

Superintendent Search

FREQUENTLY ASKED QUESTIONS



WHAT'S THE TIMELINE FOR THE SEARCH PROCESS?

This process will happen in three phases:

- **Phase 1 will happen through Oct. 15** and culminate with the preferred application due date.
- **Phase 2 will occur between Oct. 15 and Nov. 26**, during which time, candidate interviews will take place.
- **PHASE 3 FOLLOWS WITH TWO MILESTONE DATES:**
 - **On Nov. 26**, finalist(s) will be announced.
 - **On Dec. 10**, the candidate will be announced.

WHO IS BEING CONSIDERED FOR THE NEW SUPERINTENDENT POSITION?

This is a national search, and is open to internal and external candidates. The search is being advertised on local and national job boards, including the Association of Latino Administrators and Superintendents and the National Alliance of Black School Educators.

WHAT IS DPS LOOKING FOR IN AN IDEAL CANDIDATE?

The ideal candidate is someone who aligns with Denver Public Schools' Shared Core Values, where we've been and what we hope to achieve. Additionally, the ideal candidate is someone who will be able to build upon the success already achieved toward the Denver Plan 2020. See the narrative drafted by the Board of Education for more information, supersearch.dpsk12.org/board-narrative. Throughout this process, the board will be engaged in a community outreach effort to inform the ideal characteristics and qualities of candidates.

HOW IS THIS SEARCH BEING CONDUCTED?

The Board of Education will lead the search and make the ultimate decision. An outside education consulting firm was hired to facilitate the human resource components of the process.

HOW IMPORTANT IS DIVERSITY IN THE SEARCH AND SELECTION PROCESS?

We are proud of our diversity and believe it is one of our greatest strengths. Students of color comprise the majority of our student population; 67% of students come from families that qualify for free and reduced-price lunch benefits; and 33% are identified as English language learners. Our goal of achieving a workforce that more closely reflects the demographics of our student population remains one of our district's top priorities and will be top of mind as we go through this process.

I HAVE INPUT ABOUT THE PROCESS AND WHAT I WANT TO SEE IN A NEW SUPERINTENDENT. HOW DO I SHARE THIS?

Meeting schedules and other opportunities to provide input are expected to be announced soon; watch supersearch.dpsk12.org and follow us on social media for more information. If you cannot attend the meetings or want to provide input through a more private channel, email supersearch@dpsk12.org.

I WANT TO KNOW WHO THE CANDIDATES ARE. HOW DO I FIND THIS INFORMATION?

In order to protect the privacy of applicants and to abide by privacy laws, DPS is obligated to keep the identities of applicants confidential. DPS will release information on the finalist(s), including applications (with sensitive information removed), bios and qualifications.

I HAVE HEARD CONFLICTING INFORMATION ON SOCIAL MEDIA ABOUT THIS PROCESS. WHO CAN I TRUST?

DPS strives to provide you with the most up-to-date and correct information as soon as it develops. To guarantee the accuracy of what you read about this process, please visit supersearch.dpsk12.org and our official social media channels.