



MEMO

Date: June 8, 2020

To: SDW Families

From: Joseph Como, President of Board of Education

RE: Dr. James Sebert Selected as Our New Superintendent

Pending Board of Education formal approval on Wednesday, June 10, it is with great pleasure that I introduce you to our next Superintendent, Dr. James Sebert.

Our search began in March where the Board of Education retained School Exec Connect for professional recruiting services. Over the past few months, many stakeholders have engaged in the search and interview process providing the Board of Education with crucial information to assist in narrowing the candidates. From a field of 25 applicants, 6 preliminary candidates were then cut down to 3 finalists based upon how well they stacked up to the New Superintendent Profile attributes developed from over 1,200 survey responders and individual conversations with each of the nine Board members. On separate days, each finalist spent an entire afternoon on a virtual tour of our district meeting various stakeholder groups, culminating with a question and answer session, which the public could watch and provide survey feedback, which was tallied and given to the Board of Education.

Last week the Board of Education interviewed all three finalists, deliberated on which of them best fit the Waukesha New Superintendent Profile and selected Dr. James Sebert to be our next Superintendent. Any of the three finalists were well qualified to do the job; however, Dr. Sebert's experience and attributes were the best fit for taking the Waukesha School District to the next level. Dr. Sebert's 11 years of leadership as Superintendent of Fond du Lac, the 15th largest district in the state, combined with his top attributes of being politically astute, student focused, open minded, collaborative, involved in the community and embracing diversity ideally equip him to lead Waukesha as the 7th largest school district in the state.

Thank you to everyone who helped in this important process and please join me in welcoming Dr. James Sebert to our district.

Sincerely,

Joseph Como