

Supporting Information:

Dr. Cartwright was selected as the Interim Superintendent of Schools on August 2, 2021 and named permanent Superintendent of Schools on February 9, 2022. While there have been numerous achievements with our amazing students, instructional/non-instructional employees and key stakeholders, there have been a series of major issues that continue to plague the district and overall culture. Leadership starts and ends with the Superintendent of Schools.

1. Dr. Cartwright was selected under a questionable process by board members publicly changing agreed upon rules, leading to a continued divided community
2. **Teaching and Learning** - Lack of leadership and vision for underperforming students impacted by the pandemic (nearly 119,000 students)
3. **Teaching and Learning & Strategic Thinking** - Lack of clear vision and plan to address enrollment decline in school district
4. **Teaching and Learning** - No clear strategy on district run charter schools to compete for choice and become a premium choice district like our competitor districts
5. **Judgment and Political Acumen** - Failure to lead with “Getting to November” culture
6. **Judgment and Political Acumen** - Dr. Cartwright crossed the line by playing politics with board members and board actions
7. **Leadership and Board Governance** - Failure to inform the board of high-profile employment agreements & Failure to get board acceptance
8. **Leadership and Board Communication** - Poor board communication; Lack of adherence to “no surprises” framework with the board
9. **Leadership & Decision-Making** - Failure to make decisive and thorough decisions addressing all aspects of the Grand Jury Report
10. **Leadership & Decision-Making** - Failed processes for Chief Facilities Officer (a key position identified in grand jury report)
11. **Leadership and Community Engagement** - Poor community engagement and strong community division
12. **Leadership and Stakeholder Engagement** - State officials question direction and leadership of the school district since August 2021; District advisory committees and key stakeholder groups question district leadership
13. **Business Operations** - Awful business climate and horrible actual expenditures with local businesses (veteran, small and minority firms)
14. **Business Operations and Legal** - Lack of transparency and continued failure to address public records requests
15. **Pending Investigation** - Pending Department of Education investigation involving Dr. Cartwright with allegations of improper relationships