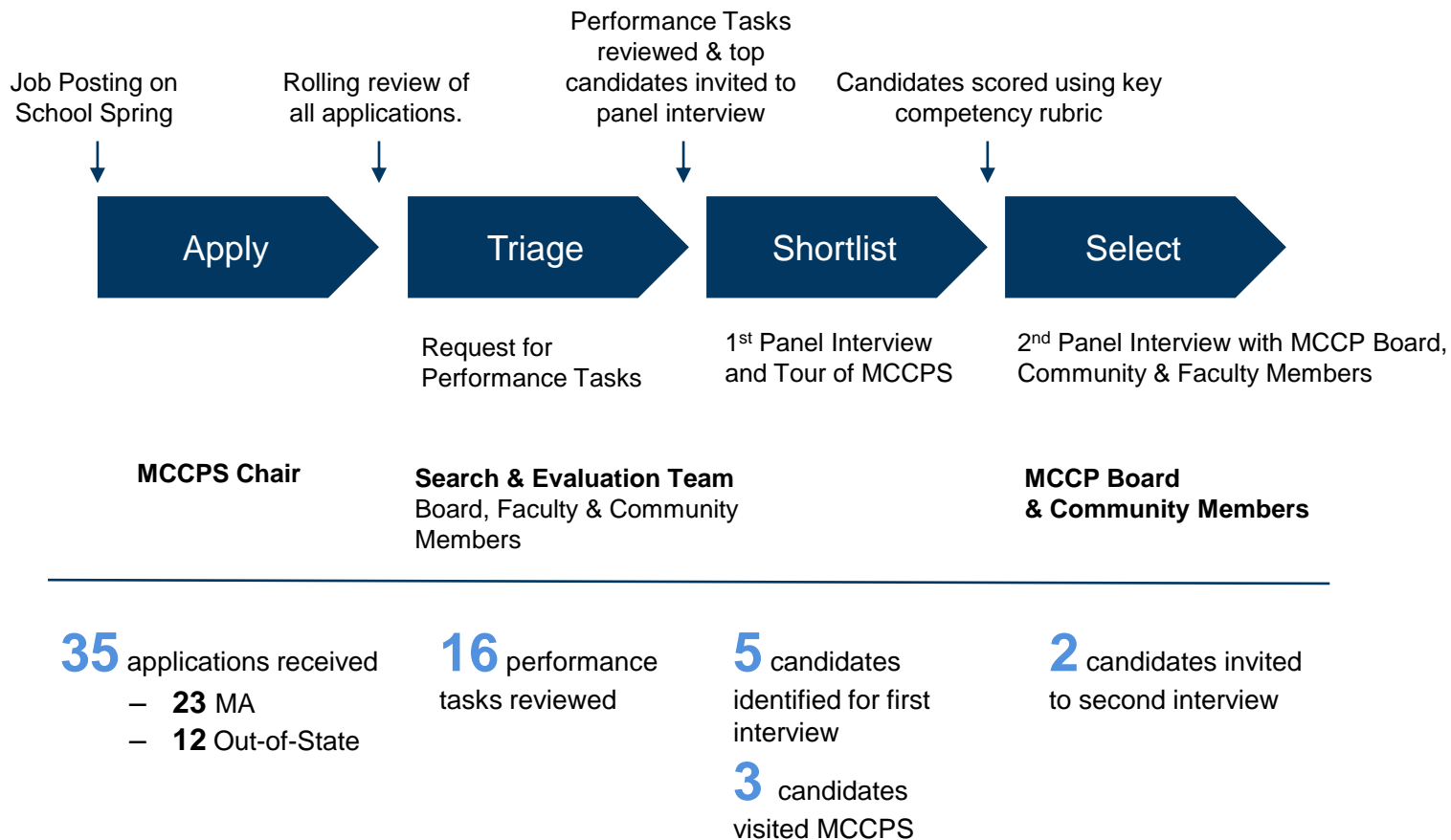


Proposed MCCPS HoS Search Process



Search & Evaluation Team Scoring Rubric

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

Rubric used for ranking during shortlisting process

2022 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