



# Board Presentation

California Montessori Project

September 2024

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# \\ Your Search Team



**Christina Greenberg,**

Co-Founder and Managing Partner

- \\ Before launching Edgility, Christina owned and ran Redwood Circle Consulting, a Bay Area based recruitment and talent management firm, for five years.
- \\ Christina has spent 20 years as a recruiter - leading searches for professionals serving in a range of executive leadership roles in schools and education nonprofits. She served on the board of two different charter schools in Oakland for a total of 11 years, including Urban Montessori.
- \\ She holds a Master's degree in Public Affairs from the School of Public and International Affairs at Princeton University and a Bachelor of Arts in Political Science from UCLA.



**Taylor Bostock,**

Principal

- \\ Taylor has spent 19 years working in education reform as a teacher, assistant principal, and school leader recruiter.
- \\ At Achievement First, Taylor was responsible for staffing all internal and external school leaders across CT, RI, and NY.
- \\ After her time at Achievement First, Taylor worked at the KIPP Foundation, where she served as the Director of National Recruitment across 34 KIPP regions.
- \\ Before joining Edgility, Taylor spent five years operating her own executive recruitment business. Bostock Education Consulting, serving charter schools across the country.

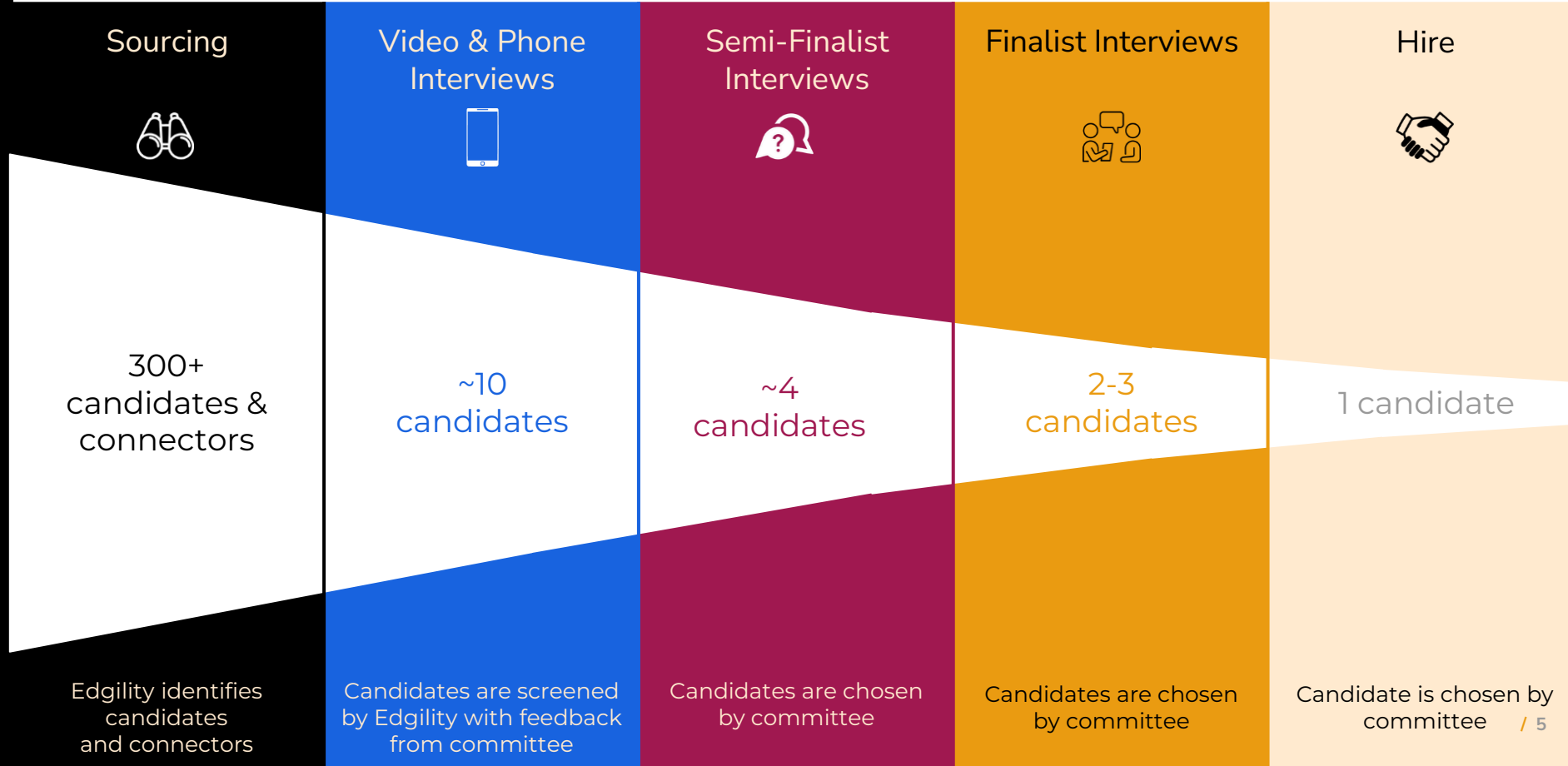
# CA Charter School Experience

- ✍ Christina has been recruiting educators and leaders for CA charter schools since 2004
- ✍ Since 2019, we have placed 31 candidates in senior leadership roles in CA charter school organizations
- ✍ In our current pool, we have more than 50 “semi-finalist” candidates (made it through two rounds of competency-based vetting) ready for CA charter school roles
- ✍ In our database, we have more than 1,000 CA charter school leader prospects to reach out to immediately

# Clients Like You

- ／ Yu Ming Charter School, CEO
- ／ Francophone Charter School, ED
- ／ Oakland School for the Arts, ED
- ／ East Bay Innovation Academy, ED
- ／ Bullis Charter School,  
Superintendent
- ／ Los Feliz Charter School for the Arts  
ED
- ／ Citizens of the World Charter,  
Principal(s)
- ／ Lighthouse Community Charter,  
Head of School
- ／ Summit Public Schools, Chief  
Schools Officer

# Sample Recruitment Funnel



# Recommended Search Timeline

## September - October

Conduct discovery process, including leading interviews with board, leadership team, staff and other key stakeholders to define key qualities and characteristics for the search position

## October

Finalize job description, application, posting list and initial outreach targets

## November

Launch outreach to internal networks, high potential candidates and connectors

