

Lowell Public Schools

LHS Head of School Search

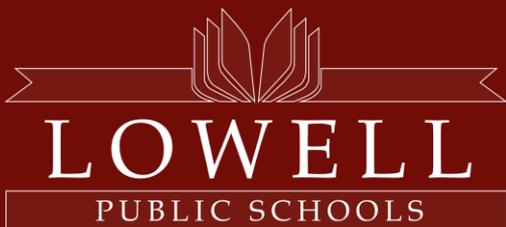
April 15, 2020





Agenda

- Head of School Opening
- Timeline
- Community Engagement
- Selection Process
- Recommendation



Head of School Opening

How Did We Get Here?

- March 2, 2020
- Letter to LHS families and community
- Process for selecting a new HoS was drafted
 - Paused to focus on COVID-19
- District priorities immediately shifted to responding to student, family and staff needs



Timeline

Steps Taken to-date

- March 2nd – Announcement of HoS transition to central office
- The Lowell Public Schools closed Monday, March 16. The projected return date is Monday, May 4.
 - *On March 13, LPS announced a 2 week closure.*
 - *On March 15, Governor Baker announced all schools in the state will be closed for 3 weeks*
 - *On March 25, Governor Baker extended the state-wide closure until May 4*
- Prior to our closure, the plan was to begin the initial phases of the search process mid-March.



Projected Timeline - Updated

Moving Forward

- Post HoS position – No later than April 24th
- Receive applications through May 15th , rolling review of applications for minimum qualifications
- Community Engagement Forums – TBA, prior to first interview
- Establish Screening Committee – April 27th - May 1st
 - Interview Qualified Applicants, May 18th – May 22nd
 - Recommend 3 candidates to Superintendent
- Community: Meet the Finalists Forums May 27th - May 29th
- Superintendent makes final selection of candidate by June 2020



Community Engagement - Awareness

COMMUNICATIONS TOOLS

- Connect Ed – messages sent out to entire LHS student population
 - Emails
 - Phone Calls
- Website
- Social Media
 - Facebook, Twitter, Instagram
- Emails to LHS staff, students, families
- Translation of messages in multiple languages



Community Engagement - Input

COMMUNICATIONS TOOLS

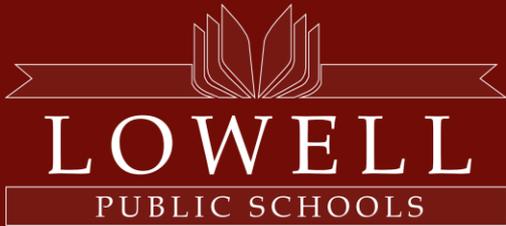
- Community Engagement Forums – presently focused on virtual platforms/formats
 - Students
 - Staff
 - Community
- Input surveys – *attributes of the next HoS*
- Meet the finalists





Search Process: External or Internal

- **External Consultant**
- Advantages
 - Established reputation/reach
 - External Objectivity
 - Expert status i.e. this is what they do
- Disadvantages
 - Missing the point
 - In and out
- **Internal Staff**
- Advantages
 - Integrated understanding
 - Follow-through
 - Proactive planning
- Disadvantages
 - Managing many projects



Recommendation

Blended approach

- Lead the process internally by Chief Schools Officer
- Engage consultants on an as needed basis
 - To benefit from extensive knowledge of the field
 - To supplement staffing in this process