



The Cosca Group

A Leadership Development Corporation

Proposal to conduct a Superintendent Search for the Downey Unified School District

# TCG

- Trust
- Commitment
- Guidance





# Downey USD



- California and National Schools to Watch
- State and National Leader in CTE and PLTW
- CSBA Golden Bell
- Diverse student body
- Mariachi Program and Musical Theatre Conservatory

# Debra French

## Search Team

- Former Superintendent, Los Angeles and San Mateo Counties
- Pre-Covid, Covid and Post-Covid Superintendent
- Assistant Superintendent of Educational Services and Human Resources
- Elementary and Secondary Principal
- ACSA Regional Superintendent of the Year
- Coaches Cabinet Level Team Members



**33 Years**

Experience



Former  
Superintendent

# Ruth Perez Ashley

## Search Team

- Former Deputy Superintendent in Long Beach Unified School District
- Provided oversight of educational services and human resources services
- Served as Principal and Director of Elementary Education
- Has been an adjunct professor at Cal State Long Beach
- Has coached numerous administrators, conducted professional development, and provided a wide range of services to school districts



**34 Years**

Experience



Former Deputy  
Superintendent

# Nick Salerno

## Search Team

- Former Superintendent, El Monte Union High School District
- Assistant Superintendent, Educational Services and Human Resources
- Professor Cal Poly Pomona – 8 years
- Received numerous awards – Milken Foundation Outstanding Educator, Advanced Placement Program National District of the Year
- Spearheaded Origination of the El Monte Partnership for College Pledge-Compact

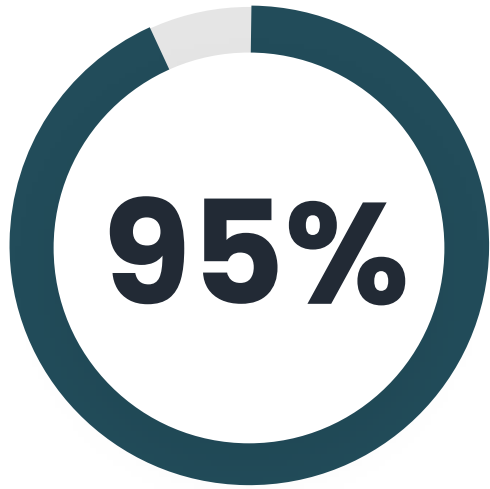


**46 Years**

Experience



Former  
Superintendent



## Why Choose us?

- The percentage of TCG Superintendents who have served for five or more years
- We are selective in the districts we pursue



# Tailored to Board Needs

Focus on District criteria

Adapted to District and Board needs

# Full Disclosure

Continuous communication with Board

Open candidate pool

Full applicant disclosure to Board





**Phase 1:**  
Pre-Recruitment



Five Star Rating

The Cosca Group

# Services Include:

- Customized process detail and timeline
- Work with Board on initial needs assessment
- Complete stakeholder meetings and online survey
- Review assessment and input with the Board
- Confirm unique District criteria with the Board
- Design and confirm electronic marketing brochure



## Phase 2: Recruitment



Five Star Rating

The Cosca Group

# Services Include:

- Distribute brochure
- Advertise and promote
- Publicize via TCG partner and associate networks
- Set up and maintain files and records
- Handle all applicant communications



### Phase 3:

Select Applicants to  
Interview



Five Star Rating

The Cosca Group

## Services Include:

- Review and screen applications
- Conduct initial reference checks
- Convene panel of experts to select most qualified candidates who meet the criteria
- Provide all candidate files to Board
- Prepare and present Board Candidate Report
- Facilitate Board interview selection



**Phase 4:**  
Interviews



Five Star Rating

The Cosca Group

# Services Include:

- Develop interview questions with the Board
- Schedule and coordinate interviews
- Present Compensation Study to Board
- Assist Board selection of finalist
- Provide an in-depth background review



## Phase 5:

Appoint

Superintendent



Five Star Rating

The Cosca Group

# Services Include:

- Arrange finalist site visit
- Notify all candidates of decision(s)
- Assist in negotiation of employment contract if desired
- Assist in final announcement and arrangements



**Phase 6:**  
POST SEARCH



Five Star Rating

The Cosca Group

# Services Include:

- Assist with setting superintendent performance objectives
- Conduct Leadership Alignment/Governance workshop
- Provide two years of superintendent mentoring

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# Proposed Timeline

The proposed timeline to be finalized with the Board

- Phase 1 → Pre-Recruit
- Phase 2 → Recruit
- Phase 3 → Select Candidates and Interview
- Phase 4 → Appointment
- Phase 5 → Post-Appointment

March 10 – March 14

March 18 – April 13

April 20 – May 5

May 13 – May 15

UP TO TWO YEARS

# Cost Effective

All-inclusive fee – no additional costs

Unlimited consultant time

Unlimited meetings with the Board and stakeholders

Ancillary support of all partners

# Committed

Search is sole consultant assignment

Two-year guarantee

Additional free search if candidate not selected

Selected superintendent will not be recruited



# All Inclusive Fee

- All consultant expenses
- All marketing costs
- All clerical services and supplies
- All applicant correspondence
- Online survey



# All Inclusive Fee

- Compensation Study
- 2 years of Superintendent mentoring
- Superintendent/Board workshop
- Employment contract assistance
- All consultant services



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# Guarantees

- Board makes every decision
- Full disclosure of ALL applicants
- Board determines interviews
- Board makes final choice
- Selection will not be recruited
- Free repeat search if suitable candidate not selected
- Free repeat search within two years if needed



The Cosca Group  
A Leadership Development Corporation

- TCG recognizes the magnitude.
- TCG is committed to excellence.
- TCG would be honored to serve your district.



**Thank you!**