



Cincinnati Public Schools Superintendent Search Update - Highlights 11/15/2021

- 1) **The Cincinnati Public Schools Board made a commitment to launch a transparent search process, guided by the input of the greater Cincinnati community and designed to mitigate bias every step of the way.** To support this effort, CPS hired Alma Advisory Group due to its compatible vision, commitment to equity and robust approach to stakeholder engagement.
- 2) **Over the course of six weeks, Alma held 40 meetings and met with 234 participants, including teachers, students, principals, staff union leaders and community partners**
- 3) **In addition, Alma launched a community survey with close to 3,600 respondents**
 - a) Nearly half of the respondents were people of color
 - b) Over half (51%) were parents and caregivers
 - c) 21% were teachers
 - d) 9% were students
 - e) Nearly all principals participated, and respondents represented every single school in the district
- 4) **The Community is clearly seeking an education leader with strong engagement and communication skills:**
 - a) Visible and present in the community and schools
 - b) Open lines of communication
 - c) Responsive to parent concerns
- 5) **The community wants a leader with an unwavering drive to do what's best for students.**
 - a) Someone who values and seeks to understand the needs of CPS students, schools, and their communities.
 - b) Someone who communicates and collaborates transparently with all stakeholders.
 - c) Someone who leads with empathy, not ego; someone who acknowledges, supports and elevates the voices of students, staff, and families over other agendas.
- 6) **Many parents expressed the desire to emphasize learning while also continuing to support students more holistically.**
 - a) Parents shared the desire for CPS to develop students as critical independent thinkers
 - b) They also want environments where students feel safe, know who they can talk to, and are cared for as whole people
- 7) **Community members are proud of CPS's top strengths**
 - a) One of the few growing urban districts
 - b) Strong programming for early childhood, montessori and magnet programs among others
- 8) **However the community also acknowledged places where there is room for improvement**
 - a) Decisions feel top-down
 - b) There is a sentiment of broken trust, lack of honest communication and accountability
 - c) Operational deficiencies
- 9) **Alma worked with the Board to leverage the community's input to create the Superintendent's job profile, which is accessible online**
- 10) **Alma will now begin its recruiting efforts, seeking candidates that match the community's needs.**