

**March 12, 2019**

**From:** Isaacson, Miller  
**To:** Alexandra Oliver-Davila and Keith Motley, Co-Chairs, Boston Public Schools Superintendent Search Committee  
**Cc:** Michael Loconto, Chair, Boston School Committee  
**Re:** Summary characteristics of the superintendent candidate pool

As of March 12, Isaacson, Miller has interacted with **150** people about the superintendent's role, both to solicit candidate suggestions and, in some cases, to gauge prospective interest. We were grateful for the good suggestions and referrals from the members of the search committee, the school committee, and the greater BPS community, and made sure to follow up with each recommendation we received. We have had substantive phone, video, or in-person conversations with **71** individuals.

The position attracted interest from **57 prospective candidates**.

Demographics of all prospective candidates who expressed interest in being considered for the position:

**Gender:**

13 Female/44 Male

**Race/Ethnicity:**

2 - Asian  
24 - African American  
23 - White  
8 - Hispanic/Latinx

**Location:**

13 - currently working in Massachusetts  
44 - from 22 other states  
(AZ, CA, CO, CT, DC, FL, GA, IL, KY, MI, MN, MO, NC, NJ, NY, OH, PA, TN, TX, VA, WA, WI)

**Professional Experience (current or most recent role)**

23 - Superintendents  
14 – Deputy Superintendents, Chief of Schools, CAO, and other central office positions  
7 – CEOs, Presidents, or Administrators at educational nonprofit organizations or foundations  
4 – Higher Ed leaders and educators  
3 – Educational consultants  
3 – School leaders  
2 – State Level Superintendents/Commissioners

**Thirty nine** of these individuals submitted materials for consideration by the search committee on March 12<sup>th</sup>. Others withdrew from consideration prior to March 12<sup>th</sup>.

Demographics of candidates reviewed by the search committee:

**Gender:**

9 Female/30 Male

**Race/Ethnicity:**

- 2 - Asian
- 18 - African American
- 15 - White
- 4 - Hispanic/Latinx

**Location:**

- 10 - currently working in Massachusetts
- 29 - from other states

**Professional Experience (current or most recent role):**

- 12 – Superintendents
- 12 – Deputy Superintendents, Chief of Schools, CAO, and other central office positions
- 5 – CEOs, Presidents, or Administrators at educational nonprofit organizations or foundations
- 4 – Higher Ed leaders and educators
- 3 – Educational consultants
- 2 – School leaders
- 1 – State Level Superintendent/Commissioner

**Highest Degree:**

- 24 – Doctorate (EdD or PhD)
- 5 – ABD or currently pursuing a doctorate (2 ABD, 3 expected)
- 8 – Master’s
- 2 – JD