

The Einstein Group, Inc.
4801 Maid Marion Drive
New Orleans, LA 70128

Einstein CEO Search Committee Minutes September 18, 2018

Search Committee Present: Lauren Narcisse, Clarice Kirkland, Sarah Dawkins, Chris Bowman

EGI Staff Present: Kimberly Williams, Martha McKnight, Nathan Stockman, Logan Crowe, Diane Vappie, Andre Harris, Long Nguyen, Kecia Wright, Shimon Ancker

Lauren Narcisse called the meeting to order at 5:42 PM.

Search Committee members took turns reporting on their individual phone interviews with the 14 candidates. All candidates were asked the same set of questions. EGI staff present reviewed the candidate's resumes and discussion ensued regarding each applicant.

Anna Faye Caminita, Reginald Coleman, Daniel Davis, Sean Gallagher, Shawn Hearn, Tuere Jones, Michael McKenzie, and Caroline Wood will be asked to interview with the group. Narcisse questioned those present regarding their availability.

Those present will also work to develop a timed management exercise for finalists. Narcisse invited those present to contact members of the CEO Search Committee privately if they wished to discuss the two remaining internal candidates from EGI.

The top 2-3 candidates will participate in the Community Forum. Sarah Dawkins motioned to accept the CEO Search Committee Minutes from 8.31.2018. Lauren Narcisse seconded and, there being no public comment, the minutes were unanimously approved.

There being no further business, Narcisse motioned to adjourn; Dawkins seconded and the meetings was unanimously adjourned at 7:54PM.

Martha Notes on CEO Candidates 9.18.2018 while I was in the room

Reginald Coleman: issues around breadth of experience but strong in culture. No mention by him of public information about EGI.

Lannie Milan in Texas Lots of buzz words and verbose. Had done some research around mission. Mentioned busing. Issues around communication and listening was his analysis. Was in Jefferson Parish so need to check on that. Surprised he did not mention ELL considering his expertise on resume. 12 schools?! Will not be a finalist.

Shawn Hearn relationship with Kellogg and Walton. New School Creation Fellow Einstein weather the storm speaks well of our model and leadership. He had done research around scores. Inspire NOLA at the moment. Work life balance an issue. Talked about operations and budgets. Said he has had to learn to listen to other people regarding ideas that conflict with his own and talk through issue.

Shawn Gallagher was chief of schools under Kevin Gutierrez at ReNew. Gave great answers but do not like his references Went to ReNew with Kevin but it was a mess. Issues about bouncing around? Had done research on scores.

We will do a performance task with a timed period.

Caroline Wood was surprisingly impressive and had done a ton of research. May not be ready but did talk about ELL, budgeting, etc. Learned English at 7. Only person at Blue Cliff with no college teaching until now. Empathetic. Not experienced enough perhaps. Done all different kinds of education including online only school. Louisiana Connections expansion to upper school founding leadership team. Bubble students should be focussed on.

Hasan Aquil interviewed well but not in depth. Teaches 5th grade VDLE now. Einstein lot of placed we could improve ie more into community. Has applied for every leadership position at EGI-bitter. Footprint in East is strong but needs to be leveraged. Not documented success in his classroom-lots of coaching. Wants to be a leader not stuck in a classroom. Reset button. Buzz words. Will not be a finalist.

Anna Faye Caminita: Good interview esp. around academics and what needs to happen. Answers were general about what she would want to implement Caminita is the only candidate with a superintendent certification. Operations, planning, replication?

Need to probe these as her answers were very general. Spoke to communications.
Pause to celebrate wins for others. Workaholic

Tuere Jones did her research. Diversity of student body. Extra curricular PreK-12th a strength for Einstein. Wholistic and arts practices. Reward results for leaders. Restorative justice Culturally sensitive. Had a ton of questions which was good. The was the only candidate who did not ask about the timeline.