



Alma Advisory Group
Superintendent Search Process Overview

September 21, 2023

Alma
Advisory Group

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



MONICA SANTANA ROSEN



DEIRDRE HARGROVE-KRIEGHOFF



SYLVIA FLOWERS



NAJJAH THOMPSON



VENUS VELEZ



NITA LOSOPONKUL



GINNAE HARLEY



MINDY SCHLEGEL

What you can expect from us

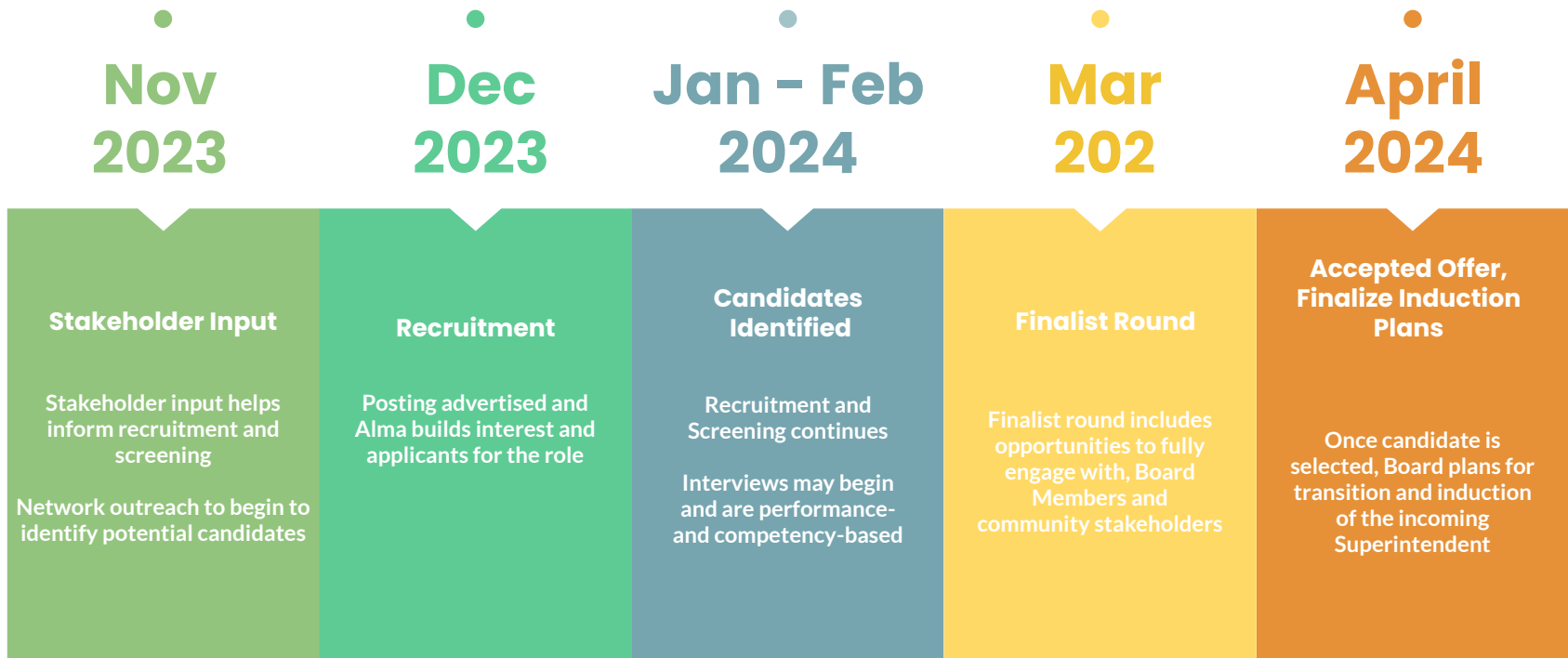
Authentic
Community
Voice &
Transparency

A focus on
anti-racist
hiring &
mitigating bias

Rigorous
performance-
based
interviews

Strong
facilitation of
Board's shared
decision-
making

Proposed Superintendent Search Timeline



Firm & Board Relationship

The Role of the Search Firm	The Role of the Board
<ul style="list-style-type: none">● Engages the community and board to clarify the top requirements and competencies● 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 Board's final decision-making● Helps inform transition planning	<ul style="list-style-type: none">● Identifies well-represented groups of stakeholders to engage● Ensures appropriate outreach and communication with 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

Candidate Identification & Recruitment

- **Competency-Driven Interview Process**
- **Internal & External Candidates Follow the Same Process**
 - Applicant Tracking System - Candidate Identification
- **Targeted Research & Recruitment**
 - Identify Candidates Aligned to Competencies
 - Actively Attract Passive Candidates
 - Diversity of Candidate Pool (gender, race, sexual orientation, and experiences)
- **Encourage Board and Community Recommendations and Referrals**
 - Design a Process for Name Submission

A Commitment to Mitigating Bias

- Mitigate Bias by a Search Process Grounded in Competencies
- Competencies informed by Community Input
- Anti-Bias Training
- Heightened Focus on Women and Candidates of Color

Finalists presented by Alma:

- 46% Black
- 14% Latinx
- 31% White
- 8% Asian
- 54% Female

Hires selected by our clients:

- 51% Black
- 17% Latinx
- 20% White
- 12% Asian
- 56% Female

Community Engagement & Transparency

- **Stakeholder and Community Engagement**
 - Most Important Part of the Process
 - Intentional Outreach to Historically Underrepresented Stakeholder Groups
- **Candidate Profile and Competencies**
 - Driven by Community Input and Board of Education
- **Surveys, Listening Sessions, Focus Groups, and Interviews**
 - Identify Accommodations and Modifications
 - Language Translators or Translation of Materials
 - Data-Driven Analysis to Ensure all Stakeholder Groups are Represented

Why Sacramento City Unified School District?

- Sacramento City Unified is one of the oldest K-12 districts in the Western United States with a rich history of service to the community
- The district serves approximately 37,000 students in 77 campuses with numerous languages represented and nearly 67% of students identified as socioeconomically disadvantaged
- Incorporating the voices of the community will be important which is a cornerstone of the Alma approach



Success Stories: Denver Public Schools

Highlights

- Prioritized Community-Centered Leadership
- Finalist Interview - Community Nomination Process
- Case Study Interviews
- Small Panel Interviews



Success Stories: Cincinnati Public Schools

Highlights

- Taking the time up front to engage community
- Incoming vs Outgoing Board members
- Ensuring compliance with Ohio Sunshine laws
- Unanimous Board vote, with outgoing board member statements of support



'Let's get to work.' Iranetta Wright announced as new Cincinnati Public Schools superintendent

Success Stories: Evanston Township High School, District 202

Highlights

- Strong internal successor
- The Board opted to forego a national search
- Engaged the community and then selected the internal candidate as the sole finalist



Thank you!

Questions?

www.AlmaAdvisoryGroup.com