

# Downey Unified School District Superintendent Search



**Heidi Dodd**  
**Jose L. Gonzalez**  
**Clint Harwick**  
**Katherine Thorossian**





Education Leadership Services  
*Experts in the Field, Partners in the Process*

# Our Team

**Heidi Dodd**



**Jose Gonzalez**



**Clint Harwick**



**Katherine Thorossian**



# Our Partners and Associations

With our extensive state and national contacts, our team will recruit from a wide network of potential candidates to find the best fit for the Downey Unified School District.

*American Association of School Administrators*

*Association of California School Administrators*

*Small School Districts' Association*

*Suburban School Superintendents*

*Association of Latino Administrators and Superintendents*

*California Association of Latino Superintendents and Administrators*

*California School Boards Association*

*National School Boards Association*

*University of Southern California Rossier School of Education*

*Western Association of Schools and Colleges*



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# The ELS Difference

- Clear Understanding of Today's Educational Landscape
- Networked and Connected
- Current, Experienced Team Members
  - **ELS has collectively over "582" years of educational leadership experience**
- Board Member Liaison
- Higher Education Connections
- We will lead a search tailored to the needs of your district and community.



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# SUPPORT AND COMMUNICATION

- We work for you.
  - Assistance with Board Agenda
  - Website Content
  - District and Community Communication
  - Weekly Updates for the Board



# Downey Unified

SCHOOL DISTRICT





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# Search Plan: Engagement

- Planning Meeting with the Board
- In-Person Engagement Sessions
  - Board Members
  - District administrators, faculty, and staff
  - Employee Association Leadership Teams
  - Students
  - Parents
  - Community Members
- Online Surveys open to all stakeholders
- Develop and Present *Superintendent Leadership Report* based upon input sessions



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# Search Plan: Recruitment & Selection

## Recruitment Phase

- Extensive network throughout the state
- Thorough reference checking

## Selection Phase

- Highly qualified candidates
- Interview processes
  - Interview Workshop
  - Interviews
  - Debrief and Decide

## Support and Mentor New Superintendent

- Successful retention





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# Proposed Timeline

- **March 2025:** Board Member and Stakeholder Engagement; Recruitment
- **April 2025:** Paper Screening; Reference and Background checks
- **April 2025:** Interviews
- **May 2025:** Finalist announced
- **May - June 2025:** Transition Planning
- **July 1, 2025:** New Superintendent begins



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## Our Promise

We are committed to enhancing the leadership of DUSD to best support every student.

*Thank you for the opportunity!*