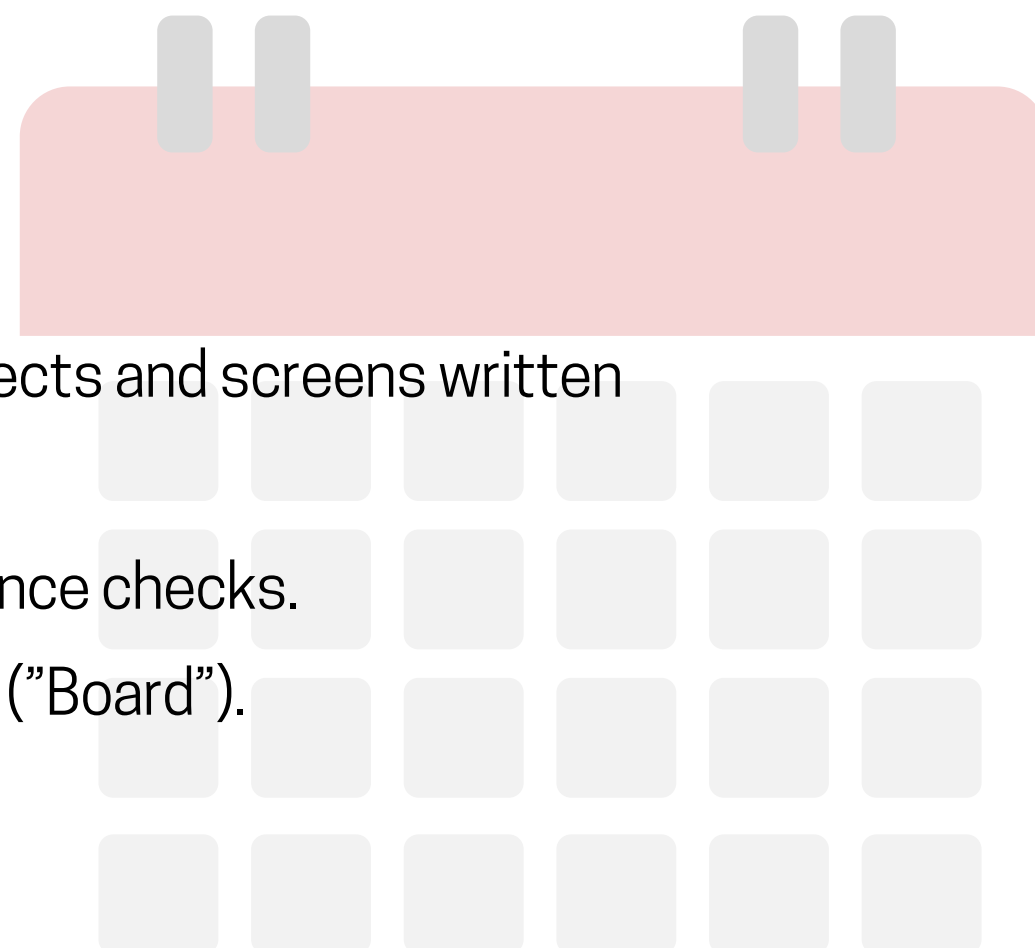


MSCS SUPERINTENDENT SEARCH

TENTATIVE TIMELINE

- August: Formally restarted search.
- August - November: Advertise and recruit candidates.
- August - November: Hazard, Young, Attea and Associates (HYA) collects and screens written applications and candidates' backgrounds.
- October - November: HYA conducts screening interviews and reference checks.
- November: HYA presents slate of 5 to 8 candidates to School Board ("Board").
- December and January: Board interviews candidates.
- January: Candidate selection and contract negotiation.
- January - February: Superintendent named and begins on or before July 1, 2024.



IDEAL SUPERINTENDENT QUALIFICATIONS

- ✓ A proven track record of success
- ✓ Ability to positively impact culture and climate
- ✓ Evidence of courageous decision making
- ✓ Ability to attract, retain and build team capacity
- ✓ A strong academic vision
- ✓ A history of dynamic and adaptive leadership
- ✓ Ability to demonstrate change management
- ✓ Strategic leadership in budget and finance
- ✓ A sound grasp of governance and board leadership
- ✓ Evidence of community advocacy and political savvy

"Our motto for the 2023-24 school year is 'see the future,' and we are determined to find a visionary with the experience to help us innovate and elevate," said superintendent search co-chair Joyce Dorse Coleman (District 9). "Our babies, our students, deserve a top-notch candidate who can take Memphis-Shelby County Schools to new heights."

**KEEP UP ON THE LATEST
DEVELOPMENTS**

scsk12.org/supsearch



FAQ

WHICH SEARCH FIRM IS ASSISTING WITH THE MSCS SUPERINTENDENT SEARCH?

Hazard, Young, Attea and Associates (HYA) is assisting with the superintendent search. The firm, which was established in 1987 and is based in the Chicago area, was selected by the Shelby County Board of Education to lead this important work.

WHY DID THE BOARD RESTART THE SUPERINTENDENT SEARCH AND AT WHAT COST?

Extending the search will cost an additional \$19,000. The Board determined this additional cost was well worth it to ensure there is a strong, capable applicant pool from which to select the District's next leader. Timing was also a key factor. HYA President Max McGee indicated that late fall is the peak season for applications because the rush of the new school year has subsided. It also gives applicants with children or hopefuls currently serving in other Districts the needed pause to prepare a thoughtful application.

IS THE INTERIM SUPERINTENDENT A CANDIDATE?

During the Board Business Meeting on Tuesday, June 27, 2023, Board members voted to extend Interim Superintendent Toni Williams' contract to Aug. 29, 2024. Extending Williams' contract allows the school district to have leadership in place while the School Board continues its search to fill the role permanently. Additionally, Williams will not remain in the running for the permanent position. During her extension, she will continue to focus on supporting the District's 110,000 students and 14,000 employees.

HOW IS PARENT/GUARDIAN FEEDBACK BEING RECEIVED AND INCORPORATED?

The Board has established a Superintendent Search Parent Collective made up of an engaged group of PTA members, school adopters, and class volunteers. Appointed by the School Board, their perspectives as MSCS parents give them an up-close look at local schools and a vested interest in the District's next phase. They are:

District 1 (Board Member Michelle R. McKissack): Ellen Roberds

District 2 (Board Chair Althea Greene): Alton Edwards

District 3 (Board Member Stephanie Love): Joseph Parker

District 4 (Board Member Kevin Woods): Allison Fouché

District 5 (Board Member Mauricio Calvo): Nancy Aguila

District 6 (Board Member Keith Williams): Wayne Williams

District 7 (Board Member Frank Johnson): Brittney Sessoms

District 8 (Board Member Amber Huett-Garcia): Laura Rogers

District 9 (Board Vice Chair Joyce Dorse Coleman): Cleo Archie

Additionally, the Board is holding community feedback sessions, including Tailgate Talks, to hear from additional parents and guardians. Visit scsk12.org/supsearch for the latest updates.



SHELBY COUNTY BOARD OF EDUCATION