

# Wellesley Public Schools

Wellesley, Massachusetts



## Superintendent Search

Process Plan  
School Committee  
November 29, 2011

*Academic Excellence \* Commitment to Community \* Respect for Human Differences \* Cooperative and Caring Relationships*

# Agenda



- Process Goals
- Background research
- Tentative Process Plan
- School Committee Discussion
  - Plan
  - Consultant Selection
  - School Committee Role

# Process Goals



- Consistent with Wellesley's Core Values
  - Academic Excellence
  - Commitment to Community
  - Respect for Human Differences
  - Cooperative and Caring Relationships
- Open, Inclusive and Fair
- Timeline
- Do it Right!

*Academic Excellence \* Commitment to Community \* Respect for Human Differences \* Cooperative and Caring Relationships*

# Background Research

- Input gathered from many and continuing
  - Former participants in 2006-7 and 1995-96 searches
  - Administrative Council
  - WTA
  - Executive Director of MASC
  - Other towns' School Committee members
  - Wellesley Residents
    - Former educators
    - Former and current superintendents
    - Former and current Town govt officials/boards (SC, BOS, HR, Advisory)
    - Parents
      - WEF
      - PTOs
      - Special Education PAC
      - Others
  - Legal Counsel





# Background Research

- - Superintendent turn-over almost 20-25% annually (per Glenn Koocher, Exec. Director MASC)
    - Estimating 62 vacancies in 2011
    - 64 vacancies in 2010
    - 55 vacancies in 2009
  - Pension changes incentive for recent turn-over
  - Salary and pension rules hinder national searches
  - Massachusetts proposition 2 ½ and a down economy impact job interest

# Background Research Completed Searches



Town	Result	Comments
Wellesley	Filled 2007.	J.A. Roy Associates. 8 member committee.
Cambridge	Filled 2009.	Ray and Associates. School Committee was search committee.
Newton	Filled 2010.	Hazards, Young and Attea. 20 member committee. 9 member preliminary screening committee.
Malden	Filled 2011.	MASC. 11 member committee. 4 member advisory committee.
Belmont	Interim 2011-2013.	MASC and Future Management Systems. 12 member committee.
Wayland	Filled 2011.	Future Mgmt. Systems. 12 member committee.
Sandwich	Filled 2011.	MASC. 10 member committee.
Waltham	Filled 2011.	MASC. 11 member committee.
Gloucester	Filled 2011.	MASC. 15 member committee.
Hopkinton	Filled 2011.	NESDEC. 13 member committee.
Lincoln-Sudbury Regional	Filled 2011.	J.A. Roy Associates. 15 member committee across 2 districts.

*Academic Excellence \* Commitment to Community \* Respect for Human Differences \* Cooperative and Caring Relationships*

# Background Research Current Searches



Town	Application Deadline	Consultant
Ashland	n/a	MASC
Hamilton-Wenham	n/a	n/a
Ludlow	12/30/11	MASC
Pentucket Regional (West Newbury)	11/15/11	MASC
Middleborough	10/7/11	MASC
Palmer	9/23/11	MASC
Peabody	12/18/11	n/a
Norfolk	12/16/11	n/a
New Hampshire SAU#34	12/14/11	Future Mgmt. Systems
Framingham	11/30/11	Future Mgmt. Systems
Lawrence	n/a	n/a
South Hadley	11/14/11	NESDEC
Norwell	n/a	NESDEC
Watertown	n/a	n/a

*Academic Excellence \* Commitment to Community \* Respect for Human Differences \* Cooperative and Caring Relationships*

# Tentative Process Plan



Action	Approx. Timing	Who
Process Development	Nov	School Committee Point Person and Advisors, School Committee
Consultant Selection	Dec/Jan	School Committee Point Person and Advisors, School Committee
Selection Criteria Identification	Jan/Feb	Consultant, Advisory Search Committee, Community, School Committee
Candidate Recruitment	Feb	Consultant
Preliminary Review	Feb/Mar	Consultant, Advisory Search Committee
Finalist Review	Mar/Apr	Community, School Committee
Final Decision	Mar/Apr	School Committee

*Academic Excellence \* Commitment to Community \* Respect for Human Differences \* Cooperative and Caring Relationships*

# Consultant Selection



- Recommendation for School Committee vote in January
  - KC Kato (SC point person)
  - Advisors
    - Ilissa Povich (SC)
    - Ellen Gibbs (BOS)
    - Naomi Stonberg (HR Board)
    - Patti Quigley (parent, WEF)
- RFP
  - Working with Town Deputy Procurement Officer

# Community Involvement



- - Superintendent Selection Criteria Identification
    - One-on-one interviews
    - Advisory Search Committee
    - Representative focus groups
    - Community forums
    - Surveys
    - School Committee
  - Preliminary Review
    - Advisory Search Committee
  - Finalist Review
    - Representative interview groups
    - Community Forums
    - School Committee

# Community Involvement



- Parents
  - Pre-K through High School
  - Special Education
  - PTOs
  - WEF
- Faculty
- Administration
  - Principals
  - Central Office
- Town boards
  - School Committee
  - BOS
  - HR
  - Advisory
- Wellesley Community
  - Educational expertise
  - Management expertise
  - Other?

# Next Steps



- Plan approval
- Consultant Selection
  - School Committee support moving forward on RFP and preliminary evaluation
- School Committee role
  - Point person
  - Charge point person with selecting committees/ groups and bring 3-5 finalists to School Committee
  - Reserves the right to accept or modify the decisions of the committee
  - Final decision

# Next Steps



- Community Participants to be finalized January/February with Consultant
  - Email interest
    - Name
    - Contact information (email address and telephone number)
    - Years of graduation of children who are past or present students in the Wellesley Public Schools and schools attended/ing
    - Past and present professional experience and/or volunteer experience within and outside of Wellesley
    - A description of why you are interested in participating in the process and how your participation will be beneficial to the search process.
    - By 12/23/11
    - [School\\_Committee@wellesley.k12.ma.us](mailto:School_Committee@wellesley.k12.ma.us)