OFFICIAL MINUTES OF THE BOSTON SCHOOL COMMITTEE'S
SUPERINTENDENT SEARCH COMMITTEE MEETING

November 26th, 2018

The Boston School Committee's Superintendent Search Committee held a meeting on November 26th, 2018, at 6:00 pm, and located at the Bruce C. Bolling Municipal Building, 2300 Washington St., Roxbury, 02119. For more information about any of the items listed below, visit www.bostonpublicschools.org/superintendentsearch, email Ken Rowe at ken.rowe@boston.gov or call the Boston School Committee Office at (617) 635-9014.

ATTENDANCE

Committee Members Present: Alexandra Oliver-Davila (Co-Chair), Dr. Tanya Freeman-Wisdom, Carolyn J. Kain, Carlos Brown, Pastor Samuel Acevedo, Katherine Grassa, Michael D. O’Neill and Craig Martin.

Committee Members Absent: Dr. Keith Motley (Co-Chair), Jessica Tang, and Elvis Rodriguez.

DOCUMENTS PRESENTED

1. Agenda
2. Meeting Minutes from November 14, 2018 Search Committee Meeting
3. BPS Strategic Report 2015
4. Tulsa Superintendent Job Description
5. Portland Superintendent Job Description
6. San Diego Superintendent Job Description
7. Minneapolis Superintendent Job Description
8. Palm Beach Superintendent Job Description
9. BPS School Committee Meeting Minutes from November 14, 2018
10. Common Themes from Search Committee Meetings and Community Listening Sessions
11. Youth Voice in the Superintendent Search BSAC Proposal
12. Draft Desired Characteristics for the Superintendent
13. Fresno Superintendent Job Description

CALL TO ORDER

Co-Chair Alexandra Oliver-Davila called the meeting to order at 6:08 pm.

SUMMARY OF DISCUSSION

Summary of Discussion was completed by Niall Murphy. Ken Rowe worked with the Search Committee to update the Desired Characteristics for the Superintendent in real time during the meeting. The majority
of the discussion from this meeting was depicted by Ken Rowe on the updated Desired Characteristics for the Superintendent document.

Summary of Discussion below:

Alex starts the meeting at 6:08pm

Alex: before we start we need to approve minutes from Nov 14th. Committee votes to approve.

Alex: the bulk of our time tonight will be spent on the job description and refining it. Sorry for not sending out job descriptions from other cities, but we have printed copies available for everyone.
  -There are some things on these job descriptions that I thought may be helpful and we may want to pull out for our own.
  -Since we didn’t have time, I will give you a few minutes to look them over now.
  -I was hoping we would take the common themes that Niall, Ken and BSAC pulled together and go over notes from search committee members, my notes, John Mudd's revised desired characteristics.
  -Let's spend our time looking at what we would like to add and what we would like to take out.
  -The group talked about categories that relate back to standards -- instruction, management, etc.
  -We can make a draft and then I would like to work with someone to make it tighter. Present to School Committee Wednesday.

Carlos: do we need the first paragraph?

Alex: we don't. If we have a background doc first explaining challenges, then we don't need it.

Carolyn: I don't think we need to state what we did to get here

Mike O'Neil: it gives voice to people who came to meetings, but we don't need it. Better to be short and concise.

Alex: instructional leadership connects to opportunity and achievement gaps

Sam: it is its own overarching goal. The other rubrics dovetail with each other. I love having it front and center. I like having it as an overarching goal.

Carlos: why not have it as a leadership quality?

Craig: there is language in San Diego job description that correlates with reducing opportunity and achievement gap.

Carlos: for the leadership profile can we make it our own? Did this lead into a good Superintendent in San Diego? Are they successful?

Mike: need a focus on equity in there.

Dr. Tanya Freeman: yes, a focus on equity and innovation.

Alex: having a problem solver is important.
Carlos: being the first in the nation to eliminate the opportunity and achievement gap

Craig: should we call out a demonstrated ability to fix schools that are in need?

John Mudd - reinforce items people have mentioned. Intro on challenges drawn from RFQ would be important. Gets at turnarounds, BuildBPS, challenges facing the district.
- Leadership - too management oriented. Should look for an educational and instructional visionary to emphasize educational challenges.
- Importance of track record, proven record, achievement, and performance.
- Achievement gap - make clear, it's not just related to the black and Latino race. ELL and sped are also included.
- Team building - no one will come with all of the strengths all in one. How do you build a team and what's your record of doing so.
- How self-aware are you of your own strengths and weaknesses?
- Emphasize strong Mayor system with aggressive community politics and a mayoral appointed School Committee.

Carolyn - ability to motivate, ability to lead.

- After public comment:
  - Carolyn will do her best to share their draft before submitting to the School Committee.

PUBLIC COMMENT

1. John Mudd, Advocate:
   - Include an introductory paragraph on qualifications (it will help with SPED, Build BPS, etc)
   - Educational and instructional visionary.
   - Importance of using the words: “track record, proven record, etc.”
   - Achievement and opportunity gaps: not just race
     - Discuss segregation
   - Community politics are important with a Mayoral appointed School Committee
   - Focus on team building, no one will come with all of the things you want.

ADJOURN

At approximately 7:53 p.m. the Committee voted by unanimous consent to adjourn the meeting.

Attest:

[Signature]

Kenneth Rowe
BPS Superintendent Search Committee Staff