

SUPERINTENDENT SEARCH

Timetable for Rolling Superintendent Search with Two Prospective Phases of Semifinalist Presentations and Board Interviews

Activity	Date
Planning Session – Board of Education and Consultants	January 8, 2025 7:30 PM Consultants in person & virtual
Virtual, Hybrid and/or In-Person meetings with constituent groups to gain input as to the background/qualities needed in the new superintendent	January 27, 2025 Virtual and January 28, 2025 AM and PM (Consultants in person & virtual)
Survey Closes	January 31, 2025
Board Adoption of specifications for the superintendent search based on the community input and Board priorities, authorization for advertising, and establishment of salary/benefit provisions for ads	February 5, 2025 6:30 PM Consultants in person & virtual
Advertisement of vacancy/ active, targeted talent recruitment and solicitation of nominations and other recruitment activities: Rolling search with applications accepted immediately	February-March 2025
Consultants screen candidates, conduct interviews and complete reference checks	February-March 2025
Round 1 (as appropriate): Consultants present information on all applicants together with suggested semifinalists to the Board; Board selects semifinalists for interviews	February 25, 2025 5-7 PM Consultants virtual Executive Session
Board interviews semifinalists (as appropriate)	March 2025
Board selects finalist(s) for additional interviews, additional reference checks (as appropriate)	March 2025
Applications close	March 21, 2025

Board determines if a site visit is warranted, and negotiates contract with finalist (as appropriate)	March-April 2025
Board appoints Superintendent to begin at a date to be mutually agreed upon (as appropriate)	March-April 2025
Round 2 (as appropriate): Consultants present information on all applicants together with suggested semifinalists to the Board; Board selects semifinalists for interviews	April 2, 2025 4 PM Consultants in person Executive Session
Board interviews semifinalists (as appropriate)	April 2025
Board selects 2-3 finalists for additional interviews, additional reference checks (as appropriate)	April 2025
Board determines if a site visit is warranted, and negotiates contract with finalist (as appropriate)	April-May 2025
Board appoints Superintendent to begin at a date to be mutually agreed upon (as appropriate)	April-May 2025