



Board of Education | City of Chicago

News Release

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The Chicago Board of Education Releases Superintendent/CEO Prospectus

Community-driven job profile outlines the vision for CPS' next leader.

CHICAGO – The Chicago Board of Education (Board) has finalized a prospectus outlining the desired qualities, priorities, and challenges for the next superintendent/CEO of Chicago Public Schools (CPS).

Prepared by Alma Advisory Group (Alma), the comprehensive document was informed by insight gathered during the Board's community engagement process, which concluded in June. Board Member and Search Transition Team Chair Jessica Biggs presented the prospectus during today's Board meeting.

In addition to ensuring that every CPS student receives a high-quality, joyful, and culturally-responsive learning environment, the District's next leader must:

- Protect the District's financial stability and sustainability
- Develop, support, and retain a strong leadership team to deliver on CPS' vision and mission
- Partner with CPS communities to guide and accelerate the work of the District
- Support a diverse system of excellent schools in every Chicago neighborhood
- Champion schools through transparent communications and by rebuilding trust in CPS schools and leadership

"We're looking for someone who understands the complexity of a large urban district like CPS and has a demonstrated track record of improving student outcomes," said CPS Board President Sean B. Harden.

"We need a leader who is ready to think big, embrace innovation, and collaborate with our various stakeholders."

In addition to holding a valid Illinois Professional Educator License with a Superintendent endorsement—or an equivalent credential from another state—core competencies for the role include:

- Clear and effective communication
- Equity-driven leadership
- Fiscal Stewardship

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- Community-centered leadership
- Innovation and systems perspective
- Capacity building and team champion

“Above all, our next Superintendent (CEO) must lead in a way that reflects the values of our diverse communities across the District,” added Board Member Biggs.

Although the superintendent/CEO job profile was initially posted in April, the Board revised the job criteria to better reflect the insight gathered during the community engagement process.

More than 1,400 CPS stakeholders—including parents, students, teachers, school leaders, and administrators—described the District’s next leader as someone who can rebuild trust, reshape public perception, and advance the [CPS Five-Year Strategic Plan](#).

The prospectus is available at [CPSBOE.org/supt-ceo-search](https://cpsboe.org/supt-ceo-search) on the Board’s superintendent/CEO search page, where you can also find continued updates and the [job application](#). Over the next few weeks, the Alma team will continue actively recruiting top education leaders and focus on the design of screening and interview activities planned for August and September.

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About the Board

The Chicago Board of Education (Board), founded in 1840, is responsible for the governance, organizational, and financial oversight of Chicago Public Schools, one of the largest school districts in the United States. The Board establishes policies, standards, goals, and initiatives to ensure accountability and provide a high quality, world-class education for the 21st century that prepares our students for success in college, work, and life.

About the Executive Search Firm

Alma Advisory Group (Alma), a Chicago-based firm, was selected through CPS’ nationwide procurement process for its strength in community engagement and its ability to build strong screening processes. Throughout the superintendent/CEO search, Alma will continue to partner closely with the District’s talent team and Board members.