



Search Opens: Seeking Candidates for Permanent Superintendent of Pittsburgh Public Schools

The Position

The Pittsburgh Board of Public Education is currently seeking an educational leader to serve as superintendent for Pittsburgh Public Schools (PPS), the second-largest school system in Pennsylvania. The nine-member Board serving PPS is looking for a dynamic, engaging, and transformative leader to help guide the District into the future. The goal is to have the permanent Superintendent in place by the start of the 2022-23 academic year.

The Search

BWP & Associates is leading the qualified candidate search for the permanent Superintendent of Pittsburgh Public Schools. The Illinois-based firm has conducted more than 800 successful executive searches. The position is available on the BWP website at www.bwpassociates.com.

Letters of interest and other required materials must be received by BWP no later than May 30, 2022. The School Board expects to finalize the search by late June 2022.

About the Pittsburgh Public School District

The Pittsburgh Public School District is the largest of 43 school districts in Allegheny County. It serves 20,350 students representing the City of Pittsburgh, Mt. Oliver Borough, and Wilkesburg Borough high school students. PPS students come from 57 countries and speak 95 native languages and dialects.

Student Demographics

- Black/African American: 52%
- White: 31%
- Multi-racial: 9%
- Hispanic: 4.3%
- Asian: 3.48%
- Native Hawaiian or Pacific Islander: 0.15%
- American Indian Alaskan Native: 0.11%

PPS' 54 School Composition

- 23 elementary schools (K-5)
- 11 elementary/middle schools (K-8)
- 7 middle schools (6-8)
- 5 middle/high schools (6-12)

- 4 high schools (9-12)
- 4 special schools

For more details, please see current and historical enrollment at <https://www.pghschools.org/EnrollmentSummary> .

PPS' Staff Summary

- Total number of employees: 4,192
- Total number of teachers: 2,070
- Total number of school leaders (principals and assistant principals): 104
- Total number of central office administrators: 105

Community Input on Criteria for Superintendent

Community input will play a key role in identifying the traits needed in a leader that will best serve PPS students, educators, and the community. Being involved in conversations with stakeholders about the strengths and challenges that the District faces, a leadership profile will be created that the next Superintendent must have to lead the District. In addition to small group meetings and public forums, there will be online surveys that allow input from interested community members.

District Strategic Plan

In 2017, the District launched its “Expect Great Things” Strategic Plan intended to enhance and achieve the District’s vision, mission, and beliefs. Under four strategic themes, designed with long-term outcomes, work began in nineteen strategic initiatives. The next Superintendent for the District will have an opportunity to build upon this important work and design the next collaborative and student-success focused Strategic Plan of action.

On Track to Equity

In 2019, Pittsburgh Public Schools announced the next phase in its ongoing efforts to bridge racial equity gaps in the City’s public schools. “On Track to Equity: Integrating Equity Throughout PPS” is a comprehensive plan that was designed to achieve one of the long-term outcomes identified in the District’s 2017-2022 Strategic Plan -- to reduce racial disparities throughout the District and elevate the achievement levels of African American students.

Qualifications / Licensure

The successful candidate will be known for integrity and character and will be respected as a leader who can successfully engage, motivate, and manage a diverse and progressive system. Applicants are required to hold or provide evidence of eligibility for a Pennsylvania Superintendent Certificate. Candidates are encouraged to obtain information about requirements for certification from the State Department of Education at www.doe.pennsylvania.gov. The School Board seeks an educational leader who will continue its significant efforts completed in the implementation of the strategic plan - “Expect Great Things” and to embark on developing and launching the District’s new Strategic Plan.

Application / Selection Procedure / Salary

Individuals who wish to be considered for this position must complete an online BWP Applicant Data Form at www.bwpassociates.com. An application file must include the following: a letter of interest indicating reasons for interest in the position, a current résumé, and three letters of recommendation. Candidates must send these materials electronically with the online Applicant Data Form. Official transcripts will be required from candidates who are invited to interview with the Pittsburgh Board of Public Education. The candidate pool will remain confidential throughout the process.

The salary and benefits for the successful candidate will be nationally competitive and determined upon proven experience, qualifications, and fulfillment of school board criteria. The new Superintendent will be expected to assume the position on or about August 1, 2022.

More information about Pittsburgh Public Schools is available at <https://www.pghschools.org/Page/1>. District public-facing data is located on the district dashboards at <https://www.pghschools.org/Page/5071>.

About Pittsburgh

The city is home to 90 unique neighborhoods and more than 400 bridges. In 2019, Realtor.com named Pittsburgh one of the nation's safest and most affordable metro regions to live. The median price for a single-family home in the region is 42 percent less than the national average, while rent is 37 percent lower. *The Economist* ranked Pittsburgh the most livable city in the continental United States and 32nd in the world in 2018; in 2019, it was the third most livable, based on metrics including health care, culture and environment, education, infrastructure, and crime. The Pittsburgh region boasts 34 colleges and universities — four of them among *U.S. News & World Report's* Best Colleges rankings.

For more information:

www.bwpassociates.com

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