

## DEKALB COUNTY SUPERINTENDENT SEARCH COMMUNITY LIAISON GROUP

---

The selection of a school superintendent is a monumental task for a school board. Often, it is the most important decision a board will make during its tenure. In DeKalb County, the School Board and its search firm, Proact Search, will work to create and maintain a **Community Engagement Liaison Group**, to ensure a transparent and inclusive superintendent search process. This Community Engagement Liaison Group will represent every facet of the DeKalb County community, including, yet not limited to: educators, chamber of commerce members, parents, faith based leaders, political leaders, higher education leaders, students, philanthropic leaders, business leaders.

The Community Engagement Liaison Group will be a group of respected individuals who represent the DeKalb County community's interests, and will serve the School Board and search firm throughout the superintendent search process. Each group member will possess a deep knowledge of school system, and will represent a wide array of perspectives from the community. Throughout the superintendent search process, the Community Engagement Liaison Group will:

- Assist in the coordination of community meetings to solicit public input on the position profile for the new superintendent;
- Attend stakeholder engagement activities, as appropriate, to speak to the needs of their constituents;
- Consistently speak to the needs of respective constituency, as they relate to the new superintendent;
- Report back to constituents on final position profile, and the stakeholder engagement report, which will both be created by the search firm and presented to the Board of Education for approval;
- Meet consistently, both in person and via teleconference/videoconference with the search firm, to receive recruiting updates;
- Assist Proact Search in recruiting, screening and recommending top candidates to the Board of Education for consideration as the next superintendent;
- Participate in stakeholder interviews of finalist candidates

The group will be led by the DeKalb County Board Chair and Vice Chair, and will include 16 other individuals. In order to create a liaison group that best represents all facets of DeKalb County, each board member was asked to submit a list of preferred representatives from their district. This way, each of the 7 districts will be amply represented. Further, Board Members were asked to provide a list of 2-3 business/organization members that could fill the remaining, at-large seats, and a subset of those nominations are being asked to be part of the liaison group.

The goal is to meet with the liaison group for the first time at **noon, on Monday, March 2.** After that 1-2 hour meeting, a monthly conference call will be held to update the group on recruiting efforts and to speak to any questions that may exist.

Upon the conclusion of recruiting, PROACT will bring the top 20-25 candidates, confidentially, to the group for review and consideration. This review of candidates would be a longer, face to face meeting, with the group. PROACT would then bring recommendations on top 9-12 candidates to the board of education for consideration. These recommendations will represent the best thinking of the liaison group and the search firm. Either way, the full board of education will take recommendations into consideration.

The full board of education will then select candidates for a first round interview from the group of 9-12, and then, ultimately, select 2-4 finalist candidates. At that point, a full day of interview activities will be set up for all finalists. These activities may include, yet not be limited to: school visits, liaison group interview, forums with community groups and parents, etc. All finalists will also interview a final time with the full board of education. Upon conclusion of these interviews, the full board of education will select its lone finalist candidate.