



**October 24, 2024**

**HYA Search Update to the Milwaukee Public School Board of School Directors**

**Engagement:**

- **Interviews** - Individual interviews have been scheduled with all Board Members, Board Candidate for District 4, Interim Superintendent, MPS Foundation, Milwaukee Mayor, Milwaukee County Exec, NAACP, Wisconsin State Superintendent, Wisconsin Governor.

***As of October 19, 2024 - 13 individual interviews have been completed with three remaining***

- **Focus Groups** - Group interview sessions have been scheduled for elected officials, MPS central services staff, students, all staff, community groups, city services, parents, community members, business community, and union leadership.

***As of October 19, 2024 - 11 group interviews have been completed with four remaining***

- **ZOOM / Virtual Sessions** - Sessions have been scheduled for families, parents, caregivers, staff, and community and various times throughout the dates.

***As of October 19, 2024 - 16 ZOOM sessions have been conducted with eight remaining***

- **Survey** - The online survey is provided in eight languages. Originally scheduled to close on 10/20/24, **the survey will remain open until 10/30/24** to encourage stakeholders to complete the survey. **The district will need to push the survey link out through all of their social media platforms and other methods to communicate with students, families, community and residents.**

**As of October 17, 2024 a total of 712 stakeholders have participated in the MPS Superintendent Search Survey.**

The breakdown is as follows:

- Certified Staff 240
- Parents 166
- Support Staff 107
- Administration 73
- Students 69
- Community Members 57

- **District Profile Leadership Report** -The HYA search team will present the District Profile Leadership Report, a summary of the engagement findings, to the MPS Board of School Directors on November 21, 2024 in open session.

**Recruitment:**

- **Job Postings** - The MPS superintendent job posting has been posted or will be posted on the following sites:

Posted on HYA website on <b>10/1/24</b> : <a href="https://hyasearch.com/job/superintendent-milwaukee-wi/">https://hyasearch.com/job/superintendent-milwaukee-wi/</a>
<b>To be posted on 10/14/24</b> on the <b>Association of Latino Administrators and Superintendents</b> (ALAS) for 6 weeks online, push on ALAS aps: <a href="https://alasedu.org">Superintendent — Association of Latino Administrators and Superintendents (alasedu.org)</a>
<b>To be posted on 10/21/24 on the WI School Leadership Center for 30 days:</b> <ul style="list-style-type: none"><li>● 30 Day Posting</li><li>● Job Emailed to 6,000+ School Administrator and School Support Services Professionals</li><li>● All sites in the Education job board network</li><li>● See Link below in network postings for complete list</li><li>● Stays at top and highlight in search results</li><li>● Click to view recent Job Flash™</li></ul>
<b>To be posted on 10/21/24 HYA National Advertising - Package 2:</b> <ol style="list-style-type: none"><li>1. Two HYA Group Ads in Ed Week's print publication</li><li>2. Online listing on EdWeek's Top School Jobs for 30 days/ Showcased homepages for EdWeek/Top School Jobs for 7 days</li><li>3. Online listing on AASA for 30 days with Online Spotlight, Preferred and Features updates</li></ol>
<b>To be posted on 10/21/24</b> on the National Alliance of Black School Educators (NABSE)

- **Closing Date** - The deadline for candidates to apply is November 30, 2024.
- **Recruiting** - The HYA search team is currently reaching out to potential candidates and encouraging them to apply. We will be vetting and pre-screening the candidates as we receive applications.
- **Applications** - As of 10/17/24, there are four completed applications in the Board Portal and an additional four candidates have started the application process in Frontline but have not yet completed all of the application materials or submitted

their application. *It's important to note that most candidates will apply toward the end of the job posting and there is still over one month for candidates to apply for this position.*

- **Present Slate of Candidates to the MPS Board of School Directors** - The HYA search team will present the slate of candidates to the MPS Board of School Directors on December 17, 2024.
- **First Round Interviews** - First round interviews will be conducted on Saturday, January 11, 2025.
- **Finalists Day in District** - The three finalists will spend a full day in the district on January 27, 2025. Candidates will tour a few schools, conduct meet and greets throughout the day. Stakeholders that attend the meet and greets will be provided a QR code and feedback forms to provide input to the MPS Board of School Directors on the finalists.
- **Final Interview** - Final interviews will be conducted by the MPS Board of School Directors on January 28, 2025

**Comments from Search HYA Team:**

The consultants would like to mention that participation in group interviews and ZOOM sessions has been extremely low and therefore results may not be generalizable to any population. Participants in the group sessions however, have been very sincere and informative and their input is valuable for understanding the strengths and challenges of MPS and the desired characteristics of the new superintendent.

Respectfully submitted,

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