



Town Hall Presentation

California Montessori Project

September 2024

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Who You Are

- ✍ California Montessori Project (CMP) non-profit public benefit corporation that operates 6 public charter schools in the Greater Sacramento Area.
- ✍ Our mission is to provide a quality, tuition-free, Montessori education that challenges each student to reach their full potential. We partner with more than 320 full time employees to serve over 2,700 students and their families in grades TK-8.

\\ 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,

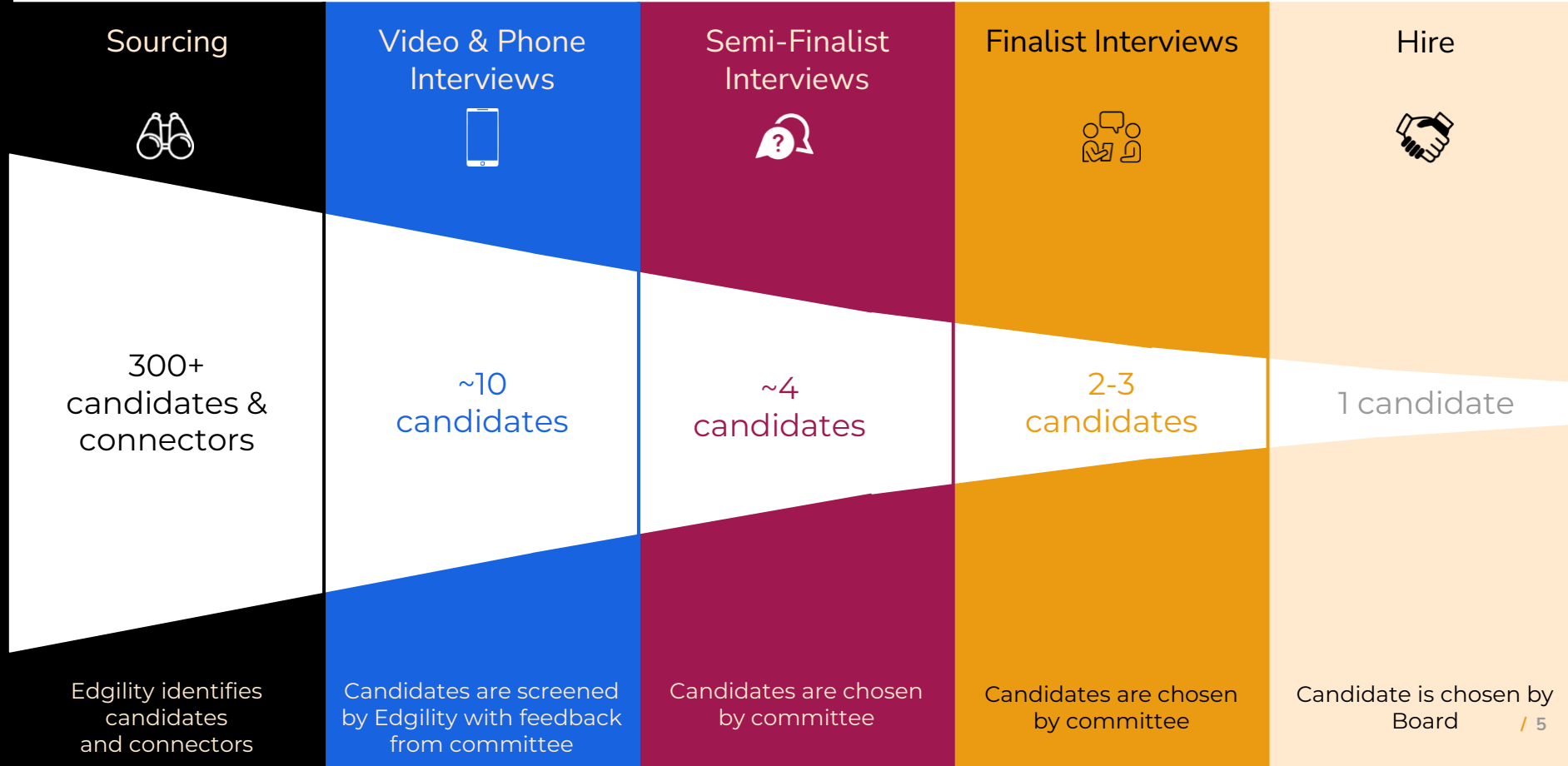
Principal

- \\ 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.

