

Downey Unified School District Superintendent Search Proposal



Our students deserve the best!

March 4, 2025

Presented by:

Dr. Suzette Lovely

Dr. Gary Rutherford

Dr. Lillian Maldonado French

www.essinformation.com



Meet Your Search Team



Dr. Suzette Lovely
Former Superintendent
Managing Director, ESS



Dr. Gary Rutherford
Former Superintendent
Lead Search Adviser, ESS



Dr. Lillian Maldonado French
Former Superintendent
Engagement Liaison, ESS



The ESS Difference

- Concierge-level service and attention
- Limited number of searches at a time
- Local, state, and national reach
- Diversity in superintendent placements
- Transparent retention data
- No predetermined outcome or candidate “stable”
- Serve as Board ambassadors

What Clients Say...

ESS provided proactive and responsive guidance along each step of our search journey. They fully delivered on their promise of concierge-level service. As evidence, the board continues to engage ESS to facilitate our annual superintendent/board evaluation sessions.

Mr. Adim Morales, Trustee
Lawndale School District





Search Activities



- **Engagement Phase**

- Board planning workshop
- Education partner input
- Online survey
- Compensation study
- Leadership Profile Report

- **Activation Phase**

- Job posting (EDJOIN, ACSA's EdCal, Other?)
- Candidate outreach
- Applicant screening
 - Reference checks/blind appraisals
 - 3rd party Social media review

Search Activities

• Selection Phase

- Determine candidate slate
- Board interviews (two rounds)
- Validation visit (optional)
- 3rd party due diligence report for preferred finalist
 - criminal, civil, credit, education
- Support development of employment contract
- Board approval of employment contract

• Transition Phase

- Workshop with Board and new Superintendent



What Candidates Say...

The ESS search advisers were wonderful resources throughout my experience. They are confidential, knowledgeable, and assisted in the transition after I was chosen as Superintendent. Candidates can be confident with the professionalism of the ESS process.

Dr. Amy Nguyen Hernandez
Superintendent, Central School District

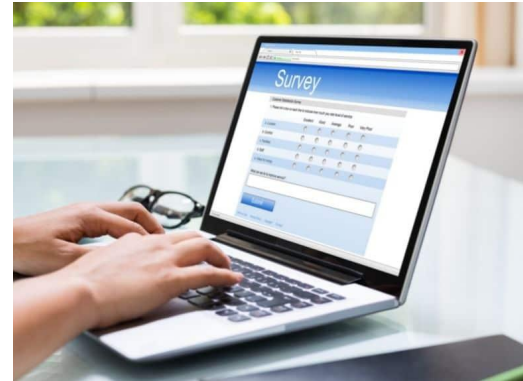


Engaging DUSD's Education Partners

Focus Groups



Online Survey



Individual Interviews



Hiring Profile





Questions



Answers