



Superintendent Search Plan

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Introduction

On March 21, 2024 the Governing Board of the California Montessori Project (CMP) directed an ad hoc committee of three members to prepare a recommended Superintendent Search Plan for the Governing Board and greater community to review and provide feedback. The following pages will provide a high level overview of the recommended process and timeline for this important leadership transition.

CMP has benefitted from a history of strong leadership and as Superintendent Brett Barley shared in his recent letter to our community, “CMP’s foundation is strong and its future is bright.”

To ensure a smooth transition and continuity of leadership, the Governing Board will ground this process in our Strategic Plan (2021 - 2026) which can be easily accessed with this link: bit.ly/CMP-Strategic-Plan-2021-2026.

Mission

The Mission of the California Montessori Project is to provide a quality, tuition-free Montessori education that challenges our students to reach their full potential.

Vision

The Vision of the California Montessori Project is to provide a Montessori education that supports the intellectual, social, and emotional development of every child. This will be achieved by:

- Promoting independence
- Teaching respect for oneself and others
- Building confidence
- Creating a sense of social responsibility, and
- Empowering every student to be a global citizen

ABC: Appreciation, Belonging, and Care Statement

“We shall walk together on this path of life, for all things are a part of the universe, and are connected with each other to form one whole unity.”

— *Maria Montessori*

CMP commits to cultivate, welcome, and celebrate diversity in order to fulfill our mission, affirm the principles of Montessori education, and carry out a responsible role in our community.

CMP endeavors to honor the qualities that make us similar to each other and those that make us different, co-creating a space that values and respects the race, ethnicity, national origin, immigration status, language, religion, socioeconomic status, gender identity, size, sexual orientation, relationship status or choice, and different levels of ability, exceptionalities, and neurodiversity of all students, families, and employees.

CMP promises to encourage everyone to choose respect over hate, embrace diversity, act with empathy and remind our community that being a global citizen comes with responsibility.

CMP works to promote a sense of appreciation, belonging and care for every learner, family, educator and employee. CMP will do this by:

- Recruiting and retaining a diverse student body
- Hiring and retaining diverse staff
- Exposing students to a well-rounded curriculum to prepare students to be global citizens
- Empowering our students to become changemakers
- Creating safe, and brave, spaces for all members of our community
- Fostering learning environments that are accepting to everyone and represent everyone
- Teaching and modeling to students how to show empathy, kindness, and gratitude to others
- Creating a community that recognizes how we are alike and celebrates our differences
- Creating safe, shame-free spaces for all members of our community where students and staff are supported in having crucial conversations centering around diversity, equity, and inclusion
- Treating every person with dignity, always seeking to understand and support, while also upholding these commitments

CMP understands this effort is constantly evolving, and the achievement of such principles grows from the work of educating ourselves and each other as we address our biases and revisit program curriculums, classroom practices, and school policies. The empowerment of the members of our community will bring confidence and compassion for understanding. Our community will be able to communicate with a more inclusive language, challenge discrimination and stereotypes, and provide guidance.

Proposed Process & Timeline: The Governing Board will appoint an Interim Superintendent for the 2024/2025 school year from an internal search and conduct a national candidate search for a multi-year contract to commence service for the 2025/26 school year.

Phase 1	Phase 2	Phase 3	Phase 4	Phase 5	Phase 6
<p>Appoint Interim Superintendent</p> <p>Before the end of the 2023/24 school year, the CMP Community will provide input and the Governing Board will appoint an Interim Superintendent from an internal search for the 2024/25 school year.</p> <p>Superintendent Brett Barley will coordinate the transition with the Appointed Interim Superintendent.</p>	<p>Plan & Launch Community Engagement</p> <p>In June 2024, CMP will begin planning a robust Community Engagement Initiative to gather input from educational partners (e.g. parents, staff, students) on the profile of an ideal superintendent to lead the organization.</p> <p>Engagement events and activities will begin in October 2024 after the classroom normalization period.</p>	<p>Advertise & Recruit Superintendent Position</p> <p>In December 2024, the Governing Board will approve the essential documents (e.g. job description, leadership profile) and post the Superintendent position for applicants.</p> <p>The Superintendent position will be advertised as a three-year term.</p>	<p>Review Candidates & Select Finalists</p> <p>In February and March 2025, the Governing Board will review applicants and select finalists for the Superintendent position.</p> <p>The Governing Board process will include checking references, conducting interviews, etc.</p>	<p>Superintendent Selection & Contract Finalized</p> <p>In April 2025, the Governing Board will engage in negotiations for a multi-year contract and appoint a Superintendent.</p>	<p>Superintendent Transition</p> <p>In May 2025, the Interim Superintendent and designated staff will coordinate with the appointed Superintendent to ensure a smooth transition.</p>