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Our **vision** is to provide high-quality educational opportunities that inspire a community of learners

WELLNESS • EQUITY • ENGAGEMENT

Our **mission** is to develop engaged, well-balanced learners through collaborative, caring relationships

Permanent Superintendent Search Process

**ABRSD School Committee Meeting
October 3, 2017**

ABRSD

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Search Options

1. District Conducts Search
 - SC and District staff
 - Labor and time intensive
 - District capacity (?)
2. District Hires Consultant
 - Professional and experienced
 - Recruitment, Focus Groups, Process
 - SC focus on human resource aspect

Consultant Option

- ❑ Timeline/schedule development
- ❑ Advertising development
- ❑ Active recruitment
- ❑ Community needs assessment
- ❑ Candidate profile
- ❑ Interview training
- ❑ Screening Committee workshop
- ❑ Other: screening committee make-up, application review, salary parameters etc.
- ❑ **SC liaisons and Administration liaison**

Consultant Procurement

- ❑ For Services with an expected cost between \$10,000 - \$50,000
 - procurement requires 3 written proposals
 - SC can determine who to send requests to
 - does not require public advertising
- ❑ In Massachusetts 3 Organizations ****
 - NESDEC
 - MASC
 - Future Management Systems
 - HYA Associates ****

Consultant Procurement

- ❑ Anticipated Cost Range for AB Search
 - \$12,000 - \$20,000

- ❑ Qualifications/Needs Based Process
 - not “low bid”
 - proposal that best meets district’s needs and SC’s judgment regarding qualifications

Possible Timeline

- Nov. 9** Consultants present to SC
- Nov. 16** SC votes on consultant
- Nov. 30** Consultant overview
 - timeline; begin process for selecting screening comm
- Dec 14** SC approves advertising & vacancy announcement
- Dec 15 - Jan 19
 - Consultant conducts focus groups:
 - 7-12 staff; PK-6 staff; parents/guardians; community; school administration; SC; students (?)
- Dec 18** Ad and announcement released

Possible Timeline

- Jan 11** Screening Committee approved
- Jan 19 Application deadline
- Jan 22 – Jan 25
Screening Committee Workshop
- Jan 29 – Feb 14
Candidates interviewed by Screening Comm
- Feb 15** Finalist slate presented to SC
- Feb 26 – Mar 5
SC interviews finalists*
- Mar 15** SC votes to appoint Superintendent