

## Superintendent Search Update

March 30, 2020

The Montclair Board of Education is proud of the work of Dr. Nathan Parker and his administrative team, as well as all of the staff in the district for the diligent and important work they are doing to keep our school system viable during this emergent crisis of the COVID-19 virus. We are grateful and humbled by the effort of each of the staff members of the Montclair school district and for the dedication and caring for our children and our families in Montclair.

We are committed to striving for excellence in our school district and to that end have also committed ourselves to our most important job: the hiring of a permanent Superintendent to lead our district. We hear and support the public sentiment that we need stable leadership and have taken seriously our task to do this through a Superintendent search.

Below is an update on the current status of our search:

- The Montclair Board of Education began a search for a permanent Superintendent in January 2020 when we formally hired New Jersey School Boards Association (NJSBA) to assist us with finding suitable candidates.
- Our stated goal is to have a new Superintendent in place on July 1, 2020.
- The job was posted in the *Star Ledger* on January 19, and 26, in addition to several other sites. Applications were due by Feb. 20, 2020.
- We have posted on the BOE website the results and analysis of that job posting whereby 70 applications were started and 50 were completed.
- From the 50 who completed our search, consultant Charlene Peterson conducted preliminary interviews with 14 applicants who fit the qualifications.
- Upon consideration of the preliminary interview findings and the Board's review of the application material, the Board conducted nine first-round Board interviews as follows:
  - Friday, March 20, 9:00am-1:00pm
  - Sunday, March 22, 1:00-4:00pm
- All interviews were conducted live on a remote platform where the Board, our consultant and the candidate took part.
- The second round had five candidates and took place as follows (also remotely):
  - Saturday, March 28, 1:00-5:00pm
  - Sunday, March 29, 9:00am-1:00pm
- The next step will be to choose two finalists after further Executive Discussion at the April 1 Board meeting. The Board will then schedule a finalist interview round in April.
- Once a final candidate is identified, background checks completed and salary negotiated, we will have that person meet the public (via remote means if necessary).

As a Board, we are looking carefully for an individual who can move a vision for excellence in education; equity for all learners; and a promise for stability in the coming years. As this is a very important time for the Montclair Public School District, we embrace this task with the intention of making the best choice for our unique needs.