



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

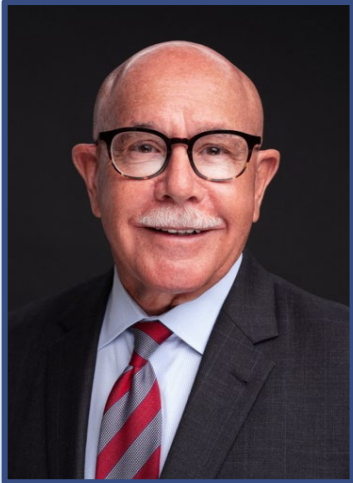
Superintendent Search Process Plan



STUDENTS, OUR MOST PRECIOUS ASSET



Your Team of Search Consultants



David Verdugo, Ed.D.

Paramount USD

Executive Director, CALSA

ALAS Superintendents' Leadership Academy Director,
Washington, D.C.



Rich Thome Chávez

South Bay Union School District

Cardiff School District

Specialist Support During Search



Linda Harter

Search Support Specialist
Search Services



Penny Pyle

Search Support Specialist
Search Services



Sarena Fairrington

Search Support Specialist
Search Services



Betty Hall

Office Administrator,
Leadership
Development and
Fiscal Services

Leadership Associates has ***highly-qualified search support specialists assigned to each search*** who will provide exceptional support throughout the search process, including:

- Comprehensive, on-call support
- Personalized written guidelines, templates, sample documents, and checklists
- Prompt, responsive communication



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 providing a complimentary 90-Entry Plan for newly placed Superintendents and registration for the Leadership Associates Summer Institute
- By remaining engaged with Boards, superintendents and other leaders we support

Statewide Reach



Eric Andrew
William Banning
Kent Bechler
James Brown
Blanca Cavazos
Tom Changnon
Ellen Dougherty
Marc Ecker

Donald Evans

Rich Fischer

Sally Frazier

Juan Garza

Jacqueline Horejs

Michael Lin

Peggy Lynch

Sandy Lyon

Mike Miller

Greg Plutko

Dennis Smith

Rich Thome Chavez

Sandy Thorstenson

David Verdugo

**Leadership Associates
partners are geographically
situated throughout the state
and ready to effectively lead
a search in any California
district**



California's Premier Executive Search Firm

A Sampling of Searches:



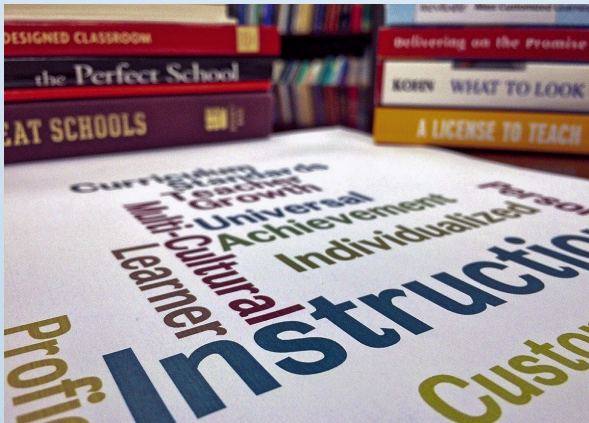
- Over 700 searches
- ABC Unified School District
- Norwalk-La Mirada Unified School District
- Buena Park School District
- Paramount Unified School District
- Los Alamitos Unified School District

Why us...

- We are dedicated to partnering with you in recruiting ***experienced high-quality leaders that will meet the needs of Downey USD***
- We will provide you with the ***broadest and deepest pool of candidates***
- We have an extensive network including over 1,500 subscribers to our website who instantly receive notification of all open positions
- We strive everyday to meet the diverse needs of California's school districts. In 2023-24, ***66% of finalists*** selected were ***women or candidates of color***
- We are ***California-based*** and ***California-savvy*** with a track record of ***success*** (over 700 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
- We offer executive leadership development for superintendents and Boards



State and National Personal Connections



- California School Boards Association Affiliate (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 Education Partners, Preserving Confidentiality and Customizing the Selection and Interview Process



Executive Leadership Development Services

- Superintendent Advisement
- Cabinet Advisement
- Leadership Training
- Board/Superintendent Evaluations
- Organization Audits
- Strategic Planning
- Conflict Facilitation
- Custom Workshops, including:**
 - Board Governance
 - Leadership Transition
 - Leadership/Cabinet Development

Executive Leadership Series and Networks – 2023/2024

- Superintendent Leadership Series – Serving over 200 superintendents in 8 Counties
- Superintendent Leadership Networks – Serving 45 districts in California
- Assistant Superintendent Leadership Networks – Serving 44 districts in California
- Instructional Leadership Series – Assistant Superintendents, San Bernardino County
- Annual Summer Institute Retreat – Superintendents and Assistant Superintendents
- Advisement and Workshops – Providing to 27 districts in California



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
- 66% 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...

