

# **Nashua School District Superintendent Search**

## **Update #1**

**March 28, 2021**

**Prepared by Dr. Kathleen Williams and Dr. Debra Hill**

### **Consultants with BWP & Associates**

- ❖ The Board of Education voted and agreed to engage BWP & Associates to conduct its Superintendent of Schools Search on March 1, 2021.
- ❖ A Planning and Organizational Meeting was held on March 1, 2021, with the Board of Education and Drs. Kathleen Williams and Debra Hill. At that meeting the process and calendar was reviewed and established.
- ❖ A Letter of Understanding was reviewed and amended by Board Counsel and both parties signed.
- ❖ Numerous communications were exchanged with District staff and members of the Board Ad Hoc team regarding the initial posting and steps to be completed.
- ❖ The initial posting and vacancy announcements and locations were finalized, approved, and have been posted on the BWP and District Websites, American Association of School Administrators, Association for Curriculum and Development, National Alliance of Black School Educators, Association of Latino Administrators and Superintendents, New Hampshire School Administrators Association, *Education Week*, and The New England Collegiate Superintendent Programs.
- ❖ The BWP Frontline/Applitrack application site opened March 5, 2021.
- ❖ A special section for the search was developed and placed on the District's webpage containing all the documents and materials related to the search.
- ❖ A press release was posted on the website and sent to 27 local media contacts.
- ❖ The Community Survey was launched in English, Spanish, and Portuguese on the District website on March 19 and will remain open until Midnight, April

2, 2021. As of March 27, 1,435 surveys have been completed in English, 39 have been completed in Spanish, and 12 have been completed in Portuguese.

- ❖ Continual communication with the Ad Hoc Search Committee Members and BWP Consultants has occurred.
- ❖ Three Ad Hoc planning and discussion meetings occurred with BWP Consultants on March 10, 18, and 26.
- ❖ Eleven individual 1-1 interviews were conducted by Dr. Williams and Dr. Hill with Board Members and government officials.
- ❖ A total of 32 community groups/organizations, in addition to all school employees, were invited to participate in focus groups and/or a community forum scheduled for Tuesday, March 30, 2021.
- ❖ Sixteen focus groups have been scheduled and will meet with consultants via ZOOM on Tuesday, March 30, 2021. (one with an ASL interpreter)
- ❖ A Community Forum is also scheduled for Tuesday, March 30, with 2-4 breakout sessions in English and one with translators in Spanish and Portuguese.
- ❖ Nominated applicants will be contacted and invited to apply.
- ❖ To date 7 applications have been initiated. Applications do not close until April 23, 2021.
- ❖ The search calendar and schedule are on target for the next phases of the search.
- ❖ Consultants will meet with the Board of Education on April 8 to present data from the survey, focus groups, and community forum. Using that data, a Superintendent Leadership Profile will be presented to the Board for its approval. Thereafter, the BWP and Nashua School District Superintendent Search postings will be amended to reflect the Leadership Profile.