External Advisory Committee on School Choice, charged with forming recommendations to design a new student assignment system for the BPS. Perille is a graduate of Brown University, is a Boston resident, and is a parent of one BPS student and one BPS graduate.

Jeri Robinson is the Vice President of Early Childhood Initiatives at the Boston Children's Museum, and has over 40 years of experience in teaching and consulting in the fields of early childhood and museum education. Robinson has been honored for her work in education by a number of organizations. She received her B.S., M.S. Ed. and an honorary Doctorate in Education from Wheelock College, and serves on numerous boards dealing with family, community, multicultural, and early childhood education issues. Robinson also served as the co-lead of Mayor Walsh's Education Transition Team.

Regina Robinson is the Dean of Student Affairs at Cambridge College, focused on providing strategic leadership towards college completion and student satisfaction. Since 2008, Robinson has provided collaborative leadership throughout the Boston community with Boston Metro Early Intervention, Operation House Call, Roosevelt K-8 Parent Council, and the Massachusetts Early Intervention Consortium. Additionally, Robinson serves as an advisory board member for Thrive in Five, and is an executive Board member for the Special Education Parent Advisory Council (SPEDPAC) and Boston School Committee's Inclusion Task Force team to increase the practices of inclusion and provide a voice for BPS parents. Robinson earned a Master's Degree from Liberty University, and resides in Hyde Park with her family.

Richard Stutman has been President of the Boston Teachers Union (BTU) since June 2003, and serves as a vice president of the AFT-Mass and a vice president of the Massachusetts AFL-CIO. Prior to his union service, Stutman taught math at the middle school and high school levels for a decade. His wife, now retired, served as a Speech and Language Pathologist in BPS. Stutman is a graduate of the University of Massachusetts, and holds a diploma in Financial Planning from Boston University.

Dania Vazquez, Ph.D., serves as the headmaster of the Margarita Muñiz Academy, an innovation school focused on dual language education. Dr. Vazquez has been an educator for over 31 years serving urban children and families, with expertise in ESL, language development, literacy, curriculum development, organizational development, and school transformation. She previously served as the Associate Executive Director at the Center for Collaborative Education, focusing on key initiatives including leadership development and school governance. Dr. Vazquez is a graduate of Columbia University, and received her M.S. in Bilingual Special Education from Bank Street College.

Andrew Vega teaches 8th grade English/Language Arts at Orchard Gardens K-8 Pilot School, a Boston Public School in Roxbury. Vega was named a College Board AP Fellow in 2009, a Teach Plus Teaching Policy Fellow in 2011, and is currently an American Achieves Teacher Fellow. He serves as a teacher advisor for a number of national foundations, and has advised state, local, and national policymakers on education and teaching, including President Obama's top education advisors and US Secretary of Education Arne Duncan. Vega holds a degree in English from UCLA and a Masters in Teaching from Loyola Marymount University.