

September 19, 2023

Blog – Superintendent Search Update

Fall is certainly upon us. As I drive to and from work, I can see the leaves starting to change colors and the temperatures starting to cool down. As you know, if you have been reading my weekly blogs, I will try to keep you updated on what is going on in the schools and also provide you information on important items that are being discussed by the Board. Currently, the Board is working on two major items:

- 1) The hiring of a new superintendent that will take over starting July 1, 2024 and
- 2) An operational and/or facilities referendum

In this week's blog, I would like to give you an update on the superintendent search process. In August, I gave the Board a projected timeline for the hiring process. This process starts with getting input from the students, staff, parents and community on what qualities they would like the Board to look for in their next superintendent. This part of the process is already underway. I sent out a survey to staff at the end of August asking them several questions about the traits and qualities they would like to see in their next superintendent and also how well they felt the District was doing in the area of communication. I will be sending out a similar survey to parents and community members within the next two weeks.

In September, the Board will be reviewing the District Administrator's current job description and making sure that it accurately covers what the Board's expectations are for this individual. After the Board has reviewed the current job description and made whatever changes they feel are appropriate, the new job description will be approved and used in the hiring process. During the months of September and October, I will be assisting the Board in setting up listening sessions to get input into what students, staff, parents and community members want the Board to consider as they go about this process.

In November, the Board will finalize the qualities they will be looking for in the next superintendent and will post the position. The posting period is generally about one month, so most applicants should have applied prior to winter break. In December, the Board will work on setting up the initial interview committees. I am recommending three different interview committees for the first round of interviews: one committee made up of staff members with different roles from throughout the District, one committee made up of parents and community members, and one committee made up of administrative staff. I will also be discussing with the Board the possibility of having an interview committee made up of high school students. I will work with each of the committees to help them set up interview questions.

In January, the Board of Education will review each of the applicants and determine which ones they feel deserve to be interviewed for the position. These candidates will then be contacted and the first round interview schedule will be finalized. The first round of interviews will be held in mid-January. In the process I am recommending, each initial interview team will interview each of the candidates. At the end of the interviews, each interview team will be asked to submit a list of the names of the candidates that they believe deserve to have a final interview with the Board.

Each interview team can list all, some or none of the candidates. If a candidate name is on at least two of the three lists then this candidate will be interviewed by the Board of Education. This second round of interviews will be held at either the end of January or the beginning of February. I will also be discussing with the Board, the possibility of holding a special town hall type meeting where all interested individuals will be able to meet and ask the final candidates questions. The individuals in attendance will also be given an opportunity to provide feedback to the Board prior to their final decision.

In February, the Board will select a final candidate and enter into contract negotiations with the individual. Once this is done, the Board will announce its selection to the students, staff and community. This will give the new superintendent time to become acquainted with the District students, staff and community before the start of the next school year.

I hope you can see that even though it may seem very early in the school year to start these discussions, it actually is the best time because it gives the Board plenty of time to get input into this very important decision. As an interim superintendent, I have assisted several Boards in the hiring practice and each of those Districts ended up with a great candidate who is still working in the District. I am confident that with your assistance and input, the Board will find the right candidate to lead you in the future. Thank you again for everything that you do! All things can be accomplished when we work together.