



Salem-Keizer Public Schools Superintendent Search

Board Presentation
August 23, 2022

Alma Advisory Group

Founded in 2016

Our mission: to cultivate the conditions where people can do their best work on behalf of the students they serve.

Fundada en 2016

Nuestra misión: a cultivar las condiciones en las que las personas puedan hacer su mejor trabajo en nombre de los estudiantes a los que sirven.

Alma Advisory Group

About our founder - Nuestra fundadora



MONICA SANTANA ROSEN

CEO

- Daughter of Immigrants
 - Engaged in leadership development 25 years
 - A trusted advisor and national expert on talent management in education
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- Hija de inmigrantes
- Dedicado al desarrollo de liderazgo por 25 años
- Se ha ganado la confianza de sus clientes, y es experta nacional en temas de recursos humanos en educación

What you can expect from us • Qué puedes esperar de nosotros

Authentic
Community
Engagement

A focus on
mitigating bias

Rigorous
interviews

Facilitated
final decision-
making

Participación
auténtica de la
comunidad

Un enfoque en
la mitigación
del sesgo

Entrevistas
rigurosas

Decisión final
facilitada

A Typical Superintendent Search with Alma*



*Months are provided for reference. Searches may begin anytime of year, but tend to peak Oct. through Feb.

How Community Input Will Support the Process

- **Informing and strengthening the role description** and competencies that will be used to and screen and consider candidates
- **Engaging a diverse slate of stakeholders—including students**—in the input process to ensure all voices are invited, included, and heard
- **Utilizing multiple modalities** for stakeholders to participate in the input and interview process: forums, focus groups, interviews, and surveys
- Leveraging the examples shared by stakeholders to **design interview questions and activities**
- Community input following **engagement with finalists** will be reviewed by the board to inform their final decision

The Team Dedicated to this Search

El equipo dedicado a esta búsqueda



MONICA SANTANA ROSEN



SYLVIA FLOWERS



SIDNEY KABOTIE



NITA LOSOPONKUL



GINNAE HARLEY

Thank you!

www.AlmaAdvisoryGroup.com

Monica Santana Rosen, CEO

monica@AlmaAdvisoryGroup.com