

THE SCHOOL COMMITTEE OF THE CITY OF BOSTON

MEMORANDUM

TO: Boston School Committee Chairperson and Members
FROM: Alexandra Oliver-Dávila, BSC member and co-chair,
Superintendent Search Committee
Dr. Keith Motley, co-chair Superintendent Search Committee
SUBJECT: Request for Approval of Superintendent Search Firm
DATE: December 19, 2018

Following a thoughtful review, the Superintendent Search Committee recommends Isaacson Miller (IM) as the firm selected to assist with the Boston Public Schools current superintendent search process. We respectfully request the School Committee's approval this evening in order to move the process forward before the holiday break.

At a meeting held last week, the Search Committee reviewed the six proposals that were responsive to the Request for Statement of Qualifications (RFQ) released by the Committee last month. The co-chairs, having taken a deeper dive into the RFQs, including reference checks, etc., recommended Isaacson Miller, which received their highest score using the attached rubric. The Search Committee then voted to approve the selection of Isaacson Miller as the preferred search firm, subject to confirmation by the School Committee. A copy of IM's proposal is attached for your reference.

A few things that impressed the Search Committee about Isaacson Miller were:

- Firm is Boston based, and IM believes it can have a significant impact in the community through this search.
- While IM hasn't performed superintendent searches for about four years, but they wanted to be a part of this search because their mission aligns with the Search Committee's mission.
- Other firms that applied had little to no context or experience related to Boston, it's political complexities, and history.
- The lead named partner on the search is Erika Miller, a woman of color who previously worked for former US Secretary of Education Arne Duncan and has deep networks in education.
- Diversity drives their firm. Their record is very strong in placing diverse candidates in 2018: 49% were women and 32% were people of color.
- IM also presented the strongest community engagement plan and didn't approach the Search Committee with a pre-planned list of candidates.

· Finally, IM has a strong track record of finding outside-the-box candidates that have had success leading non-profit organizations and private school institutions in the Boston area.

The Search Committee's second choice was JG Consulting based in Texas. JG has an impressive track record of recruiting, placing and retaining executive level people of color. They have strong relationships with all the top Latino superintendents in the country. We did not pick them because they are only four years old and had never done a search in the northeast. The Search Committee, however, recommends that Office of Human Capital consider working with JG in the future to recruit for leadership positions within the district.

The Search Committee enthusiastically recommends Isaacson Miller to serve as the search firm assisting BPS' current superintendent search process and requests the School Committee's confirmation with an affirmative vote this evening.