

Special Meeting (Superintendent Search)

Tuesday, May 16, 2023 6:00 PM

Board Assembly Room, 1250 West Broadway Avenue, Minneapolis, Minnesota 55411

1) **Call to Order and Roll Call**

2) **Adoption of the Agenda**

3) **Reports and Discussion**

3)a. Search Timeline and Process Discussion

4) **Adjourn to Closed Special Meeting on Surplus
Properties**

BWP & Associates

May 16, 2023

TO: Board Chair Sharon El Amin
Minneapolis Public Schools Board of Directors

FROM: BWP and Associate
Jane Berenz, Kevin Castner, Steve Griesbach, Johnnie Thomas

RE: Superintendent Search

Background

On January 12, 2023, the Minneapolis Board of Directors interviewed several search firms to support the Board's work in hiring a new superintendent. BWP and Associates was selected.

BWP and Associates works with Boards of Education nationwide to support their work to hire new superintendents. Some of BWP's recent clients are Chicago Public Schools, Pittsburgh Public Schools, Minnetonka Public Schools, Edina Public Schools, Prior-Lake Savage School Public Schools, Charlotte-Mecklenburg Public Schools, and Little Rock, AR.

The MPS School Board selected BWP and Associates for our knowledge, experience, and strong record of success with past clients. The consultants on this search include partners Kevin Castner and Steve Griesbach and Associates Jane Berenz and Johnnie Thomas. Together, we have over 40 years of work as school superintendents and have led almost 90 superintendent searches.

Discussion

Chair El Amin and Vice Chair Beachy met with the full consultant team on May 5, 2023 to activate the search for a new superintendent. During our conversation we heard that the Board is anxious to begin the search process, but also has some specific questions and concerns. These included:

1. What is the best timeline for the search? When should it begin?
2. What is the role BWP plays in the search process, and what are the responsibilities of the School Board Directors and the School Board?
3. How can the School Board conduct a transparent process that builds community trust around the superintendent search process?
4. Does the Board have sufficient data from the community about the skills, experiences, and personal qualities that will best serve the students, staff, families, and wider MPS community?

These questions are similar to the ones every school board asks, and BWP is prepared to work with the Board to answer them in ways that best serve your community.

The Board graciously invited us to a meeting on June 6, 2023 to address these questions and finalize a plan for the search. At this meeting, BWP will be prepared to do the following:

1. Present a search timeline and work with the Board to firm it up;
2. Define roles and responsibilities for the search process;
3. Outline marketing strategies to attract a talented pool of applicants;
4. Listen to the Board about any perceived “holes” in community engagement data provided by EPU and identify an steps needed to address potential issues;
5. Establish a communication plan to keep the School Board informed of search activities and progress and how that information is best shared with the wider school community; and
6. Present proven strategies for building community trust with the search process and support for your next superintendent.

We invite you to lean on our experiences in working with school boards across the nation to lead the planning for this search and work with you to customize it to best meet the needs of your community.

Recommendations

BWP consultants plan to schedule individual meetings with each Director on or before June 6. These meetings may take place by phone, Zoom, or in person. The information Directors share will be essential as BWP consultants work with your community engagement data to craft the Leadership Profile that defines the skills, experiences, and personal qualities of the next superintendent of the Minneapolis Public Schools.

In preparation for our meeting on June 6, we are suggesting that each Director prepare their responses to the following questions:

- Does the data collected so far offer a clear picture of the skills, experiences, and personal qualities your community values in its next superintendent? If not, list what additional information needs to be collected to fill out this picture?
- How would you, as an elected member of the School Board, answer the following questions?
 - a. What is MPS doing well? (points of pride)
 - b. What are the challenges MPS faces now and will face over the next 3 years?
 - c. What are the skills, experiences, and personal qualities you value most in your next superintendent?

Osseo School District

Superintendent Profile:

