



Kansas City International Academy

Superintendent Search Strategy
February 28, 2023



Board Action

MOTION:

I move that the Board approve the Superintendent Search Strategy that includes regional outreach, our Candidate Profile, application submission and initial review by external experts, a three-member Board Committee to select finalists, and a timeline to review leading candidates at our March Board meeting.

Key Components for Action/Approval

1. Establish Search Priorities - Candidate Profile (attached)
2. Regional Search Strategy
3. Evaluate Credible Candidates
 - a. Review Panel
 - b. Board Committee (Create)
4. Present the Most Qualified Candidates for Consideration
5. Complete the Search - Hiring and Transition

Search Strategy

Kansas City Regional Focus

Experience and understanding of:

- Local community dynamics
- Missouri education sector
- Local charter dynamics

The regional pool includes:

- 20 charter schools
- 7 large districts
- Over 150 senior administrators
- Referral partners/allies

Following Board Approval:

1. Initial Outreach and Invitation to Apply
2. Disseminate Superintendent Candidate Profile
3. Partner/Ally Outreach - Referral Requests
4. Approach potential candidates to test their interest in the role, test for candidate interests and aspirations to persuade strong prospects to consider new opportunities

Collecting and Initial Screening Options

Objectives:

- Provide confidentiality to candidates
- Assure screening to Board standards in creating a short list

Process:

- Applications to third party (The Strategic Organization)
- External Review Panel (TSO, Leone, McDowell, TBD)
- Top 7 candidates to Board Committee

The Ad Hoc Board Committee

The Charge:

The Ad Hoc Committee will receive top candidate recommendations from our external review panel, conduct their review and interviews of candidates, and submit a recommendation to the Board of the top three candidates in rank order.

Following the Board selection of the final candidate, the Committee will conduct contract negotiations with the candidate. They will have the support of KCIA counsel.

The Members:

1. (Committee Chair)
- 2.
- 3.

The Timeline

Date	Actions	Responsible
February 28	Approve Strategy and Candidate Profile	Board
March 1	Targeted Candidate and Allied Organization Announcement	Staff and Consultant
March 10	Letters of Interest and Resume Due	To Consultant
March 15	Review Panel Present top 7 to Board Committee	Review Panel
March 20 - 24	Board Committee Interviews	Committee Chair/Staff support
March 28	Board Committee Present top 3 in rank order to Board	Board Chair and Board
March 31	Board Interviews and Selection (special Meetings as necessary)	Board Chair and Board
April 4	Board Committee and Candidate conduct final negotiations	Committee with Board Counsel