



Leadership Associates California's Premier Executive Search and Leadership Development Firm

Superintendent Search Process Plan



STUDENTS, OUR MOST PRECIOUS ASSET

Your Team of Search Consultants



Eric Andrew, Ed.D., Partner
Campbell Union School District



Sally Frazier, Ed.D., Partner
Madera County Superintendent of Schools



Administrative Support During Search



Sarena Fairrington
Executive Assistant,
Search Services

Leadership Associates has *highly-qualified executive assistants assigned to each search*. Two are former Senior Executive Assistants to Superintendents; all provide exceptional support, including:

- Comprehensive, on-call support
- Guidance related to Brown Act requirements and Board Agenda protocols
- Personalized written guidelines, templates, sample documents, and checklists
- Prompt, responsive communication



Penny Pyle
Executive Assistant,
Search Services



Betty Hall
Office Administrator,
Leadership
Development and
Fiscal Searches



Leadership Associates' Purpose

We Are: ➤ A partnership of active California education leaders who are committed to improving the quality of education for all California students

We Believe:

- High-quality public education committed to providing an excellent and equitable education for all children is the foundation of a democratic society
- That quality of leadership has a huge impact on the success of all our staff and students
- That every student and staff member deserves a passionate, caring, and inspired leader focused on ensuring all children receive the highest quality education

We Value: ➤ Integrity, Equity, Excellence, Diversity, Inclusion, Accountability, and Transparency

