



Chicago Public Schools - Board of Education

Superintendent (CEO) Search
Community Engagement Report
June 26, 2025

Our Time Together

- Superintendent (CEO) Search Purpose and Timeline
- Summary of Community Engagement Efforts
- What We Learned
- Next Steps

Our Shared Purpose

Our goal is to **recruit, screen and select** the next Superintendent (CEO) of Chicago Public Schools.

Our purpose is to **lead a transparent search process, guided by the input of the Chicago Public Schools community, and designed to mitigate bias** every step of the way.

What We've Accomplished & What's Next

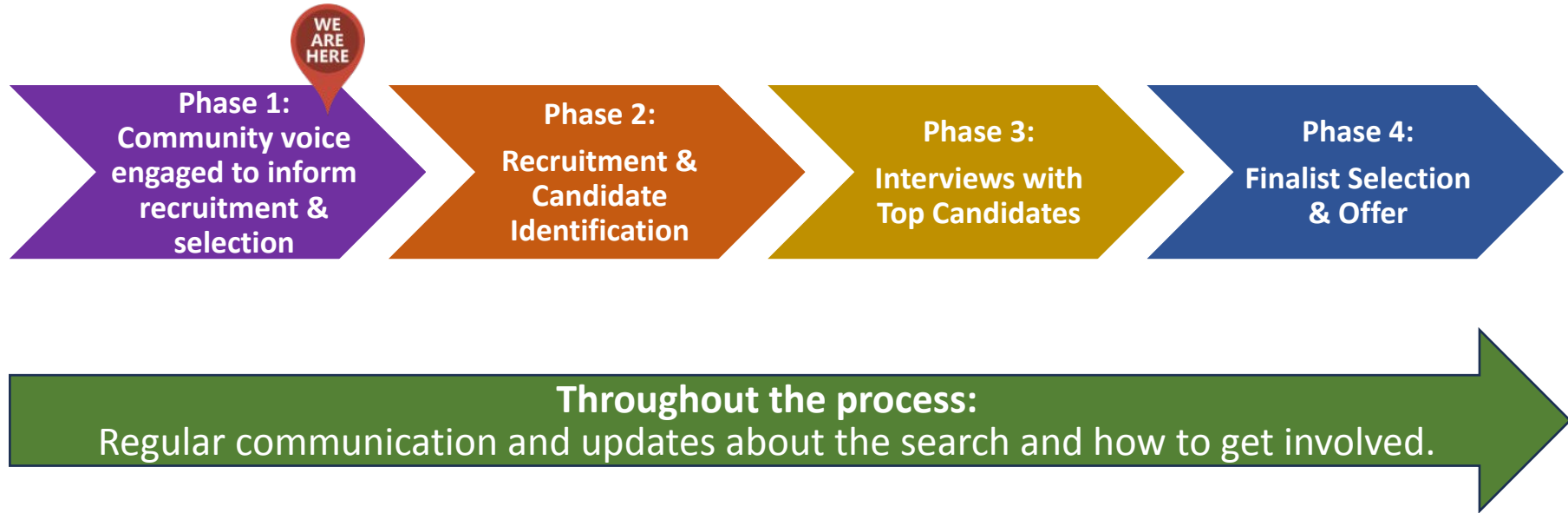
What the Board accomplished:

- Completed comprehensive community engagement effort** with the support of various CPS district staff, community partners, and all board members
- Engaged ZenCity** to launch the community survey

What's Next:

- Developing a Prospectus for the Superintendent (CEO) role;** infusing community input into the job description and informing our recruitment strategy
- Working time with the Board to **design screening process**

Phases of the Search



Our Time Together

- Superintendent (CEO) Search Purpose and Timeline
- Summary of Community Engagement Efforts
- What We Learned
- Next Steps

How Community Input will Support the Process

- Informing and strengthening the role description and competencies that will be used to recruit and screen candidates
- Leveraging the examples shared by stakeholders to inform screening activities
- Community input following engagement with finalists will be reviewed by the board to inform their final decision

