



February 20, 2026

Dear Paul Cuffee Family,

In conjunction with the Superintendent Profile developed by our search firm, we would like to provide an update on the proposed timeline and next steps in the Superintendent search process.

The Superintendent Hiring Committee has begun meeting and will continue to meet weekly on Tuesdays to review candidates, refine interview structure, and guide the evaluation process. The Hiring Committee is made of parents, teachers, administrators, and members of the Board.

**Current Timeline Overview:**

- **Committee Meetings:** Ongoing weekly meetings (Tuesdays)
- **First-Round Interviews:** Tentatively scheduled for February 28, 2026
- **Second-Round Interviews:** Planned for March 2026 (structure currently being finalized)
- **Negotiation with Selected Candidate:** March 2026
- **Target for Contract Execution:** Late March / Early April 2026

The structure of the second round is actively being discussed. Options under consideration include expanded stakeholder engagement opportunities and a potential site visit component to ensure thoughtful evaluation and community alignment.

Our goal is to maintain a structured, confidential, and stakeholder-informed process while moving forward with appropriate urgency. We remain committed to identifying a leader who aligns with the priorities outlined in the Superintendent Profile and who will serve Paul Cuffee School effectively across its lower, middle, and upper divisions.

We will continue to provide updates as the process advances.

*The Paul Cuffee School Board of Trustees*