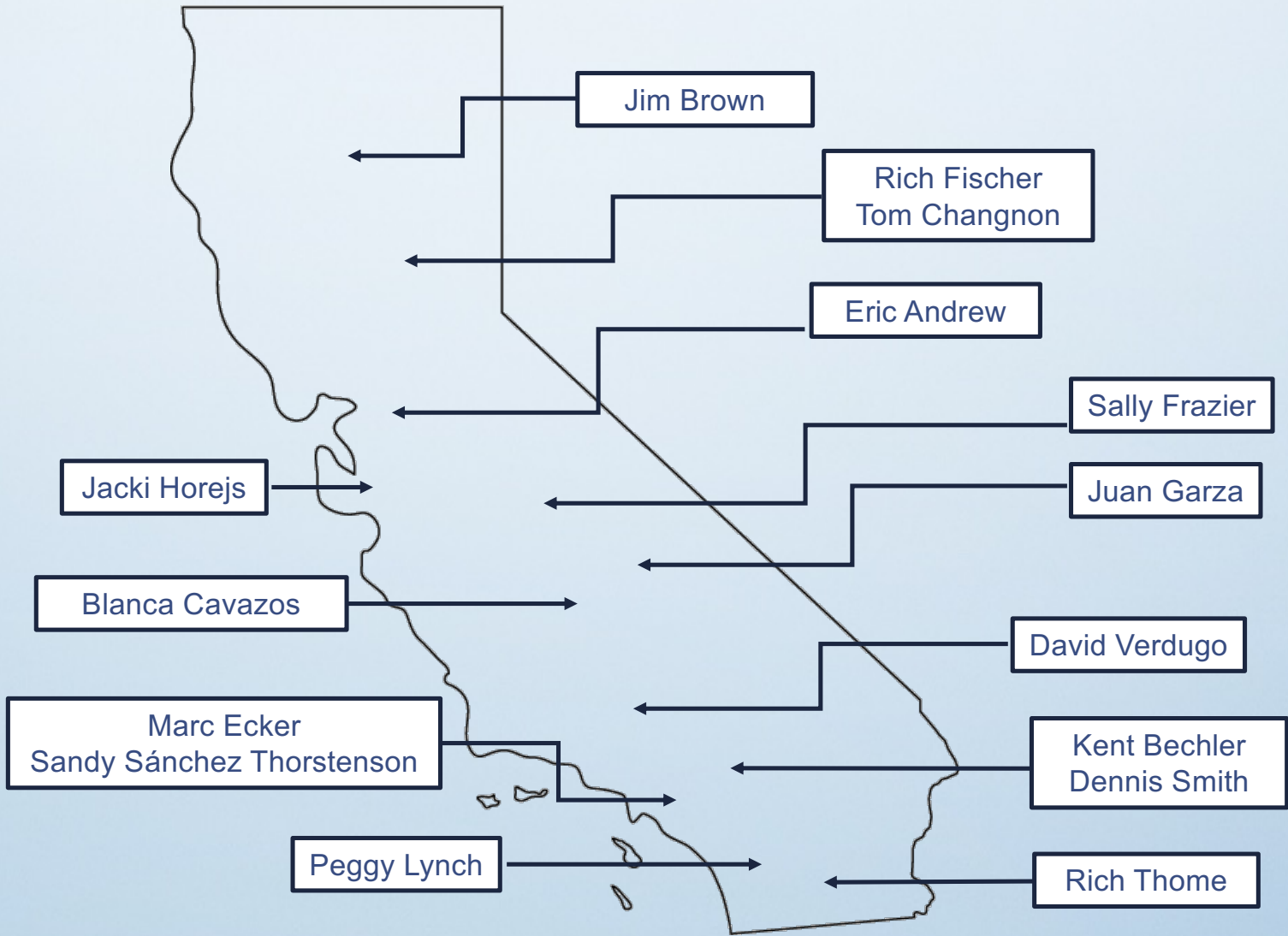


We Support Our Clients: (School Boards and other Education Leaders)



- By conducting highly professional executive searches tailored to individual client needs
- By providing challenging and engaging professional growth opportunities for superintendents, Boards, and other education leaders
- By remaining engaged with Boards, superintendents and other leaders we support

Statewide Reach



California's Premier Executive Search Firm

A Sampling of Searches:



- 69% (47/68) of searches conducted in California
- Over 650 searches
- Gilroy Unified School District
- Lompoc Unified School District
- Modesto City Schools
- Piedmont Unified School District
- Aromas-San Juan Unified School District

Why us...

- We are dedicated to partnering with you in recruiting ***experienced high-quality leaders that will meet the needs of Pacific Grove Unified School District***
- We will provide you with the ***broadest and deepest pool of candidates***
- We strive everyday to meet the diverse needs of California's school districts. In 2021-22, ***63% of finalists*** selected were ***women or candidates of color***
- We are ***California-based*** and ***California-savvy*** with a track record of ***success*** (over 650 searches)
- We are ***partners***, not hired consultants, who have a ***vested interest*** in your success
- We are all successful superintendents who ***remain actively engaged*** in California public education

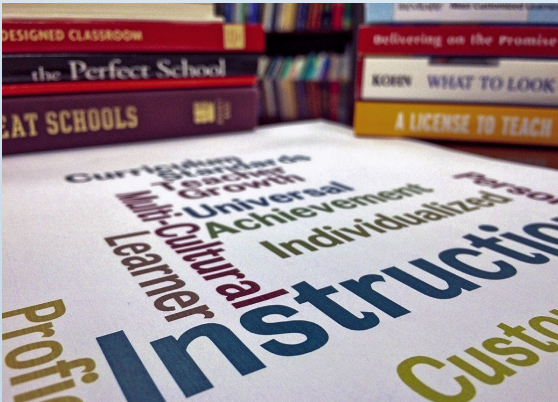


Leadership Associates Position Announcement Process

- **Leadership Associates Subscription Service**
895 subscribers both in and out of state (*posted upon execution of contract*)
- **ACSA EdCal online position posting**
(*upon execution of contract*)
- **ACSA EdCal publication 2 consecutive postings**
May 15 (*if submitted by May 8*) and May 22
- **Posting on District's and Leadership Associates' websites**
(*upon execution of contract*)
- **Leadership Associates Partners Statewide Active Recruitment**
- **Bi-monthly partner discussions about potential candidates**

