



## Superintendent Search Committee: Minutes

Date:

Monday, November 17, 2014

Time:

6:00 p.m.

Location:

Winter Chambers  
26 Court Street, 1<sup>st</sup> Floor  
Boston, MA 02108

Attendees:

Hardin Coleman, Co-Chair  
Michael Contompasis  
Michael O'Neill  
Laura Perille  
Jeri Robinson  
Regina Robinson  
Richard Stutman  
Dania Vazquez  
Andrew Vega  
Bill Attea, HYA  
John Connolly, HYA

BPS and City Hall Staff, as well as community members, were also in attendance.

HYA Update on Search Calendar and Application Status

Co-Chair Hardin Coleman called the meeting to order.

HYA provided members of the Search Committee with a confidential draft interview script and asked Committee members to make notes on it and return to HYA to be discussed at the next meeting, which will be an Interview Workshop held in Executive Session. HYA told the Committee that the purpose of the initial interview is to narrow down the field of candidates and assured the Committee that there will be plenty of opportunities for follow-up. The Committee agreed to interview 5-8 candidates during the first round, and a minimum of 3 during the second round.

HYA went over the search calendar and informed the Search Committee that they are still getting candidates. They are aware of at least six more qualified candidates who are going to apply. HYA reiterated that some of the best candidates will not apply until the final week because of confidentiality

reasons. HYA will interview 10-15 candidates in person or over skype. At the Interview Workshop, HYA will guide the Committee in a discussion of what to look for during an interview. HYA will then present a slate of preferred candidates. Applications of all other candidates will be available to discuss. HYA stated that the idea length of time for an Initial interview is 90 minutes per candidate. HYA will only bring back candidates for follow-ups who the Committee agrees to bring back. For Follow-up Interviews, HYA recommends another 2 hours each. After the Follow-Up interviews, the Committee will determine which candidates go forward to the School Committee.

Several members of the Search Committee expressed the desire to hold one additional open community forum before interviews begin, in deference to the long gap since the last public forums. The SSC agreed to hold another forum as an opportunity to report out to the public the work that the Committee has been doing, and for the Committee to walk into the interviews with fresh ideas from the community. The co-chairs agreed to work with BPS and the Mayor's Office to articulate the call for this meeting try to make it happen.

HYA then updated the Committee on the progress of the search thus far. HYA informed the Committee that they had recently attended a Council of Great City Schools event, where they had met with 3 or 4 potential candidates, one of whom has already applied.

A member of the Search Committee asked whether there is a specific strategy that Diana and Thelma bring to the search. HYA responded affirmatively and stated that they are recruiting and talking to potential candidates. Specifically, Thelma is on the Board of Directors of the Association of Latino Administrators and Superintendents (ALAS). Thelma was at an ALAS Convention where she was recruiting candidates for the position. The Search Committee stated that they want to see Diana and Thelma's footprint more in this search and in the candidate pool.

One member of the Search Committee noted that the current pool contains only 8 Latino applicants, and asked whether that is reflective of a lack of depth in the field in general. HYA responded that Latinos are just now starting to emerge in the field, and that 5 years from now there will be a much larger pool. Additionally, HYA stated that Boston can't afford the salary to attract the top Latino superintendents nationwide. Other cities have seen outside foundational support to supplement superintendent salaries, but that isn't sustainable over time.

A member of the Search Committee asked how many of the potential candidates who said no said so because of the proposed salary. HYA answered probably three or four, and stated that Boston has a relatively competitive compensation package, but it may not be competitive enough to attract the top candidates.

#### Public comment:

A member of the community emphasized the need to verifying candidates' track records through robust reference checks.

Another member of the community stated that another community forum is a great idea and would engender more trust and transparency in the process.

Another member of the community asked how BSAC and other student groups will be involved and engaged in the interview process.

There being no further public comment, Co-Chair Hardin Coleman adjourned the meeting.