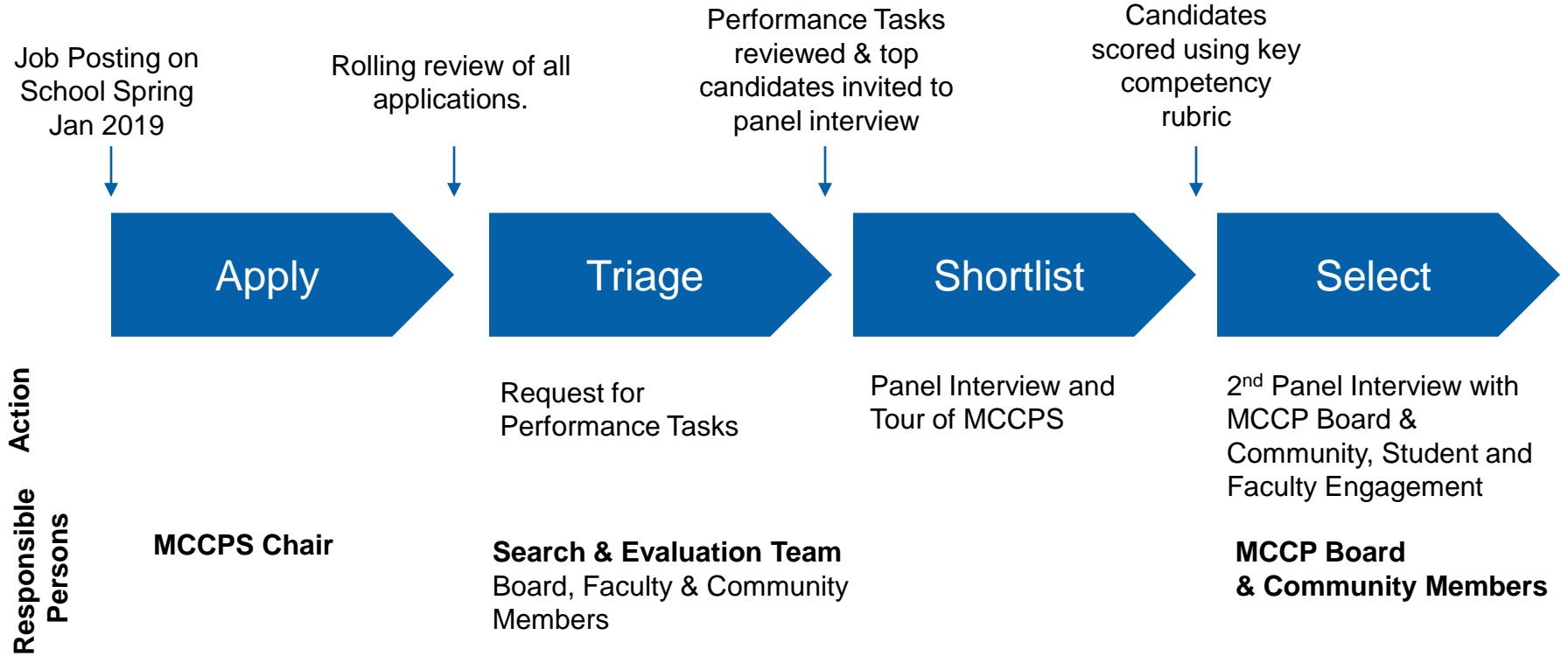


# MCCPS HoS Search Process



**35** applications received  
 – **23** MA  
 – **12** Out-of-State

**16** performance tasks received

**5** candidates identified for first interview

**3** candidates visited MCCPS

**2** candidates invited to second interview

# Search & Evaluation Team Scoring Rubric

Competency	Description
<b>Culture, Climate &amp; Vision</b>	Each candidate asked 6-8 questions around 7 thematic competencies.
<b>Strategy, Leadership</b>	
Improving Instruction	Individual panel members score candidates for each competency using a 5-point rubric: <ul style="list-style-type: none"><li>• Clearly missed requirements (Score =1)</li><li>• Less than requirements (Score =2)</li><li>• Meets requirements (Score =3)</li><li>• Exceeds requirements (Score =4)</li><li>• Far exceeds requirements (Score =5)</li></ul>
Discipline	
<b>Family/Community Engagement</b>	
<b>Communication Style</b>	Max. of 35 points.
<b>First 100-days</b>	
	Scores aggregated and used to guide discussions.

# Search & Evaluation Team

Name	Affiliation
Ian Hunt	MCCPS Board
Jen Jewell	MCCPS Board
Michael Condon	Faculty / Administration
Meghan Hale	Faculty
Carol McEnaney	Faculty
Steve Veiga	Faculty / MCCPS Board
Jessica Xiahros	Faculty
Jeremy Bumagin	PTO
Kim Hutchinson	Parent
Amy Ruocco	Parent / SEPAC
Rob Whitman	Parent