

How are the Children, LLC.

Human Capital Talent Acquisition Partnership Agreement-Momentum Academy

May 5, 2024

Consultant Overview



An outspoken advocate for racial equity, trauma-informed practices, and student voice in education, Dr. Sharonica L. Hardin-Bartley has served as superintendent of The School District of University City since July 2016. She was previously the assistant superintendent for human resources and leadership development for the Ritenour School District. Prior to Ritenour, Dr. Hardin-Bartley had a 15-year career in St. Louis Public Schools (SLPS), where she served as chief human resources officer from 2007 to 2012. Previously, as a principal on special assignment, she helped SLPS strengthen its partnership with the St. Louis Science Center and improve the District's focus on science and math instruction. She was the founding principal of Adams Elementary School, one of SLPS' newly reopened schools.

Dr. Hardin-Bartley is active within the community. She is the board chair for Big Brothers Big Sisters of Eastern Missouri and the American Heart Association-St. Louis. She also serves on The Magic House and the United Way of Greater St. Louis boards. She was part of the Child Well-Being and Education Equity Committee of the Ferguson Commission and now serves on advisory boards for Harris-Stowe State University, Webster University, and University of Missouri-St. Louis. She also serves on the St. Louis region Early Childhood Design Leadership Council. Dr. Hardin-Bartley is a regional and national speaker on integrating health and well-being, student equity, restorative practices, and student voice in the school community. She was a principal writer on state guidelines for trauma-informed schools through the Missouri Department of Elementary and Secondary Education.

She is a trusted human resources professional and has supported the search process for several national and local executive leader positions. She will partner with Momentum Academy leadership to execute a comprehensive recruitment, selection, and onboarding process for the Executive Director position. The human capital talent acquisition strategy is personalized and specific to Momentum Academy's needs, aspirations, and goals.

Proposed Process

- Develop the search process calendar in partnership with Momentum Academy leadership
- Determine budget, including advertising and travel for candidates (if appropriate)
- Interface with Momentum Board of Education regarding process
- Stakeholder engagement (if desired)
- Finalize candidate profile and establish screening criteria
- Paper screening of applicants
- Phone screening with identified candidates, references, and review of initial performance tasks
- Invite identified applicants to complete final performance tasks
- Prioritize potential finalists and make recommendations to Momentum Academy leadership and Board

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- Schedule interviews and conduct campus and community tours for finalists
- Negotiate salary and benefits (pre-established by Momentum Academy leadership and Board)
- Notify the successful candidate as well as the unsuccessful candidates

PROPOSED TIMELINE	Tasks	Deliverable
April, 2024	<ul style="list-style-type: none"> • Initial meeting with Momentum Academy leadership and Board 	<ul style="list-style-type: none"> • Discuss expected outcomes and proposed timeline
May-June, 2024	<ul style="list-style-type: none"> • Consultant to meet with executive leadership team and Board 	<ul style="list-style-type: none"> • Finalize the scope of work and proposed timeline (interview process, including roles/responsibilities) • Stakeholder engagement (if desired) • Identify the profile/characteristics of the new executive director • Determine recruitment avenues/platforms • Meet with Momentum Board to explain the process (if desired)
July-September, 2024	<ul style="list-style-type: none"> • Active recruitment begins 	<ul style="list-style-type: none"> • Engage stakeholders (if desired) • Complete paper screening, review of initial performance task, phone interviews, reference checks
October, 2024	<ul style="list-style-type: none"> • Initial Zoom/in-person interviews • Calibrate with Momentum Academy leadership and Board 	<ul style="list-style-type: none"> • Identify viable candidates • Manage the interview process • Debrief process with Momentum Academy leadership and Board
November-December, 2024	<ul style="list-style-type: none"> • In-person interviews with designated individuals and Board selection committee • Candidate performance assessment • Calibrate with Momentum Academy 	<ul style="list-style-type: none"> • Identify final candidates • Manage the interview process • Debrief process with Momentum Academy leadership and Board
January 2025	<ul style="list-style-type: none"> • Finalist interviews and campus visit • Calibrate with Momentum Academy leadership and Board 	<ul style="list-style-type: none"> • Manage the interview process • Debrief process with Momentum Academy leadership and Board • Finalize offer with new Executive Director • Notify other candidates

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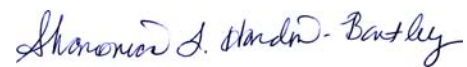
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Fees

The consultant will be compensated \$10,000 for the comprehensive search process.

- 25% due when partnership agreement is signed
- 25% due in July
- 50% due after completion of search process and identification of new Executive Director



Sharonica L. Hardin-Bartley, PhD

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