

Cleveland Metropolitan School District Community Forums CEO Search January 17-19, 2023



Our Time Together

About the CEO Search

Breakout Group Discussion - In-person and Virtual



Our Shared Purpose

Our goal is to attract, recruit, screen, and select the next CEO of the Cleveland Metropolitan School District.

Our purpose is to lead a CEO search process that is inclusive and transparent, guided by the input of the CMSD community, and designed to mitigate bias every step of the way.



CEO Search Timeline

Dec 2022

Jan WE 2023 Feb **2023**

Mar-Apr 2023 **May 2023**

Planning for Stakeholder Input

Early Recruitment Begins

Alma will work with the Board to confirm overall plan

January convenings are confirmed, outreach begins

Network outreach to identify potential candidates

Community Engagement

Job Profile Finalized

Stakeholder input helps inform recruitment and screening

Posting advertised and Alma builds interest and applicants for the role Candidates Identified

Recruitment and screening continues

Interviews may begin and are performanceand competency-based **Finalist Round**

opportunities to fully engage with Board members and community stakeholder Accepted Offer, Finalize Induction Plans

Once candidate is selected, Board plans for transition and induction of the incoming CEO



3 Primary Activities for Community Input

STAFF & COMMUNITY SURVEY

The survey will be open and available broadly

Our goal is to maximize knowledge of and participation in the survey

3 COMMUNITY GATHERINGS

1 in each region of the city

Focus is to engage in conversations with the community

Breakout groups allow for candid and deep discussion

INTERVIEWS & FOCUS GROUPS

1:1 interviews and focus groups
with teachers, students,
principals, staff, union leaders
and community partners

Allow deeper discussions by role

Please complete the survey at:

https://www.clevelandmetroschools.org/CEOSearch



How Community Input Will Support the Process

 Informing and strengthening the role description and competencies that will be used to recruit and screen candidates

Leveraging the examples shared by stakeholders to inform screening activities

 Community input following engagement with finalists will be reviewed by the board to inform their final decision



Guiding Questions

- WARM-UP: What are 1 or 2 things that are top of mind when you think about the kind of education you want for your child in CMSD?
- What do you love most about CMSD that will be important for the CEO to champion and protect?
- What do you see as the top 2 to 3 areas of improvement for CMSD that the CEO will need to lead us through during the next 3 to 5 years?
- What skills or experiences will be most important for our CEO to have and bring to be successful in this role?
- Is there anything we didn't discuss that is important for us to know? Or anything you feel
 a potential CEO must know or understand about CMSD?
- What actions would would demonstrate that what you shared with us today made a difference in this process?



Move to Breakout Groups

We will not return to the main room.

Thank you!

Website: https://www.clevelandmetroschools.org/CEOSearch

If you have any comments, questions or suggestions, please email us at CEOsearch@ClevelandMetroSchools.org.



Thank You!

Website: https://www.clevelandmetroschools.org/CEOSearch

If you have any comments, questions or suggestions, please email us at CEOsearch@ClevelandMetroSchools.org.

