



## Superintendent Search One-Pager

### **Phase One:**

- Kendra Sowers and Martine Gulick named Co-Chairs of Superintendent Search Committee
- School Board hired McPherson & Jacobson (MJ), a national search firm that has placed over 750 superintendents across the US since 1991
  - Dr. John Gratto, our consultant from McPherson & Jacobson, attended Jan. 14th board meeting
  - collected ideal characteristics in a superintendent, reviewed the search timeline
- dedicated superintendent search page on website
  - comments gathered from stakeholders (teachers, staff, admin, community members)
  - timeline for the search
  - <https://www.bsdt.org/district/superintendent-search/>.
- 3 community stakeholder forums at Hunt, IAA and Champlain
  - feedback from forums posted on district website
  - two sets of additional stakeholder meetings with staff, students, and district leaders
- Screening Committee application was distributed to stakeholders via a press release, emails and texts to parents/district staff, through multicultural liaisons, news stories and FPF
  - Interested parties answered two questions:
    - Why do you want to be on the screening committee?
    - What unique perspective would you bring to the search process?
  - 30 people submitted applications, 11 people chosen to be on committee  
*Final makeup: 2 principals, 1 teacher, 2 central office, 1 staff member, 5 community members*
- Superintendent Vacancy Brochure completed and placed online at various job posting sites

### **Phase Two:**

- closing date for applications Feb. 6th
- Screening Committee initial meeting on the 11th
- Screening Committee meeting on 18th to review applications, view videos and put forth acceptable candidates to school board
- *March 4th*: Board interviews with candidates, time and location TBD
- *March 5th*: Community forums with finalists, time and location TBD
- Mid March: Announcement