



## Board of Education | City of Chicago

### News Release

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## Community's Voice Shapes Future Leadership

### *Updates on the CPS Board's superintendent/CEO search and next steps*

**CHICAGO** – The Chicago Board of Education (Board) has successfully concluded the community engagement phase of its search for the next superintendent/CEO.

In May, the Board partnered with Alma Advisory Group (Alma), an executive search firm, to lead an extensive outreach effort that included 11 in-person community gatherings—one in each Elected School Board district—a virtual session, and more than 70 interviews and focus groups. A citywide community survey, conducted by Zen City, was also part of the process.

Alma presented its findings in a detailed report during Thursday's Board meeting. In total, more than 1,400 Chicago Public Schools (CPS) parents, students, teachers, school leaders, administrators, community members, partners, elected officials, and Board members participated—demonstrating a strong, shared commitment to shaping the future of CPS.

"The Board and I are deeply grateful for the outpouring of support and insight we received throughout this process," said CPS Board President Sean B. Harden. "Your voices are at the heart of this work. As we move forward, we remain committed to honoring your input and selecting a leader who reflects the hopes and aspirations of our city."

#### **What We Learned**

CPS stakeholders expressed a clear vision for the next leader: someone who can rebuild trust, refresh the narrative, and advance the District's Five-Year Strategic Plan.

Through a wide range of ideas, lived experiences, and candid perspectives, one message was clear: There is deep pride in CPS and its many strengths. Key themes that emerged include:

- Growing confidence in instruction and student achievement
- Deeply dedicated teachers, principals, and staff
- Empowered student voice and leadership
- Ongoing commitment to equity and inclusion
- Autonomy for schools with accessible leadership

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In addition to celebrating progress, participants emphasized a need for bold, forward-focused change. Top priorities included:

- Expanding post-secondary offerings, arts, sports, and programming
- Stabilizing the District's finances
- Addressing enrollment decline
- Introducing new ideas and innovation that attract families back to CPS
- Expanding support for students with disabilities and student mental health and wellbeing

### **Next Steps**

With the engagement phase complete, the insights gathered will shape a comprehensive prospectus outlining the desired qualities, priorities, and challenges for the next superintendent/CEO. The Board will soon launch its recruitment strategy and begin identifying candidates.

Community voices will continue to guide the process throughout this critical phase. The final prospectus will be shared once available. For ongoing updates, visit the Board's search landing page: [CPSBOE.org/supt-ceo-search](https://CPSBOE.org/supt-ceo-search).

"As a Chicago-based firm, it was important to us that we hear from every part of the community," said Monica Santana Rosen, CEO, Alma Advisory Group. "The level of participation, at such a busy time of the year, demonstrates to us Chicagoans really care about the future of the school system, and have valuable perspectives to offer. The Board takes their perspectives seriously, and we are excited to move to the next stage of the process."

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### **About the Board**

The Chicago Board of Education (Board), founded in 1840, is responsible for the governance, organizational, and financial oversight of Chicago Public Schools, one of the largest school districts in the United States. The Board establishes policies, standards, goals, and initiatives to ensure accountability and provide a high quality, world-class education for the 21st century that prepares our students for success in college, work, and life.

### **About the Executive Search Firm**

Alma Advisory Group (Alma), a Chicago-based firm, was selected for its strength in community engagement and its ability to build strong screening processes. Throughout the superintendent/CEO search, Alma will be partnering closely with the District's talent team and Board members. The firm was identified through CPS' procurement process.

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