## November - January

Lead proactive recruitment and intro conversations with high potential individuals

## November - January

Edgility reviews resumes and conducts initial phone interviews, with input from board leads and search committee

## January

Search committee conducts semi-finalist interviews with semi-finalist candidates

## February

Finalist interviews including interviews with the board and “meet and greet” sessions with finalist(s) to gather feedback from staff and other stakeholders

## February - March

Offer extended by board to finalist candidate and accepted

# Superintendent Search: Board Schedule

	<i>Process Stage</i>	<i>Purpose</i>	<i>Timeline</i>
Working Session	Discovery	Gather input from board on strategic priorities and candidate profile	October 14
Regular Board Updates	Throughout Search	Keep board abreast of developments, gather feedback	Board Meetings (Edgility and/or committee members)
Finalist Candidate Interviews (60-75 Mins per candidate, 2-3 candidates)	Finalist Round	Interviewing finalist candidates	February
Meeting to Authorize Board Co-Chairs to Negotiate Offer (90 Mins)	Finalist Round	Decide on offeree (i.e. consider/approve committee final recommendation)	Approx One Week After Finalist Round is Complete
Approve Hire and Offer Letter/Contract	Offeree Stage	Hire Superintendent	March

# Superintendent Search: Search Subcommittee Schedule

	<i>Process Stage</i>	<i>Purpose</i>	<i>Timeline</i>
Discovery Process Participation	Discovery	Gather input from committee on strategic priorities and candidate profile	September - October
Bi-Weekly Meetings (One Hour)	Every Stage	Support search process	Bi-Weekly November - February
Anti-Bias Session and Interview Prep (90 Mins)	Semi-Finalist Interviews	Prepare for candidate interviews.	January
Semi-Finalist Interviews (75 Mins each, 4-6 + 90 Min Debrief)	Semi-Finalist Interviews	Interview candidates to narrow pool to finalists	January
Finalist Round Support	Finalist Round	Support onsite finalist days as available/ appropriate	February
Finalist Recommendation Meeting	Offeree Stage	Provide board with recommendation on hire	February



# Superintendent Search: Staff and Community Schedule

	<i>Process Stage</i>	<i>Purpose</i>	<i>Timeline</i>
Initial Staff Meeting Presentation	Discovery	Introduce Edgility and build understanding of process	September
Edgility Interviews and Focus Groups	Discovery	Understand community needs and leadership priorities	September
Family, Staff and Community Partner Survey	Discovery	Understand community needs and leadership priorities	September - October
Meet Finalist Candidates	Finalist Round	Get to know candidates and provide feedback to committee and board	February



**QUESTIONS?**



# Thank you.

Christina Greenberg

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Taylor Bostock

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