

## **The School Committees Report**

The School Committees are dedicated to supporting the school districts' educational goals for Concord, Carlisle and Boston students while maintaining a transparent public process related to policy decisions. This article is one in a series that is intended to update and inform the residents of Concord and Carlisle about the districts' on-going activities, initiatives and policies.

## **Superintendent Search**

The School Committees have developed a timeline for the Superintendent search that includes significant opportunities for the public to participate in the process. The process will include public forums, focus groups, individual interviews of each current School Committee member and the Superintendent, and an on-line survey to ensure that every interested resident has an opportunity to have their voice heard.

In terms of planning the search, the School Committees had the advantage of advance notice from Superintendent Rigby that she would not seek another contract. The planning was also informed by the professionals from the search firm Hazard, Young, Attea & Associates (HYA) who have extensive experience developing Superintendent search processes.

The on-line survey will be available starting on November 7 and will remain open until November 30. Public meetings will be held on the evening of November 14 and on the morning of November 15. In addition to public meetings that will be open to all residents who want to attend, the School Committees will form focus groups who will be interviewed by the search firm. Examples of the focus groups include PTG representatives, Principals, representatives from the teacher unions, METCO, SEPAC, and leaders from town government including police and fire leadership. Finally, the consultants from HYA will interview individually each of the School Committee members as well as the Superintendent.

All of the feedback from the public meetings, survey, individual interviews and focus groups will be used to create a leadership profile for the new superintendent. The leadership profile will be presented to the School Committees at their meeting on December 13; it will also be posted on-line.

The posting for the position will close on January 1, 2017. The pool of candidates will be reviewed by representatives of HYA who will narrow the field and present a pool of qualified candidates to a Screening Committee that will be appointed by the School Committees. The Screening Committee includes three School Committee members, teacher union representatives, administrators, parents, representatives from METCO and SEPAC and a community member at-large. The parents will include a resident of Carlisle who is the parent of a CCHS student, a resident of Concord who is the parent of a CCHS student and one parent of a

Concord K-8 student to be chosen by the PA and PTG presidents. The community member at-large will be chosen by the League of Women Voters (LWV). Information will be forthcoming about the process that the PTG presidents and LWV will utilize to select those individuals to serve. The deadline for appointing their representatives is November 15.

The Screening Committee will have a training session on January 17, and interview candidates on January 18-19, 2017. The finalists from that process will be presented to the School Committees at the January 24, 2017 business meeting. The School Committees will conduct interviews in all day interviews that include site visits, a public reception and an interview with the full School Committees. The process is scheduled to conclude at a January 31, 2017 School Committees meeting when a candidate is selected. Following the selection, the School Committees will negotiate a contract.

### **The School Committees Contact Information**

You can link to the School Committees' emails on the Districts' home page at [www.concordps.org](http://www.concordps.org). Or, you can email the Concord Public School Committee at [concordschoolcommittee@concordps.org](mailto:concordschoolcommittee@concordps.org) and the Concord-Carlisle Regional School Committee at [concordcarliseschoolcommittee@concordps.org](mailto:concordcarliseschoolcommittee@concordps.org). You can reach out to the Superintendent and the School Committees through the Your Voice Matters link on the Districts' home page. School Committee meetings are open to the public and the public is encouraged to attend. The meetings are broadcast on CCTV and are available on demand at [www.concordtv.org](http://www.concordtv.org). The district web site ([www.concordps.org](http://www.concordps.org)) contains updated reports, presentations and information on meetings.