

<p>1 PLANNING</p>	<p>Determine process, engage in training, & select a search firm. Tasks will be ONGOING throughout the process.</p>	<p>2 ENGAGEMENT</p>	<p>Gather community input through a public hearing, focus groups, and a survey to create a leadership profile.</p>	<p>3 RECRUITMENT</p>	<p>Seek high quality candidates through job postings, advertisements, and recruitment.</p>	<p>4 SELECTION</p>	<p>Use leadership profile criteria and DEI training insights to select & interview candidates.</p>	<p>5 APPOINTMENT/ TRANSITION</p>	<p>Select Superintendent. Appointment date TBD</p>
<p>The Committee will work with MASC regarding an effective Superintendent search process no later than mid-October 2024</p> <p>The Committee will approve the draft timeline for the search process by 11/12/2024</p> <p>The School Committee Search Committee will be appointed by 12/06/2024.</p> <p>Committee members will participate in DEI training to support a bias free search process by no later than xxxxx.</p> <p>The RFQ process for a Search Firm will begin on 11/12/2024 under the leadership of Members RWeinstein & JLRojas.</p>	<p>A Public Announcement officially launching the search process will be given on 11/19/2024.</p> <p>A community survey will be:</p> <ul style="list-style-type: none"> - created by xxx, - distributed by xxx, - and will close on xxxxx. <p>Focus Groups will be:</p> <ul style="list-style-type: none"> - identified by xxx and will be held between Dec 2024 - Feb 2025. <p>Feedback from surveys & focus groups will be compiled, analyzed, & incorporated into search materials by xxxxx.</p> <p>The school Committee will generate a Leadership Profile during the week of 03/10/2025.</p>	<p>The Search Committee will organize to prepare for the screening of candidates, scheduling of interviews, and preparation of interview questions starting the week of 03/17/2025.</p> <p>Candidate recruitment is ongoing February-June 2025.</p> <p>Applications open on 07/01/2025.</p> <p>Applications close on 07/31/2025</p>	<p>Initial screening will begin during the week of 08/04/2025 followed by first round interviews.</p> <p>Final round interviews anticipated to begin starting the week of 09/08/2025. Site visits will be completed as appropriate.</p>	<p>School Committee convenes to vote on the appointment of the new Superintendent on or before 10/15/2025</p> <p>Superintendent to take office on or before 07/10/2026.</p>					

Cambridge Public Schools Superintendent Search (UPDATED WORKING DRAFT 11/12/2024)