



SUPERINTENDENT SEARCH PROCESS FLOW CHART

Note: *Blue italicized text* indicates Board Participation

Phase 1
Initial Meeting with Board



- *Review search process*
- *Discuss collectively with the Board:*
 - *Characteristics desired in new Superintendent*
 - *District strengths and challenges*
 - *Community / staff input process*
 - *Online survey*
 - *Search Protocols and Agreements*
- *Finalize timeline*

Phase 2
Community and Staff Input



- Meet with individuals and groups per Board's request to solicit input:
 - Characteristics desired in new Superintendent
 - District strengths and challenges
- Post online survey following Board approval
- Present survey results to board members

Phase 3
Position Description



- Develop Position Description using:
 - Input received
 - Description of District and community
 - Key search dates / timelines
- *Board reviews and approves draft*
- Posted on Leadership Associates website, District website, and provided to candidates

Phase 4
Advertising,
Recruitment,
Reference Checking



- Advertise in trade publication(s)
- Announce to our 1,100+ subscribers
- Actively recruit
- Conduct reference and database checks on all potential candidates
- Conduct individual interviews with all potential finalists

Phase 5
Selection of Finalists



- *Meet with Board to review all applicants*
- *Discussion and determination of top candidates*
- *Board determines finalists to interview*
- *Review of interview process and preparation of interview questions*

Phase 6
Final Interviews



- *Board conducts interviews with assistance from Leadership Associates*
- *Board selects finalist*
- Consultants inform all candidates of outcome

Phases 7, 8 & 9
Validation Process
Contract Offer
Public Approval of
New Superintendent after
New Superintendent is Signed



- *Board conducts a validation process prior to official contract offer*
- *Work with Board and finalist as needed to develop final parameters for contract and to prepare press release*
- *Board takes public action at a regularly scheduled meeting to employ new Superintendent*
- Leadership Associates will provide and review Board and Community input with new Superintendent
- Leadership Associates will provide follow-up services as desired including a 90-day entry plan for new Superintendent