



**PROPOSAL TO
CONDUCT A SUPERINTENDENT SEARCH
FOR**



ALAMEDA UNIFIED SCHOOL DISTRICT

MARCH 12, 2019

Leadership Associates: Lead Search Consultants



Eric Andrew, Ed.D., Partner

Campbell Union SD

Glendora Unified SD

Redlands Unified SD

Claremont Unified School District

National University Leadership

Educational Administration



Juan Garza, Partner

Kings Canyon USD

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

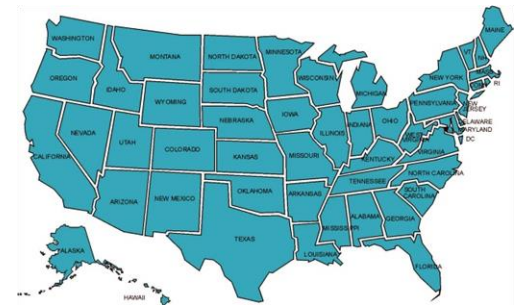
A Sampling of Searches:

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

Leadership Associates: Extensive Reach

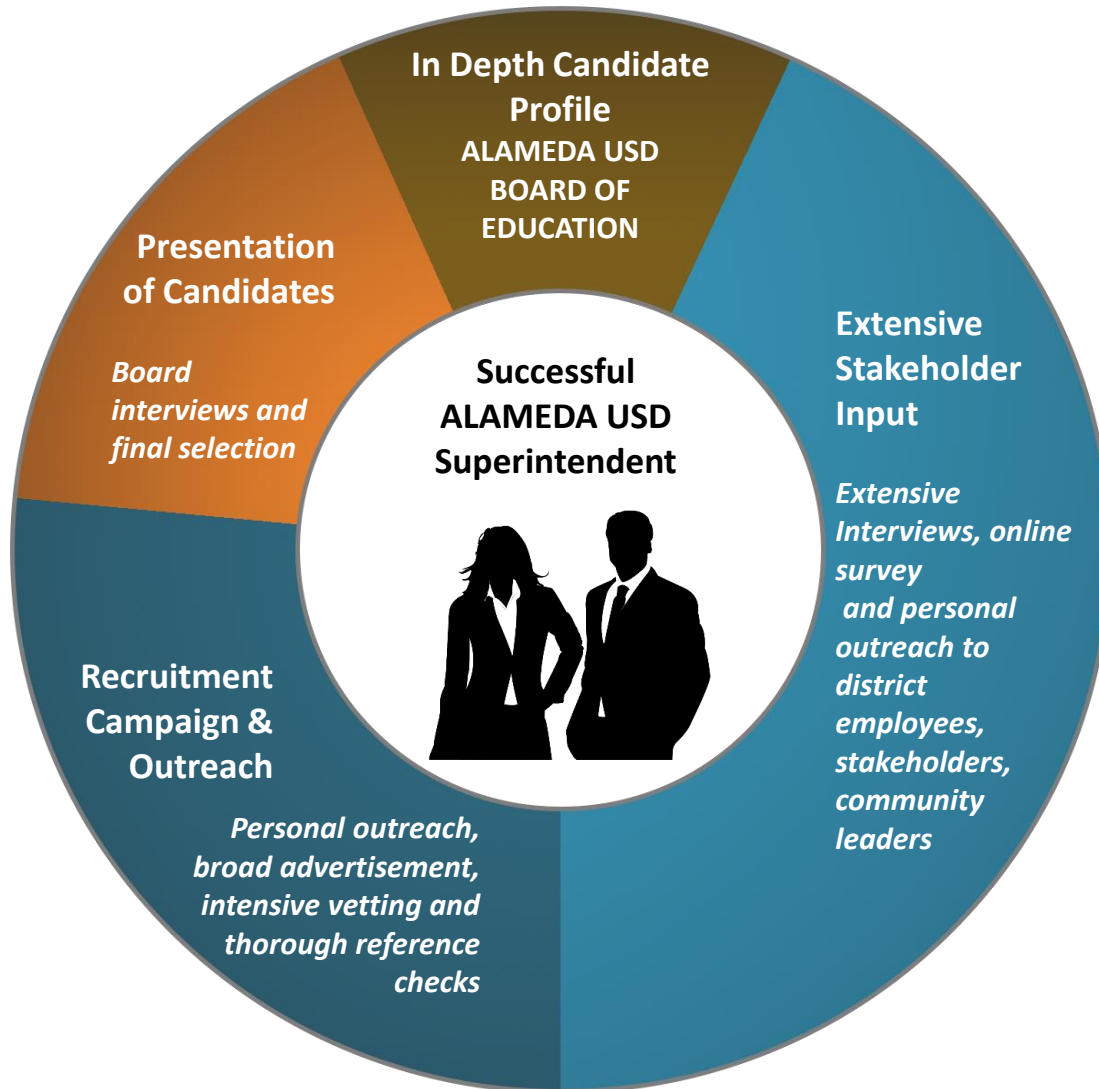
Our partners are affiliated with the following state and national organizations and work with key leaders throughout the state and country to assist us in recruiting highly qualified candidates who meet the profile:

