

**OFFICIAL MINUTES OF THE
SUPERINTENDENT SEARCH COMMITTEE MEETING**

April 23, 2014

The Superintendent Search Committee held a meeting on April 23, 2014 at 4:30 P.M. in the Winter Chambers, 26 Court Street, Boston.

For more information about any of the items listed below, contact Landon Dickey:
landon.dickey@boston.gov or 617-635-3895.

ATTENDANCE

Search Committee Members Present: Co-Chair Bob Gallery, Laura Perille, Bill Henderson, Michael Contompasis, Dania Vasquez, Regina Robinson
Search Committee Members Absent: Co-Chair Hardin Coleman, Jeri Robinson, Andrew Vega, Pam Eddinger, Richard Stutman, Michael O'Neill
Mayor's Office Staff: George Perry, Landon Dickey, Danny Green
Hazard, Young, & Attea Staff: Bill Attea, John Connolly

DOCUMENTS PRESENTED

Updated Desired Superintendent Characteristics

CALL TO ORDER

Co-Chair Bob Gallery called the meeting to order.

REVIEW UPDATED DESIRED SUPERINTENDENT CHARACTERISTICS

Bob opened the meeting by recognizing several members could not be present but had sent in comments on the desired superintendent characteristics. He reviewed Jeri Robinson's edits and her concern with the ambiguity around a bullet in the superintendent characteristics that asked the superintendent to be able to manage schools with a high degree of autonomy.

The group engaged in a discussion on the appropriate language to use to express the desire for the superintendent to have experience working with autonomous schools. Through discussion, the committee ultimately decided on referring to schools within BPS as having "varying degrees of autonomy" to reflect the portfolio of school options. Dania stated that a successful candidate would be able to articulate the philosophy behind autonomous schools and show some evidence of designing and/or supporting those

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types of schools.

Further down the list of desired characteristics, Michael Contompasis raised a question about the meaning of the term “servant leadership” in describing a desired characteristic of the superintendent. John Connolly explained the term referred to a superintendent that is invested in *supporting* the success of individual schools, rather than prescribing success for them. Bob and Dania further emphasized this individual should have the skills to promote a culture of excellence.

Dania then raised a question on a bullet that listed various issues associated with urban schools that a superintendent should be prepared to confront. Dania stated that rather than asking for a person with “cultural awareness, sensitivity, and competency”, the individual demonstrating “cultural competence” would be sufficient. Bob agreed that some terms listed for the superintendent to confront such as “bias” and “prejudice” were redundant, but suggested that the term “race” remain in the description. The group continued discussing whether or not to include a long list of urban issues for the incoming superintendent to be comfortable with and Laura Perille suggested that community input did indicate that each of the terms were important to include.

Michael Contompasis responded that there were several other terms that could be added to the list that were not currently listed. As a result, creating a narrow list risked leaving out other key issues for the superintendent to address. Bill Henderson then argued that the specific list that was compiled reflected important growth areas for the Boston Public Schools and the articulated concerns of the community. Ultimately, the committee decided to list issues for the superintendent to address with few edits to the original list.

Bill Henderson then raised the question of whether the desired characteristics did not allow for the possibility of Deputy Superintendents, Chief Financial Officers, and candidates other than sitting superintendents to apply for the position. John Connolly responded that the language in the document only listed that a superintendent background was “preferred” but not “required”, thus encouraging a wider pool to apply.

Finally, George Perry suggested stronger language be added to the document to encourage the superintendent to engage with students. Dania and Laura agreed that the language should be added.

PUBLIC COMMENT

John Mudd, an education advocate, spoke about his concerns with the recruitment timeline. He expressed his view that the search firm have longer than three weeks to cultivate a pool of superintendent candidates. Furthermore, John asked that language around ELL and SPED students be included in describing the commitment the superintendent should demonstrate in eliminating the achievement gap. He also asked the committee to clarify the information they sought to learn on the superintendent’s experience with dual language and inclusion classrooms.

NEXT STEPS

As next steps, John Connolly stated Hazard, Young, & Attea would develop a script for interviewing candidates. He requested committee members send potential interview questions to HYA by May 4th.

Bill Attea then shared that the desired characteristics would be revised and posted online in advance of the April 30th school committee meeting. If approved, the search committee would reconvene on May 22nd to review the selected pool of candidates.


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Members of the committee then raised the question of whether or not they would be able to review the candidates prior to May 22nd. The Mayor's Office staff committed to review whether or not sharing candidate names in advance would risk confidentiality or open meeting law.

ADJOURN

The meeting was adjourned by Bob Gallery.

Attest:



Landon Dickey