



Lawrence Public Schools
Superintendent Search Overview
December 13, 2023

Agenda

- Introductions
- Our Shared Purpose and Shared Understanding of the Roles
- Search Timeline and Community Engagement

Alma Advisory Group

Founded in 2016

Our mission: to cultivate the conditions where people can do their best work on behalf of the students they serve.



MONICA SANTANA ROSEN

CEO

The Team Dedicated to this Search



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Our Shared Purpose

Our goal is to recruit, screen and select the next **collaborative and inclusive** superintendent of Lawrence Public Schools.

Our purpose is to lead a **transparent** superintendent search process, *engaging as many people as possible*, guided by input of the Lawrence **staff, students, families, partners, leaders, and community**, and designed to mitigate bias every step of the way.

Question: What is missing? What else should we consider?
What are the core values you want to follow throughout the search?

Typical Roles - Search Firm vs LAE

THE SEARCH FIRM LEADS DESIGN & EXECUTION...

- **Engages the community** and LAE to clarify the top skills needed
- **Recruits** strong candidates
- **Designs an equitable,** transparent and rigorous hiring process
- **Engages candidates** throughout the search, understanding their expectations right from the start
- **Facilitates the LAE's** final decision-making
- **Helps inform induction** and transition planning

... THE LAE SETS DIRECTION AND ENSURES SUCCESS

- **Identifies well-represented groups** of stakeholders to engage
- **Ensures appropriate outreach** and communication with all stakeholders for a transparent and accessible process
- **Engages media** and handles any crisis response
- **Actively participates in all aspects of the design, interview and selection** of the final candidate

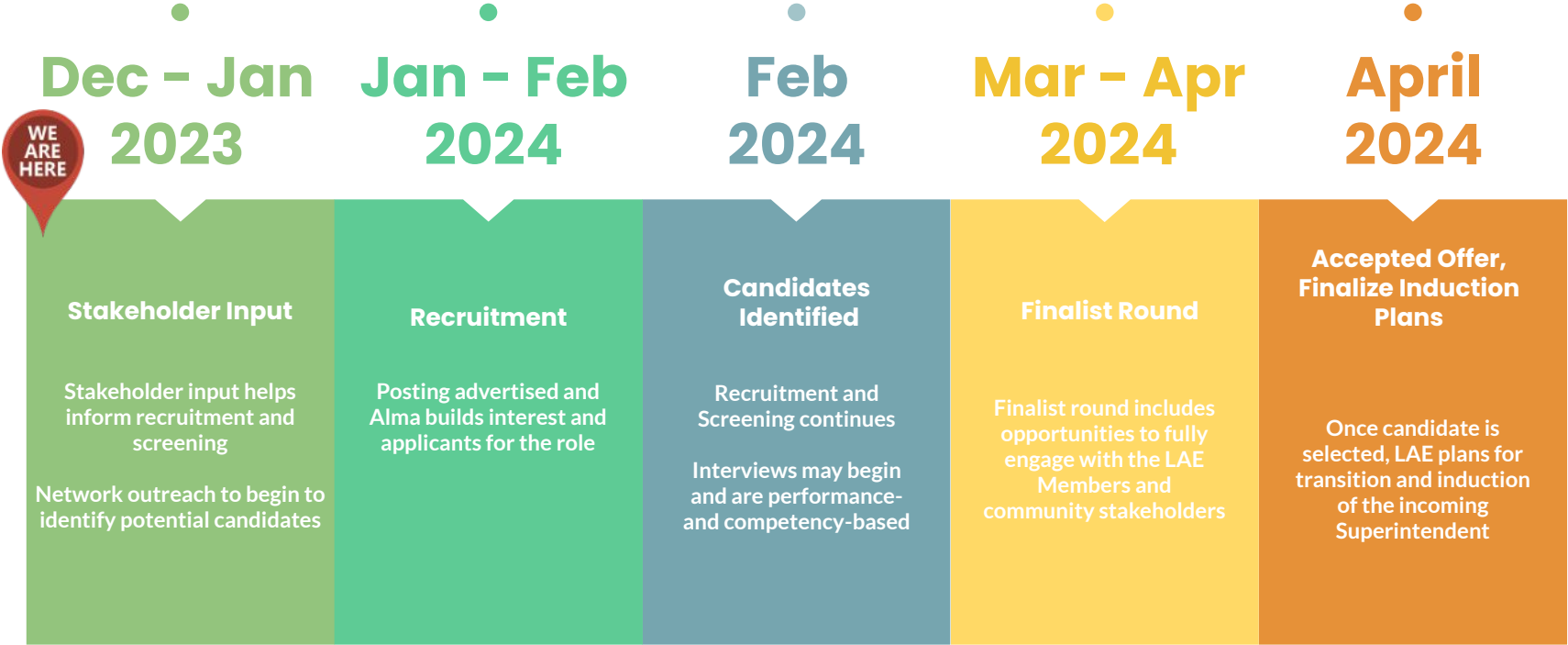
Role of Search Subcommittee

- Direct the search firm to ensure the firm is meeting the LAE's expectations
- Represent the LAE on key decisions that may be needed between LAE meetings
- Ensure the LAE is informed of key decisions made and/or required throughout the process
- Problem solve on key issues as they arise

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Proposed Superintendent Search Timeline



3 Primary Activities for Community Input

2 COMMUNITY GATHERINGS

Focus is to engage in conversations with the community

Breakout groups allow for candid and deep discussion

Parthum Elementary
South Lawrence East Elementary

INTERVIEWS & FOCUS GROUPS

1:1 interviews and focus groups with teachers, students, principals, staff, union leaders and community partners

Allow deeper discussions by role

STAFF & COMMUNITY SURVEY

The survey will be open and available broadly

Launch Dec - Jan

Our goal is to maximize knowledge of and participation in the survey

Proposed date of Alma's Site Visit is Jan 17-18

How Community Input Will Support the Process

- Informing and strengthening the role description and competencies that will be used to recruit and screen candidates
- Leveraging the examples shared by stakeholders to inform screening activities
- Community input following engagement with finalists will be reviewed by the LAE to inform their final decision

Planning for Community Input

- How will we capture all the communities that we want to be sure to engage?
- What do you hope the community engagement process will help the LAE learn and/or better understand?
- How will we know we have successfully engaged the community throughout the search process?
- Are there any existing meetings or community engagement opportunities that we should attend?

Potential Pitfalls to Solve For

- How to maximize awareness and participation
- Ensuring as many people as possible know about and can access the survey
- Finding unique channels that enable participation
- How to handle the potential volume of meetings within our specific time constraints

Proposed Questions for Community Gatherings

- **What are 1 or 2 things** that are top of mind when you think about **the kind of education you want for your child** in LPS?
- What is **working well in LPS** that the **next Superintendent** should **champion and protect**?
- What are the **top 2 to 3 areas of improvement** for LPS?
- **What skills or experiences will be most important** for the Superintendent to have in order to be successful in this role?
- **What would you like to see from us** that would demonstrate to you that what you shared with us made a difference in this process?

Next Steps

- ❑ Complete LAE member 1-on-1 interviews before site visit
- ❑ Finalize the community survey
- ❑ Identify stakeholders for focus groups and interviews during the site visit
- ❑ Work with the district and LAE to promote participation during the visit and completion of the survey

Thank You!

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