

# California Montessori Project Governing Board Meeting

August 12, 2024



# Action Item #5

## **Superintendent Search Firm (Attachment A5)**

- **Comment:** The Superintendent Search Committee reviewed search firm proposals
- **Recommendation:** The Board authorizes the Interim Superintendent to negotiate a contract with the preferred firm for up to \$75,000 to begin work as soon as possible.

# Superintendent Search Firm

Ad Hoc Committee



# Superintendent Search Timeline 2024-2025

Phase 1	Phase 2	Phase 3	Phase 4	Phase 5	Phase 6
<p><b>Appoint Interim Superintendent</b></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><b>Plan &amp; Launch Community Engagement</b></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 September 2024 after the classroom normalization period.</p>	<p><b>Advertise &amp; Recruit Superintendent Position</b></p> <p>In October 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><b>Review Candidates &amp; Select Finalists</b></p> <p>In January and February 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><b>Superintendent Selection &amp; Contract Finalized</b></p> <p>In March 2025, the Governing Board will engage in negotiations for a multi-year contract and appoint a Superintendent.</p>	<p><b>Superintendent Transition</b></p> <p>In April 2025, the Interim Superintendent and designated staff will coordinate with the appointed Superintendent to ensure a smooth transition.</p>

# Selecting a Search Firm

## Why hire a firm?

- Organize and analyze stakeholder feedback
- Recruit and research candidates that meet our unique needs
- Negotiate and evaluate the next superintendent

## Selection Process

- 6 proposals, 3 follow-up conversations
- The committee considered scope, cost, experience, and expertise with similar organizations

## Final Recommendation

- Broad national network
- Successful placements in specialized programs, including Urban Montessori
- Experience with charter public school leadership



# Ad Hoc Committee Recommendation

Rationale: Based on our review, the Ad Hoc Committee recommends contracting with Edgility to coordinate community engagement, recruitment, and hiring for CMP's next superintendent.

Draft Motion: The Board authorizes the Interim Superintendent to negotiate a contract with the preferred firm for up to \$75,000 to begin work as soon as possible.



# Meeting Adjournment

## Recommendation:

The CMP Governing Board is requested to approve the adjournment of the August 12, 2024 Governing Board Meeting.

