

To: Members of the Superintendent Search Committee, members of the Boston School Committee, Mayor Martin J. Walsh and members of the City Council
December 5, 2018

The fourteen community organizations below, sharing a deep commitment to Boston's students and a belief in the importance of quality and equity for all our schools, state emphatically and collectively that the following qualifications are our top priorities for the selection of the next Superintendent of Boston Public Schools. We ask that you hold these priorities in the forefront as you move ahead in the search for the next leader of the district.

We seek a superintendent who is:

1. **An educational leader first.** The Superintendent should be a highly qualified and fully credentialed educational leader with experience as an educator, who possesses a clearly defined educational philosophy and vision for innovative, culturally relevant teaching and learning practices across the Boston Public Schools. Organizational or business management skills are important, but these functions may be delegated -- the Superintendent must be primarily focused on ensuring high quality educational outcomes for all students.
2. **Dedicated to eliminating disparities and ensuring a quality public education for every student.** The Superintendent must possess the capacity to implement strategies -- which have been proven successful in urban districts similar to Boston -- for eliminating opportunity and achievement gaps and for identifying and dismantling racial inequities and disparities of all kinds. In order to ensure that race, language, disability, gender-identity, class, and neighborhood are not predictive of academic achievement, the Superintendent should ensure that every school in the city is exceptional and equitably funded, establish culturally relevant curriculum, and develop a diverse teaching staff supported by ongoing job embedded professional development.
3. **Committed to authentic community engagement.** The Superintendent should view families, students, and community members as assets, and be prepared to implement decision-making processes that seek community input in formulating the right problems to solve and in developing solutions. The Superintendent should seek to build an engagement infrastructure that promotes shared decision-making, seeks out historically marginalized voices, and enables the district to effectively collaborate with all stakeholders about the potential impacts of decisions before they are made.
4. **A resolute and astute advocate for public education.** The Superintendent should reinvigorate support for public education in Boston through a focus on quality and equity. The Superintendent must be capable of building relationships with all community stakeholders, understanding and navigating the political landscape of Boston, and leveraging the power of community to get results.

Sincerely,
Black Educators' Alliance of Massachusetts
Boston Branch NAACP

Boston Education Justice Alliance
Boston Network for Black Student Achievement
Citizens for Public Schools
Citywide Parent Council
East Boston Schools Families Coalition
Harbor Point Task Force
Massachusetts Coalition for Occupational Safety and Health
Mattapan Stakeholders Group
SURJ (Showing Up for Racial Justice: Boston)
Start Smart BPS
QUEST (Quality Education for Every Student)
Union of Minority Neighborhoods