4 Primary Activities

Community Input - 8 Weeks

COMMUNITY GATHERINGS

11 Community Gatherings covering every Board District

INTERVIEWS & FOCUS GROUPS

70+ Interviews & Focus Groups

STAFF & COMMUNITY SURVEY

Led by Zen City

PARTNER/COMMUNITY SESSIONS

60+ Community Partners

Continued updates about the search will be posted on the CPS Board of Education Website <https://www.cpsboe.org/supt-ceo-search>

Community Engagement



70+

MEETINGS

Focus groups, 1-on-1s,
student panels, community
gatherings, and
board member-hosted
meetings

1,400+

PARTICIPANTS

Parents, students, teachers,
school leaders, staff, board
members and admin

WHAT WE HAVE LEARNED

Diverse ideas, lived experiences, and candid points of view.

Stakeholders acknowledge strengths and opportunities

THERE IS SHARED PRIDE FOR CPS STRENGTHS...

- A shared sense that **instruction and student achievement** are improving
- **Dedicated teachers, principals, and staff** who are deeply dedicated to their students
- **Student voice and leadership** that has been encouraged and lifted up
- **A progressive stance** on equity and inclusion
- **Autonomy for schools**, with accessible leadership

... AND A DESIRE FOR VERY REAL CHANGE

- Expand **post-secondary offerings**
- Stabilize **finances**
- Address **enrollment decline**
- Heal **long-standing and historic harm** across multiple communities
- Bring new ideas and innovation that **draws families back** to our schools
- **Address mental health** and well-being

Student Perspectives

What we want to protect

- **Supportive teachers**, coaches, principals
- **Empowered students** (student-run activities, a feeling of respect)
- **After-school options**
- **Mental health resources**
- **Dual enrollment** opportunities

Areas to improve

- **Equity across schools** - access, resources, student representation
- **Increase post-secondary options**
- **Strengthen diversity** of staff
- **More innovative use of AI**
- **Better lunches** - more culturally diverse, allergy-friendly
- **Bathrooms** - lack basic supplies



Current Job Profile

THE KEY RESPONSIBILITIES - THE “WHAT”

- Ensure that **every student experiences high-quality**, joyful, and culturally responsive learning
- **Steward financial stability** and sustainability
- **Support, develop, retain** a strong leadership team to deliver on CPS’s vision and mission
- **Partner with our communities** to guide and accelerate the work of the district
- **Support a diverse system of excellent schools** in every Chicago neighborhood
- **Champion our schools** by communicating transparently, and changing the narrative about our schools

... AND THE SKILLS & EXPERIENCES NEEDED - THE “HOW”:

- **Strong and Clear Communication**
- **Political Acumen**
- **Community-Centered Leadership**
- **Equity-Driven Leadership**
- **Innovation and Systems Perspective**
- **Capacity Building and Team Champion**

Community Engagement - What We Heard

CPS SEEKS A LEADER TO REBUILD TRUST, CHANGE THE NARRATIVE, AND REALIZE THE STRATEGIC PLAN

A leader who...

Can inspire a shared vision for CPS moving forward, building alliances with the many resources and partners already existing in Chicago.

Can protect and manage CPS's finances ethically and transparently. And, can find new and innovative solutions to facilities and enrollment concerns.

Can ensure equitable, robust, and improved resources for all CPS students, including expanded supports for students with disabilities, english language learners, post-secondary, and sports.

Implications for the Job Profile

A deep understanding of everything CPS has to offer

Strong political skill, someone who can build bridges, bring people together

Financial prowess to manage complex financial issues with transparency

Can lead a strong team to implement the strategic plan, and make it a reality

Our Time Together

- Superintendent (CEO) Search Purpose and Timeline
- Summary of Community Engagement Efforts
- What We Learned
- Next Steps

What Comes Next (July-August)

What's next

- Complete the prospectus for the role
- Formal launch of our recruitment strategy and sourcing of candidates
- Facilitate design decisions with the Board for the Superintendent (CEO) selection process
- Prepare for interviews with prospective candidates

Thank You!

Monica Santana Rosen

- CEO, Alma Advisory Group
- info@almaadvisorygroup.com
- www.AlmaAdvisoryGroup.com