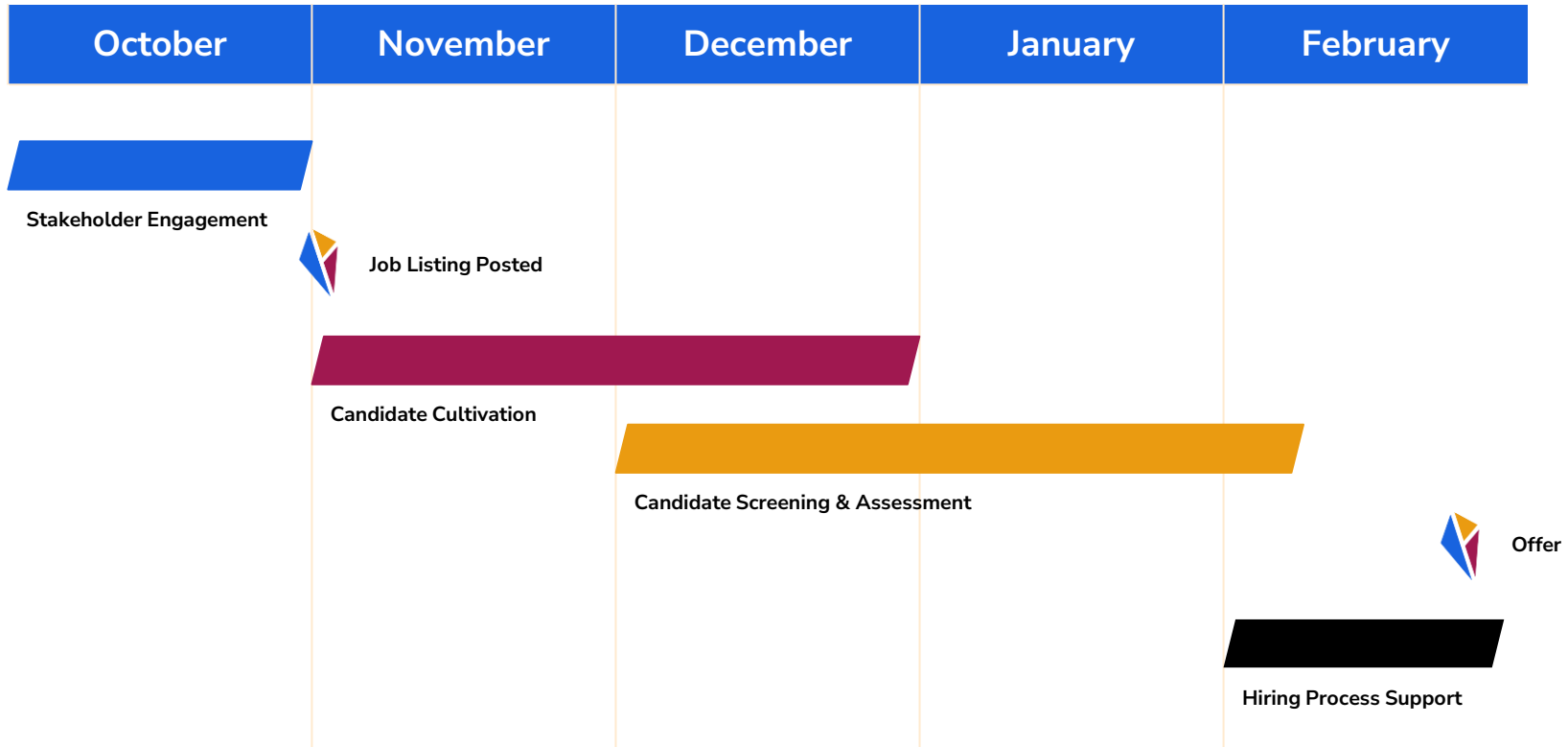
CA Charter School Experience

- ✍ 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

Sample Recruitment Funnel



Superintendent Search Timeline



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

Process for Internal Superintendent Candidates

- Internal candidates will follow the same hiring process as external candidates, which includes a resume review, pre-recorded video interview, phone interview, committee interview and finalist meetings with stakeholders
- Internal candidates will not be able to participate in the Superintendent interview/ selection process for as long as they are active candidates (if they do not move forward in the process, they are welcome to participate in future interview rounds)
- Internal candidates - like external candidates - will be granted assurances of confidentiality (i.e. their candidacy will not be revealed to those outside the group) by Edgility and the search committee until the finalist round
- Edgility strongly recommends that internal candidates do not tell anyone aside from their supervisor and/or senior leaders at CMP or board members that they are applying for the Superintendent role unless they make it to the finalist round



QUESTIONS?



Thank you.

Christina Greenberg

cgreenberg@edgilityconsulting.com

Taylor Bostock

tbostock@edgilityconsulting.com



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