


Superintendent Search Process Update



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Director**

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Review Context

- We have an interim superintendent in place until June 30, 2023
- Many other local and national districts are hiring superintendents for next school year, and some have already
- 2022 board determined the new board should hire the permanent superintendent
- 2022 board also wanted to take steps that would set the process up for success
- Current goal is to select preferred candidate prior to MPS spring break (March 31, 2023)

Steps Completed or In-Process

- Special meetings have been scheduled on each of the 1st Tuesday of the month to set aside dedicated time for search work
- Representative from the Council of Great City Schools presented on national context and search best practices
- A superintendent search website has been created:
<https://board.mpls.k12.mn.us/suptsearch>
- A request for proposals for both community engagement and executive search services built a pool of potential vendors
- Selected a community engagement facilitator who has a survey open now and has coordinated community, student, and staff listening sessions throughout the month of January

Current Timeline

Jan. 2023	Feb. 2023	March 2023	April–July 2023
Community listening sessions conducted	Receive community engagement report; finalize candidate profile (2/7/2023)	Finalists determined	Finalize and approve superintendent contract
Community survey open	Application opens (2/9/2023)	Finalist interviews	Superintendent onboarding and orientation
Select executive search services provider	Recruit candidates	Community feedback on finalists	New superintendent starts (July 1)
	Finalists determined	Selection of preferred candidate	

Decisions Needed/Next Steps

- Determine additional special meetings:
 - January 17 after finance committee to interview and select an executive search firm
 - Several more needed in late February/March for interviews
- Determine if board will interview a greater number of finalists or if a selection committee will be used to narrow to two or three
- Confirm overall timeline and goals

Discussion