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.