



CALIFORNIA
DEPARTMENT OF
EDUCATION

June 3, 2008

Nancy - 4
JACK O'CONNELL
STATE SUPERINTENDENT OF PUBLIC INSTRUCTION

Department of Education
RECEIVED

JUN 2008

Office of Human Resources

Michael P. Flanagan, Superintendent of Public Instruction
State of Michigan
P.O. Box 30008
Lansing, MI 48909

Dear Superintendent Flanagan:

One of the toughest challenges we face is attracting and retaining executive management talent in our most troubled school districts. I am writing to you today to introduce you to a program focused on addressing this critical need.

The Broad Superintendents Academy is a well-respected executive management training program designed to transition senior executives from the public, private, military and education sectors into chief executives of urban public school systems. The Academy is looking for extraordinary leaders who have the talent and passion needed to transform troubled school districts into highly effective public entities that deliver quality education for our young people.

In California, Academy alumni are working as school district superintendents in Oakland and Pomona, and they are making a real difference. I ask your assistance in identifying outstanding candidates from Michigan to apply to the Academy.

Enclosed are descriptions of candidate profiles and examples of successful alumni who are leading school districts across the country. Additional information is also available on The Broad Center for Management of School Systems Web site at <http://www.broadcenter.org/>.

Thank you for your time and consideration of this outstanding program. If you have any questions regarding The Broad Superintendents Academy, please contact Julie Justus McGinity, Recruiting Consultant, The Broad Center, at 310-922-7965 or by e-mail at jmcginity@broadcenter.org.

Sincerely,

JACK O'CONNELL

JO:jm
Enclosures

RECEIVED

JUN 09 2008

SUPERINTENDENT'S OFFICE

26935



Target Candidate Characteristics

As you think about possible nominees for the 2009 Broad Academy, please keep the following characteristics in mind:

Public Sector Leaders

- High level executives from City, State or Federal government who have had oversight of major departments, budget and personnel
- CEOs of major nonprofit organizations (at least \$50M annual budget, multiple sites)

Private Sector Executives

- Senior executives who have had direct responsibility for managing a business or business unit with a budget or revenues in excess of \$250M
- Small business owners/entrepreneurs who have created and grown a successful business and who have strong ties to the community

Military Officers

- Senior military officers currently serving or retired: Colonel/Captain and above or top non-commissioned officers

K-12 Education Candidates

- Currently serving as Chief Academic Officer, Chief of Staff, Chief Operating Officer or Deputy Superintendent in an urban district
- Currently serving as a superintendent in a small or mid-sized district
- CEO or Founder of a charter management organization (with multiple school sites)

All Successful Candidates Will Have:

- At least 15-20 years of professional work experience
- A proven track record of leadership
- Superb analytical and problem-solving skills
- Outstanding oral and written communication skills
- High level of energy, determination and perseverance to act as an agent of change in a demanding organization
- Exceptionally strong interpersonal skills – the ability to manage complex political relationships and work well with a diverse set of communities, management styles and personalities
- Passion for improving urban public education and a long-term commitment to the K-12 education sector

For more information on The Broad Superintendents Academy visit www.broadacademy.org.



Examples of Broad Superintendents Academy Alumni

Mark Roosevelt, 2003 Academy class

Superintendent (2005 – present), Pittsburgh Public Schools (32,000 students and 80 schools)

- Served eight years in Massachusetts State Legislature; Chaired House Committee on Education
- Former Managing Director of the Massachusetts Business Alliance for Education
- Worked in the Carter Administration on the domestic policy staff

Nancy J. McGinley, 2002 Academy class

Superintendent (2007 – present), Charleston County School District (48,500 students in 80 schools)

- Previously served as Chief Academic Officer for the district
Former Chief Executive Officer of the Philadelphia Education Fund, dedicated to improving educational opportunities for disadvantaged youth in the city's schools

Peter Gorman, 2004 Academy class

Superintendent (2006 – present), Charlotte-Mecklenburg Schools (126,000 students in 150 schools)

- Previously served as the Superintendent of the Tustin Unified School District, a school system with over 20,000 students and 29 schools
- Area Superintendent, Chief Information Officer and Chief Operating Officer for Business and Finance within Orange County Public Schools in Orlando, Florida

Jonathan P. Raymond, 2006 Academy class

Chief Accountability Officer (2006 – present), Charlotte-Mecklenburg Schools (126,000 students in 150 schools)

- Former President and CEO of Commonwealth Corporation, a non-profit organization building stronger communities through education and workforce development programs
- Former Deputy Director in the Massachusetts Department of Labor and Workforce Development
Served on the staff of two Congressmen

Chris Cerf, 2004 Academy class

Deputy Chancellor for Organizational Strategy, Human Capital, and External Affairs (2006 – present), New York City Department of Education (1,100,000 students in 1,400 schools)

- Former President and Chief Operating Officer of Edison Schools
- Served as Associate Counsel to President Clinton
- Served as law clerk to Justice Sandra Day O'Connor

For more information on The Broad Superintendents Academy visit www.broadacademy.org.