- Works to ensure high levels of achievement for each and every scholar including accelerating growth for students of color and student groups where gaps exist in order to close the achievement gap on all state measures
- Demonstrates a deep understanding of racial equity and how it affects teaching and learning
- Seeks different perspectives with intentionality before making decisions and is able to bring people together who have different viewpoints
- Communicates well through multiple modalities; builds trusting relationships and connects with staff, families, community members, and the school board
- Demonstrates the ability to engage families and increase involvement in their scholar's education
- Delegates authority appropriately while maintaining accountability
- Demonstrates fiscal responsibility and knowledge of the budget planning process
- Serves as an articulate spokesperson for the school district and represents the district favorably to the public
- Commits to putting scholars first in all decisions
- Makes challenging decisions that may not be popular with everyone
- Develops both short-and long-term district goals
- Makes recommendations and decisions that are based on data
- Demonstrates experience with holding a bond referendum and managing capacity strategies
- Leads with a vision and is able to strategically move systems and schools toward transformational digital learning for the 21st century learner
- Demonstrates an innovative mindset toward non-traditional programming and learning
- Provides leadership to accomplish the work within the board-approved Strategic Plan
- Brings departments together to collaborate and align work to bring direction to district work to achieve the district mission
- Improves school climate and increases positive behavior through multi-tiered systems of support, restorative practices, social emotional learning, and mental health supports
- Leads safety, security, emotional and mental health initiatives
- Supports and facilitates partnerships between school and operational leaders
- Increases the positive reputation and excellence of the district to make it the educational choice

Profile desired of the next Anoka-Hennepin Schools Superintendent

The Superintendent should be a person who:

- Will work with the diverse communities and district personnel to create consensus and support for the varying needs of our students and quality educational opportunities
- Understands and can address the academic, social, and emotional needs of the wide variety of students served in the district, allowing all students to reach their potential and to have multiple options upon graduation.
- Is of high integrity, trustworthy, possessing excellent interpersonal skills, approachable, friendly, and available to staff and community.
- Is an experienced, visionary/motivational leader who collaborates well with all staff, community, and business leaders to guide the district towards excellence for students and is capable of implementing that vision.
- Has a strong understanding of school finance, budget, facilities and operations, and can lead the district in maintaining a stable financial course, while advocating at the legislature for adequate, equitable and stable funding.
- Communicates well and frequently in person, and in written form, via traditional and electronic options. They should communicate with the staff, community, and parents, listening and considering input as they work in a collaborative manner.
- Be able to communicate decisions with transparency and clarity explaining the how and why of a decision.
- Has experience in a diverse, large, complex, district with achievements that show the ability to work with staff to implement curriculum, assessment, and individualizing instruction, to reach the goal of raising all student achievement while closing the achievement gap.
- Has the ability to work on critically difficult issues using an open, transparent, inclusive process which allows people to know their voice is heard and considered.
- Is an integral member of the community, and committed to their respectful inclusion in the problem-solving processes which will positively impact the school district and the community.
- Has demonstrated the ability to create a collaborative and respectful relationship with the School Board for effectively carrying out the vision and mission of the district.
- Understands and can effectively address the needs of students of diverse backgrounds including race, culture, different abilities, and experiences of each in their community.

Minneapolis Public Schools Summary of Desired Characteristics (2016 Superintendent Search)

Utilizing input received from Board members, parents, staff, students and community constituents via focus groups, interviews and an online survey, the School Board of the Minneapolis Public Schools seeks a Superintendent with the following skills and attributes.

(Alphabetical listing- not listed by priority.)

An education leader who has the demonstrated ability to:

- Achieve equitable student outcomes.
- Be visible in the schools and community, interacting comfortably with students, staff, parents and community members.
- Build relationships. Highly refined skills and ability to build healthy and productive working relationships with community organizations, business leaders, elected and appointed government officials, parents, staff, students and the school board.
- Communicate as an effective spokesperson for the Minneapolis Public Schools and be able to clearly articulate the District's vision, successes and challenges.
- Embrace the current strategic plan and pursue with a consistent and coherent laser-like focus on the goals and initiatives being implemented.
- Empower and then hold accountable individuals within a high performing administrative team.
- Flourish in a politically active community.
- Lead with a depth of pedagogical knowledge. Experienced in the many aspects of providing an effective educational experience for all learners. Understands and utilizes the latest research, educational trends, and innovation in the areas of curriculum, instruction and assessment.
- Listen and discern information from a multitude of sources.
- Nurture and maintain an organization in an environment of mutual trust.
- Successfully work in a school district of similar demographic composition, complexity and sophistication with engaged parents and community members. Possess business acumen and is knowledgeable of sound financial management.

An individual who models:

- A willingness to become familiar with and understand the unique history, culture, expectations and needs of the District, the City of Minneapolis and the State of Minnesota and become a participating member of the community taking advantage of the many benefits of being an active Minneapolis community member.
- Commitment to the Minneapolis Schools by choosing to provide leadership to the school district for many years.
- Cultural and linguistic responsiveness
- Excellent interpersonal skills and the ability to motivate others to achieve at the highest levels.
- High ethical and moral standards for personal and professional performance and the performance of others.