



san diego county office of
EDUCATION
FUTURE WITHOUT BOUNDARIESSM

Inspiring and leading innovation in education

Superintendent Search Update

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SUPERINTENDENT SEARCH GOALS

The single most important decision a school board makes is choosing the right individual to serve as superintendent.

OUR COMMITMENT

- Clear and transparent process
- Provide guidance to board during all phases
- Bring forward highly qualified candidates
- Confidential Search
- Ongoing communication
- Screen applicants against Board-approved criteria
- Gather input from stakeholders
- Provide a written summary of all applicants and recommend those for consideration who best meet the Board-approved criteria

AGENDA

- Review timeline and process
- Summary of input from board members
- Q&A
- Next steps

OUTCOMES

- Board questions are clarified
- Board consensus on
 - Timeline
 - Process
 - Stakeholder groups

PROPOSED TIMELINE

<u>WEEK OF</u>	<u>ACTIVITY</u>
January 25	BOE approval of contract
February 4-5	1:1 input sessions from BOE
February 8	BOE update; Finalize survey, post to District website Begin process of creating position posting
February 16-26	Stakeholder feedback sessions
March 1	Synthesize data; post position and distribute brochure
March 8	Governing Board Presentation Begin recruitment (through April 2); ongoing screening

PROPOSED TIMELINE CONTINUED

<u>WEEK OF</u>	<u>ACTIVITY</u>
April 2	Recruitment closes
April 5	BOE to review applications
April 12	BOE initial interviews closed session; BOE selects finalists SDCOE conducts reference checks
April 17-18	BOE final selection interviews - closed session
April 19	BOE announces final selection in open session (special Board meeting)
April 19-25	Validation visit; BOE negotiates contract
May 10	BOE Approves contract

Questions and Answers

BOARD INPUT THEMES

- Student success
- Rebuild Trust
- Trustworthy
- Transparency
- Effective Communicator
- Visionary
- Fiscal Knowledge and Expertise
- Collaborative Leadership
- Value Community Input
- Equity and Social Justice
- Working with community partners and elected officials
- Bringing students and staff back after COVID
- Understands the community
- Visible
- Wide range of experiences

Questions and Answers

STAKEHOLDER GROUPS

- SEA (teachers union)
- CSEA (classified union)
- SCGA (counselors union)
- NAGE (supervisors union)
- MASD (Administrators meeting)
- District Committees (CBOC, Audit/Finance)
- DPAC
- DELAC (English Language Learners)
- Council of Student Presidents
- Filipino Advisory Group
- Black Minds Matter

PROMPTS FOR STAKEHOLDER GROUPS

- What aspirations do you have for Sweetwater School District?
- What are the immediate and long-term leadership challenges the next superintendent will face?
- What are the desired professional experiences and personal characteristics that you would like the next superintendent to bring to the position?
- What is it about the Sweetwater Unified School District and the larger community that would attract a proven educational leader to the district?

DISCUSSION

IMMEDIATE NEXT STEPS

- Finalize stakeholder survey
- Work with district point of contact to:
 - Get survey link posted on website
 - Notify stakeholder groups of scheduled sessions
 - Which groups need translators
 - Identify best time of day to conduct stakeholder sessions
- Conduct stakeholder group sessions via Zoom