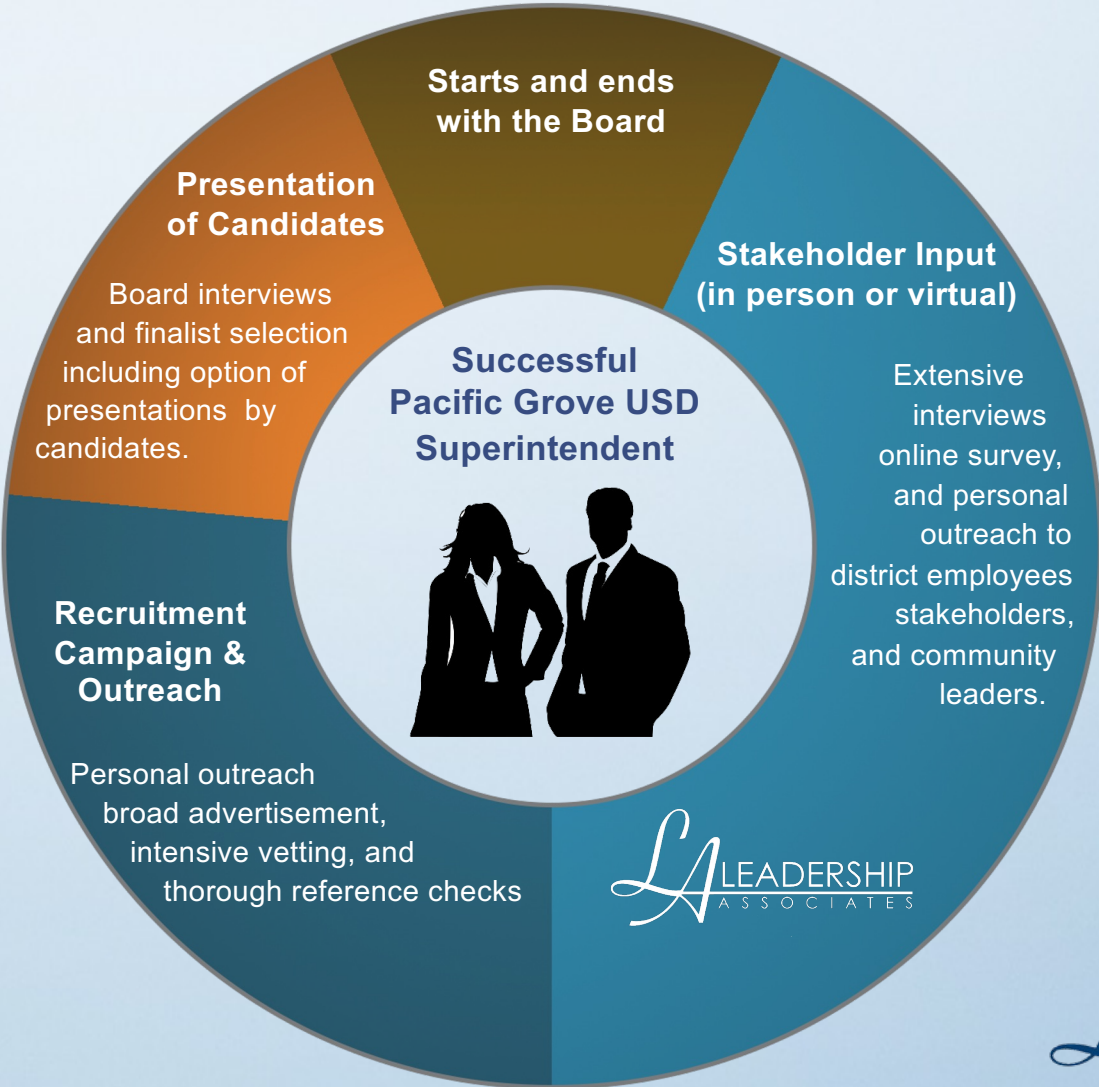


State and National Personal Connections



- California School Boards Association (CSBA)
- Association of California School Administrators (ACSA)
- California Association of Latino Superintendents and Administrators (CALSA)
- California Association of African-American Superintendents and Administrators (CAAASA)
- California Association of Asian and Pacific Leaders in Education (CAAPLE)
- Collaborative for Educational Excellence (CCEE)
- California County Superintendents Educational Services Association (CCSESA)
- California Collaborative for District Reform (CCDR)
- Association of Latino Administrators and Superintendents (ALAS)
- American Association of School Administrators (AASA)

Leadership Associates' Plan for Engaging Boards and Stakeholders, Preserving Confidentiality and Customizing the Selection and Interview Process



Executive Leadership Support and Development Services

Continuing current and relevant professional development through:

- ***Superintendents Leadership Series (SLS)***
7 counties throughout California with 180 districts participating in 2022-23
- ***Superintendents Leadership Networks (SLN)***
6 Networks throughout California with 47 districts participating in 2022-23
- ***Assistant Superintendents Leadership Network (ASLN)***
Networks throughout California with 45 districts participating in 2022-23
- ***Other Professional Development services***
Serving districts and county offices throughout California in 2022-23
 - Interactive Board Governance Workshops
 - Organizational Audits
 - Board/Superintendent Evaluations
 - Conflict Facilitation
 - Superintendent Evaluation
 - Executive Cabinet Advisement and Team Training
 - 360-degree Feedback Reviews



Closing Thoughts

- This search will be YOUR search...personalized, broad based and high-tech
- Competitive, reasonable and all-inclusive cost – no hidden fees
- Highly-qualified administrative office team with full-time administrative support
- 63% of individuals selected by school boards where Leadership Associates led the search were women or persons of color
- We are an experienced California firm with a strong statewide and national reach
- We are passionate and committed to this work



Questions and discussion...

