

PROPOSAL TO CONDUCT A SUPERINTENDENT SEARCH FOR



ALAMEDA UNIFIED SCHOOL DISTRICT

MARCH 12, 2019

Leadership Associates: Lead Search Consultants



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Campbell Union SD
Glendora Unified SD
Redlands Unified SD
Claremont Unified School District
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Alameda Unified School District Accomplishments:

- The community supports the district as evidenced by the passage of parcel taxes and bond measure approval.
- AUSD schools have received state and national recognition for their efforts in closing the achievement gap.
- AUSD is a diverse, inclusive community of educators where students receive a rigorous academic education.
- The district prepares students for college and career success by offering a variety of educational programs.
- The Green Schools program inspires and promotes environmental literacy.

Leadership Associates California's Premier Executive Search Firm

A Sampling of Searches:

- 385 + California Superintendents since 1996
- Modesto City Schools
- Emery Unified
- Vallejo City Unified

Leadership Associates: Extensive Reach

Our partners are affiliated with the following state and national organizations and work with key leaders throughout the state and country to assist us in recruiting highly qualified candidates who meet the profile:

- American Association of School Administrators (AASA)
- California Association of Latino Superintendents and Administrators (CALSA)
- Association of California School Administrators (ACSA)
- California Association of African-American Superintendents and Administrators (CAAASA)
- Suburban School Superintendents (SSS)
- California Collaborative on District Reform (CCDR)
- American Leadership Forum
- Azusa Pacific University, Cal State Fullerton, University of Southern California



The Leadership Associates 4-Step Key to Success over 20 Years

In Depth Candidate
Profile
ALAMEDA USD
BOARD OF
EDUCATION

Presentation of Candidates

Board interviews and final selection Successful ALAMEDA USD Superintendent

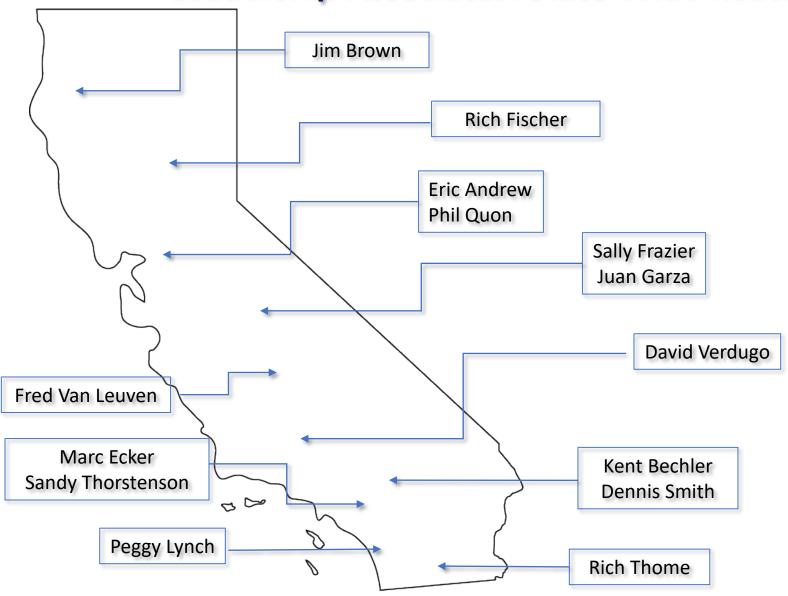


Recruitment Campaign & Outreach

Personal outreach, broad advertisement, intensive vetting and thorough reference checks Extensive Stakeholder Input

Extensive
Interviews, online
survey
and personal
outreach to
district
employees,
stakeholders,
community
leaders

Leadership Associates: State-Wide Reach



Search Process Overview

Phase 1

Initial Meeting with Board



Desired characteristics, timeline, search protocols

Phase 2

Community and Staff Input



Community engagement, online survey, Board receives summary

Phase 3

Position Description



Develop after gathering input, review by Board, post on websites

Phase 4

Advertisement/Recruitment



Advertise in trade publications, active recruitment and reference checking

Phase 5

Selection of Finalists



Application Review and Discussion to determine top candidates

Phase 6

Interviews



Board conducts interviews, selects finalist; Consultants inform candidates

Phases 7-9

Site Visit, Contract Offer



Board visits finalist's work site; develops and approves contract

Leadership Associates: AUSD Proposed Timeline

MARCH 2019	March 7, 12 noon	District receives proposals
	March 12	Proposal Presentations / Board Selects Firm
MAR-APR 2019 Phases 1-4	March 27	Board meets with consultants and determines characteristics, skills & qualities desired in a new superintendent; Board publicly announces timeline and procedures for superintendent selection
	March 28	Consultants meet with staff and community designated by Board to receive input; Online survey is posted to district website
	March and April	Consultants identify potential candidates; Development and posting of recruitment materials and Position Description
	April 1 & 15	Advertising and active recruitment; Ad appears in <u>EdCal</u> , (Two consecutive publications)
APR-MAY 2019 Phase 5	April 22 5:00 PM	Deadline for applications
	April	Consultants complete comprehensive reference and background checks on applicants
	May 1	Board meets with consultants, reviews all applications and selects finalists to be interviewed
MAY 2019 Phases 6-8	May 17 & 18	Board interviews finalists
	TBD	Board completes validation visit of leading candidate's community and makes final determination on selected candidate.
	May 28	Board approves superintendent contract at a regularly scheduled board meeting
AUG 2019 Phase 9	August 1 (or mutually agreed date)	New superintendent begins



DISCUSSION,
COMMENTS,
Q&A

