



May 16, 2014

MEMO

TO: Hardin Coleman and Robert Gallery, Co-chairs
Boston School Superintendent Selection Committee

RE: Search Progress Report

As you are aware, HYA conducted a rather broad based input session in Boston, consisting of five days of interviews and focus groups along with the facilitation of six public hearings called by the Mayor's Office. Consistently, throughout the process, we heard of the good job that the Interim Superintendent is doing and a desire to have him continue for another year to implement the major initiatives that are underway (the interventions at Boston's primary vocational and technical high school, the District Human Capital Campaign – including evaluations, open postings, and increasing diversity, the new Student Assignment Plan, and the reorganization of Central Services). The primary concern of many individuals and groups is that these positive initiatives could lose the impetus they have generated if they were turned over to a new administration for implementation.

In view of the above, we felt it was our responsibility to ascertain the feasibility of extending the superintendent search into the next school year and having the Search Committee, School Committee and Mayor identify a preferred candidate between mid-January to mid February of 2015, to start as soon as available, but no later than July 1, 2015. This would have Boston being one of the first major cities to select a superintendent for the 2015-16 school year, rather than one of the last to do the same for the 2014-15 school year.

Since the Search Calendar and timeline is a function of the Superintendent Search Committee, we request that you convene the Committee to discuss this recommendation prior to the scheduled meeting on May 22nd, at which time we are prepared to share a slate of diverse candidates if the search is not extended. To date, 24 individuals have initiated or completed an application for the position. Granted, several of these candidates may withdraw if the search is extended. At the same time, a number of diverse individuals we recruited expressed an interest in the position, but indicated that the timing of the search was not conducive to having them submit applications. Therefore, extending the search may provide a more robust group of candidates because of timing.

If either of you have any questions about our recommendation or the status of the search, we would be happy to respond. We also will be happy to respond to any questions the Search Committee members may have when we meet.

Respectfully,

Bill Attea
Hazard, Young, Attea & Associates