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
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

**Stakeholder Input**
- Stakeholder input helps inform recruitment and screening
- Network outreach to begin to identify potential candidates

**Recruitment**
- Posting advertised and Alma builds interest and applicants for the role

**Candidates Identified**
- Recruitment and screening continues
- Interviews may begin and are performance- and competency-based

**Finalist Round**
- Finalist round includes opportunities to fully engage with Board Members and community stakeholders

**Accepted Offer**
- Once candidate is selected, Board plans for transition and induction of the incoming Superintendent

*Job Profile is now live at [www.AlmaAdvisoryGroup.com](http://www.AlmaAdvisoryGroup.com)*
Thank you!

www.Alma Advisory Group.com