

# Wellesley Public Schools

Wellesley, Massachusetts



## Superintendent Search

School Committee

May 8, 2012

*Academic Excellence \* Commitment to Community \* Respect for Human Differences \* Cooperative and Caring Relationships*

# Process Plan



Action	Approx. Timing	Status/Responsibility
Process Development	Nov	DONE
Consultant Selection	Dec/Jan	DONE
Selection Criteria Identification	Feb. 9-10	DONE
Candidate Recruitment	Feb/March	DONE
Preliminary Review	March	DONE
Initial Interviews	April	DONE
Announce Finalists	April 13	DONE
Finalist Review	April 24, 26 & 30	DONE
★ Final Decision ★	TODAY	School Committee

# Search Committee



- Julia De Peyster

Ellen Gibbs

KC Kato

Ilissa Povich

Patti Quigley

Naomi Stonberg

# Advisory Search Committee



• Andrew Boyle

Julia De Peyster

Ellen Gibbs

Irene Gruenfeld

Mark Ito

KC Kato

MaryBeth Kinkead

Jill Larsen

Sarah Pedersen

Sal Petralia

Ilissa Povich

Patti Quigley

John Schuler

Jonathan Simon

Donna Stoddard

Naomi Stonberg

# Finalist Interviewers



## **Principals**

Sheryl Boris-Schacter  
Gretchen Bravacos  
Jamie Chisum  
Stephen Goodwin  
Elaine Harold  
David Jeong  
MaryBeth Kinkead  
Gerardo Martinez

## **Dept. Heads/K-12 Directors**

Amy Anderson  
Adam Blumer  
Beth Brown  
Doug Brown  
John Brown  
Thom Carter  
Mimi Feerick  
Joanne Grant  
Kate Morton  
Beth Perry  
Julie Trask

## **Central Administrators**

Judy Belliveau  
Linda Corridan  
Rob Ford  
Joe McDonough  
Becky McFall  
Sal Petralia  
Linda Waters  
Kalise Wornum

## **MS/HS Educators**

Sandy Bogage  
Craig Brown  
J Carparco  
Cathi Gordon  
S Hirsch  
Christy Kerr  
Poppy Milner  
Lynne Novogroski  
John Steere  
Stephen Wroblewski

## **Elem.Educators**

Carolyn Collins  
Laura English  
Jan Fovel  
H Heon  
E Ilyin  
Lynne Kaminski  
J Martell  
C Thompson  
D Toal  
K Walker  
K Walsh

## **Town Govt.**

Becky Epstein  
Virginia Ferko  
Ellen Gibbs  
Chris Guiffre  
Susan Hurwitz  
Alice Peisch  
Terri Tsagaris  
Mike Young  
Hans Larsen

## **Parents**

Meredith Chaupham  
Susan Clapham  
Adrienne Fernandez  
Kate Goehringer  
Nancy Hill  
Christine Kehoe  
Jim Miller  
Sarah Raveret  
Jessica Rosenbloom

## **School Committee**

Diane Campbell  
KC Kato  
Suzy Littlefield  
Wendy Paul  
Tere Ramos

## **High School Students**

Plus many more at the Community Forums...

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# Criteria to Evaluate Candidates



- Experience
- Leadership Profile
- Other
  - Background checks
  - Licensure

# Criteria to Evaluate Candidates: Leadership Profile



- Vision
  - Establish a Clear Vision
  - Creative and Innovative
  - Believes in Raising the Bar for All Students
  - Proven Leadership Skills Collaboration
  - Builds and Manages High Performing Teams
  - Implements and Sustains Initiatives
  - Inclusive of all stakeholders

## Criteria to Evaluate Candidates: Leadership Profile (continued)



- Communications and Transparency
  - Clear and Effective Communication
  - Accessible and Approachable
  
- Core Values
  - Academic Excellence
  - Respects human differences
  - Passion for education
  - Team building
  - Child-centeredness
  - Integrity and transparency
  - Positive relationships
  - Commitment to community
  - Open communications
  - Collaboration and partnerships

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# Finalists Recommended



- Dr. Gerald Hill – Withdrawn from process
- Dr. David Lussier
- Dr. Judith Paolucci

# Next Steps



- - School Committee discussion
    - Dr. Judith Paolucci
    - Dr. David Lussier
    - Interim
  - Vote to enter into contract negotiations
  - Executive Session for the purposes developing the details of the contract negotiations
  - Finalize contract at 5/22 meeting
  - New Superintendent Starts July 1