



Cincinnati Public Schools Superintendent Search Community Update

November 15, 2021



Our Shared Purpose

Our goal is to recruit, screen and select the next Superintendent of Cincinnati Public Schools.

Our purpose is to lead a transparent search process with integrity, guided by the input of the Board and the greater Cincinnati community, and designed to mitigate bias every step of the way.



3 Primary Activities to Participate

3 COMMUNITY GATHERINGS

1 in each region of the city.

Focus was to learn about the process and engage in conversations with the community.

Breakout groups allowed deeper input.

INTERVIEWS & FOCUS GROUPS

1:1 interviews and focus groups with teachers, students, principals, staff, union leaders and community partners

Allowed deeper discussions by role.

STAFF & COMMUNITY SURVEY

Survey launched 10/25/21

Extended deadline to 11/5/21 to expand participation, with a focus on adding teacher and student voice



Community Engagement



40

MEETINGS

Community gatherings (in person and virtual), focus groups, 1-on-1s, student panels, board member interviews

234

PARTICIPANTS

Parents, students, teachers, school leaders, district staff, community leaders and partners, and alumni



Survey had high participation from many groups

3,589 SURVEY RESPONSES

- **81% of respondents** were Parents, Teachers and Students
- **100% of schools represented**
- **92% of Principals responded**
- **Nearly half (49%) of respondents were people of color**



Community Engagement

ONE IDEA ABOVE ALL: A DESIRE FOR A STRONGER SENSE OF PARTNERSHIP AND COLLABORATION

Visible and present in the community and schools.

Open lines of communication

Responsiveness to parent concerns.



Community Engagement

CINCINNATI WANTS A LEADER WITH AN UNWAVERING DRIVE TO
DO WHAT'S BEST FOR STUDENTS

A leader who...

Values and seeks to understand the needs of CPS **students, schools, and their communities** .

Communicates and collaborates transparently and demonstrates respect for the cultural and racial diversity that exists in CPS.

Leads with **empathy, not ego** ; acknowledges, supports, and elevates the voices of students, staff, and families over other agendas.



Community Engagement

THERE IS SHARED DESIRE
TO EMPHASIZE LEARNING ...

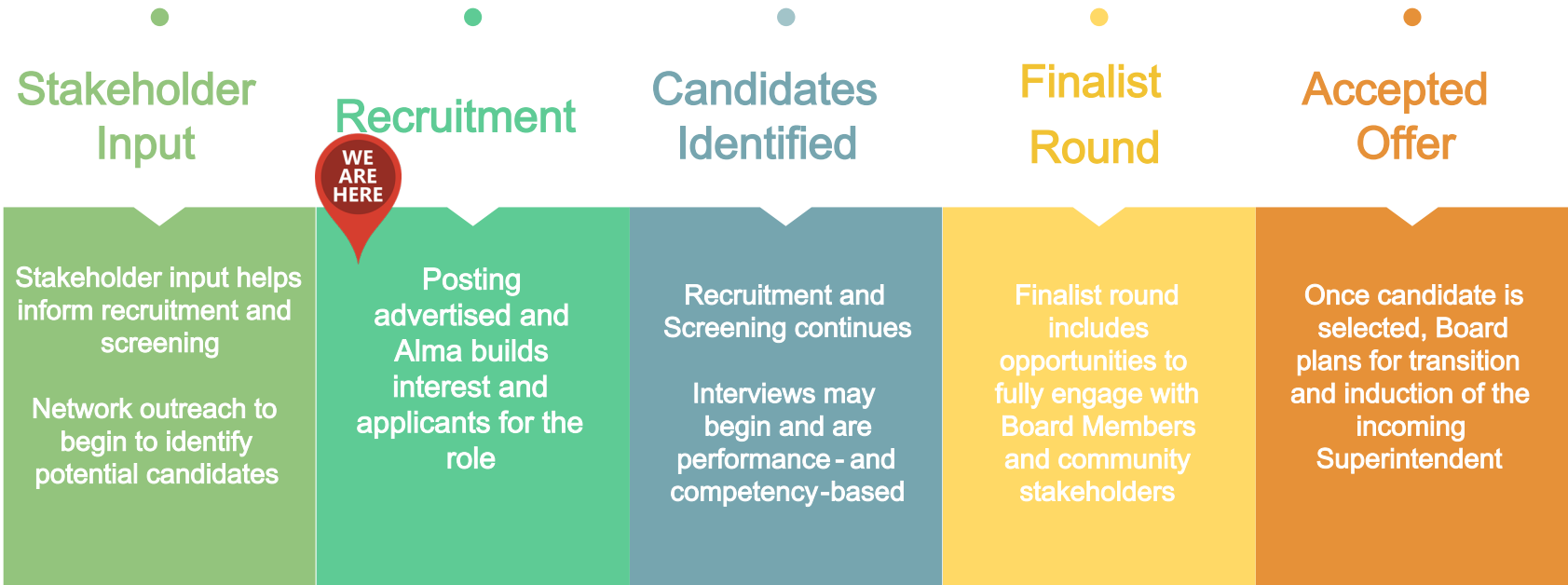
- Developing **Students as Critical Independent Thinkers**, who know they are valuable to society
- **Accelerating learning and growth** informed by the lessons of the pandemic
- Fostering a commitment to **caring for and belonging to a diverse cultural community**

... AND TO THINK MORE
HOLISTICALLY ABOUT
STUDENT AND STAFF NEEDS

- Resources **support mental health and well-being**
- **Environments where students feel safe**, know who they can talk to, and are cared for as whole people
- **Support Site -Based leadership of schools**, allocating resources equitably and providing proactive development and support to staff



Search Process Steps



*Job Profile is now live at www.AlmaAdvisoryGroup.com

Thank you!

www.AlmaAdvisoryGroup.com



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Advisory Group