

February 27, 2019. Superintendent Search update.

In an effort to fully engage and inform all stakeholders in the Superintendent Search process, the school committee will be giving regular updates of where we are in the process at our regular meetings. In addition, the committee has set up a tab on the district website which we will be updating as information becomes available.

It is our hope that together as an educational community we conduct a fully transparent and inclusive search. We look forward to collaborating with all stakeholders to articulate our Superintendent profile and create a vision of leadership that will support and maintain Cohasset Public School's long tradition of educational excellence. That said, here is the timeline of what the committee has done so far:

On January 18, Superintendent Demas announced her retirement, effective June 30, 2019.

On January 31, the School Committee issued our first public statement about the commencement of a Superintendent Search.

On February 6, the Committee met with representatives of NESDEC, the New England School Development Council and MASC, the Massachusetts Association of School Committees.

On February 7, the Committee met with representatives from the Cape Cod Collaborative and from the Collins Center of UMass. The Committee deliberated and eliminated the Cape Cod Collaborative and MASC from consideration.

Each firm presented how they would go about conducting a search for a new Superintendent of Schools for Cohasset including the support they would offer via a proposal. Committee members all asked questions of each firm. All of these meetings were posted as public meetings and were held as such.

In the intervening time, Committee members consulted with Committee members from other districts who recently completed Superintendent Searches about their experiences with the process and the firms they chose (Hingham,

Scituate NESDEC, Falmouth Cape Cod Collaborative, Sudbury, Beverley Collins Center, Westport Community Schools, Collins Center)

The Committee reconvened on February 14 to deliberate in open session the pros and cons of the final two firms and selected the Collins Center of UMass to assist the Committee in the search. The committee felt the Collins Center understood the district in terms of the events of the past 9 months and their impact on our educational community. They felt confident that a quality candidate could be found and hired within our timeline. The Collins Center does not hire outside consultants, the district will be working directly with the Collins Center's dedicated team of four full-time people with extensive experience in educational placements.

Throughout the course of each meeting with all four firms, the topic of how to handle internal superintendent candidates was discussed. All four firms agreed, that if the Committee felt that there was going to be one or more strong internal candidates for the position, that the Committee should vet those candidates first.

All four firms agreed that the presence of strong internal candidates in an external search would reduce the applicant pool as many external candidates would opt out and not apply.

We believe that the District may have strong internal candidates and we instructed the Collins Center to present a strategy and timeline to vet any internal candidates. In the event that the committee feels it needs to continue the search beyond internal candidates, the work done in the internal candidate process may be used to continue the search to include external candidates. Should the committee need to expand the search, the committee still anticipates hitting the target date of a mid-May appointment.

On February 21, the Committee met in open meeting with Mr. Ray Shurtleff and Mr. Ed Gotgart who is here with us, to review that strategy which we are presenting tonight. An update with the timeline as of tonight will be communicated to the parent community on Blackboard and to the Staff via the Superintendent's office after our meeting. We will also issue a press release.

Admittedly our timeline is very aggressive, but we are committed. The Focus Group schedules are posted on the website.

The focus group information is vital in developing a Leadership Profile for the next Superintendent of Schools for Cohasset. The Leadership Profile outlines the values, character, and skill sets that all stakeholders see as important for our Superintendent of Schools. It cannot be emphasized enough how important this feedback is.

If after vetting any internal candidates, the Committee feels that the candidates do not sufficiently match up to the Leadership Profile, the Collins Center is prepared to publicly post the position and to begin accepting applications. At that point the Committee will solicit participation from stakeholders to be on a Screening Committee.

This is where we are. We can take just a few questions at this point, please direct your questions to Mrs. Astino or Mr. Gotgart may answer questions as well.