Pittsburgh Public Schools

Superintendent Search
Finding a Leader for Your Future

School Board Presentation
April 11, 2022

Dr. Kevin Castner,
Dr. Percy Mack,
Dr. Debra Hill and
Dr. Joseph Porto
Superintendent Search Team

Dr. Kevin Castner, Superintendent (Retired)
Dr. Percy Mack, Superintendent (Retired)
Dr. Debra Hill, Managing Director of BWP and Associates/ Superintendent (Retired)
Dr. Joseph Porto, Superintendent (Retired)

- National reach with extensive knowledge of East Coast
- Broad support from BWP Nationwide Directors
- Relationship with colleagues around the country
Our Record of Success

01
Over 800 successful national searches by BWP & Associates

02
Completed Superintendent Searches
- DeKalb County, GA
- Chicago Public Schools, IL
- Stafford County, VA
- Prince William County, VA
- Columbus City Schools, OH
- Madison Metropolitan School District, WI
- Alamance-Burlington, NC
- Arlington County, VA
- Lower Merion, PA

03
Contact our former clients for references.
We Personalize Your Search

- Tailor process to your needs
- Identify candidates who match
- Present candidates to Board
- School Board is decision maker

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Superintendent Search Objectives

- Establish a process that supports & helps the Board find the best candidate.

- Create community and staff support for the search effort by involving them in the process.

- Aggressive recruitment of highly-qualified candidates.

- Successful completion of the search within the Board’s timeline, budget, and expectations.
The Four Step Search Process

01. Specification
02. Recruitment
03. Assessment
04. Selection
Public Engagement Strategies

- Interview Board members
- Meet with representatives of various groups
- Open forum(s) for employees and community
- Online survey posted on district’s website

Collected data allows associates to “specify” a skill set for recruiting and selecting good candidates.
SPECIFICATION #1

- Identify experiences, qualities and skills next superintendent must possess and demonstrate.
- Create leadership profile and description.
- Seek Board approval of profile and post vacancy.
- Begin recruiting candidates.
GOAL – find *outstanding* candidates

- Advertisements in national publications and websites
- Nominations from extensive network
- Personal contacts
Recruitment

02.

Recommend Competitive Salary Parameters

- Salary research and recommendations
- Flexible advertising language
- Will know recommended candidates’ salary expectations
ASSESSMENT #3

- Review online applications & other documentation
- Identify group for “further consideration”
- Conduct informal interviews
- Conduct formal & “informal” reference checks
SELECTION #4

- Associates present slate of candidates to Board for consideration
- Board selects candidates for initial and final interviews
- Provide information to assist Board with interviews
Support School Board throughout Search Process

- Work for you and operate in your best interest
- Advise the Board on pros and cons of each decision
- Support Board during every step of search
# Superintendent Search - Next Steps

<table>
<thead>
<tr>
<th>Specifications</th>
<th>Action Steps</th>
<th>Recruitment/Assessment (TBD) April/May/June</th>
<th>Action Steps</th>
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| **Key Decisions by Board**<br>April 11, 2022 | ▪ Board Approves Profile  <br>▪ Community Engagement  <br>▪ Surveys  <br>▪ Report Results |                                            | ▪ BWP receives and reviews applications  
▪ BWP screens applications and completes reference checks  
▪ BWP presents candidates to Board |
| **Selection**<br>Completed TBD by Board (June) | ▪ Board selects candidates for interviews  <br>▪ Board conducts first round of interviews |                                            | ▪ Board conducts finalist interviews  
▪ Board selects new superintendent and negotiates contract |
|                         | ▪ ▪ ▪ Action Steps  |                                            | ▪ ▪ ▪ Action Steps |

- **Board Approves Profile**
- **Community Engagement**
- **Surveys**
- **Report Results**
- **BWP receives and reviews applications**
- **BWP screens applications and completes reference checks**
- **BWP presents candidates to Board**
- **Board conducts finalist interviews**
- **Board selects new superintendent and negotiates contract**
- **Board introduces new superintendent to community**
- **Superintendent begins TBD by Board (August 1)**
Our Focus Is Match and Fit!

BWP & Associates