- 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

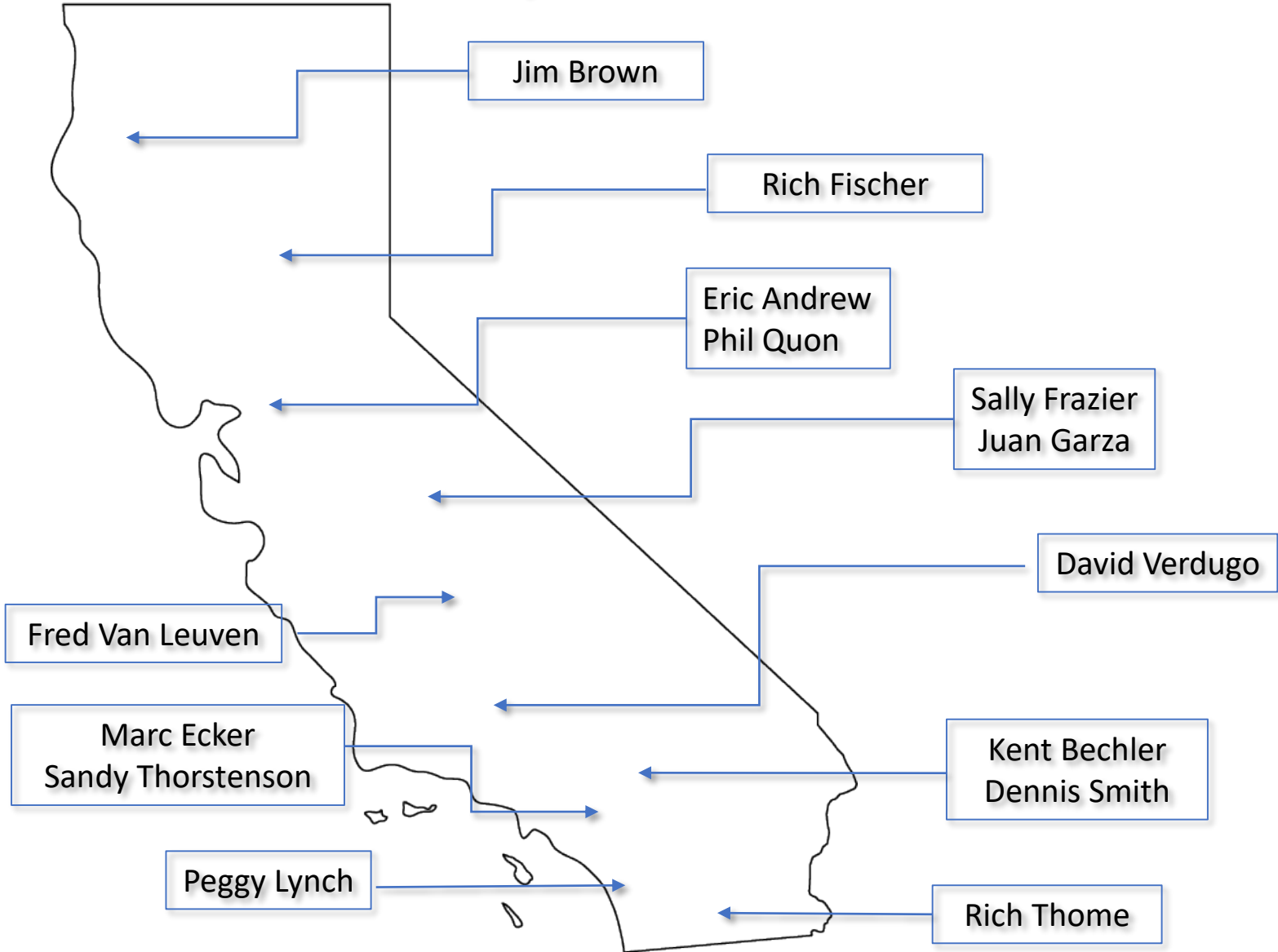


The Leadership Associates

4-Step Key to Success over 20 Years



Leadership Associates: State-Wide Reach



Search Process Overview



Leadership Associates: AUSD Proposed Timeline

MARCH 2019	March 7, 12 noon	District receives proposals
	March 12	<i>Proposal Presentations / Board Selects Firm</i>
MAR-APR 2019 Phases 1-4	March 27	<i>Board meets with consultants and determines characteristics, skills & qualities desired in a new superintendent; Board publicly announces timeline and procedures for superintendent selection</i>
	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	<i>Board meets with consultants, reviews all applications and selects finalists to be interviewed</i>
MAY 2019 Phases 6-8	May 17 & 18	<i>Board interviews finalists</i>
	TBD	<i>Board completes validation visit of leading candidate's community and makes final determination on selected candidate.</i>
	May 28	<i>Board approves superintendent contract at a regularly scheduled board meeting</i>
AUG 2019 Phase 9	August 1 (or mutually agreed date)	New superintendent begins



**DISCUSSION,
COMMENTS,
Q & A**

