



**The Cosca Group**  
A Leadership Development Corporation

**Proposal to Conduct a  
SUPERINTENDENT SEARCH**

**for the**

**San Dieguito Union  
High School District**

**February 5, 2023**



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## **SEARCH TEAM**

### **Hasmik Danielian, Ed.D.**

- ✓ **Former Superintendent, Norwalk La Mirada Unified School District and Brawley Union High School District**
- ✓ **Associate Superintendent of Secondary Schools, Hacienda La Puente USD**
- ✓ **High School and Middle School Principal, Glendale Unified School District**
- ✓ **Superintendents' Advisory Council, Brandman University**
- ✓ **Education Council Chair, Chamlian Armenian School**
- ✓ **Bilingual, Farsi and Armenian**

# Search Team

## Mr. Timothy Ritter

- o **Served as Superintendent in Temecula Valley Unified School District for 10 years**
- o **Assistant Superintendent of Education Support Services Temecula Valley**
- o **Deputy Superintendent Temecula Valley**
- o **High School Principal, Chaparral and Great Oak High School Temecula Valley**
- o **Over 20 years site based teaching and administration at the high school level**

Five Star Rating

## SERVICES INCLUDED



### PHASE 1: PRE-RECRUITMENT

- ✓ **Customize 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**



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Five Star Rating



## SERVICES INCLUDED

### PHASE 2: RECRUITMENT

- ✓ **Distribute brochure**
- ✓ **Advertise and promote**
- ✓ **Publicize via TCG partner and associate networks**
- ✓ **Set up and maintain files and records**
- ✓ **Deal with all applicant communications**
- ✓ **Assemble a Panel of Experts to review applications**



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## **SERVICES INCLUDED**

### **PHASE 3: SELECT APPLICANTS TO INTERVIEW**

- ✓ **Review and screen applications**
- ✓ **Conduct initial reference checks**
- ✓ **Convene Panel of Experts to select most qualified candidates that meet the criteria**
- ✓ **Provide all candidate files to Board**
- ✓ **Prepare and present Board Candidate Report**
- ✓ **Facilitate Board interview selection**



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## **SERVICES INCLUDED**

### **PHASE 4: INTERVIEWS**

- ✓ **Develop interview questions with the Board that capture the essence of San Dieguito Union High School District**
- ✓ **Schedule and coordinate interviews**
- ✓ **Present Compensation Study to Board**
- ✓ **Assist Board selection of finalist**
- ✓ **Contract for an in-depth background review**



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## **SERVICES INCLUDED**

### **PHASE 5: APPOINT SUPERINTENDENT**

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





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## **SERVICES INCLUDED**

### **POST-SEARCH**

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



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## Proposed Timeline



**PRE-RECRUITMENT**

**Feb. 13 – Feb. 27**



**RECRUITMENT**

**Feb. 28 – March 31**



**SELECT CANDIDATES  
& INTERVIEWS**

**April 1 – April 23**



**BOARD APPROVAL**

**May 17**



**SUPPORT SERVICES**

**UP TO TWO YEARS**

# Today's Challenges

- ✓ **Nationally, Superintendent longevity is estimated at 4 years, with a 25% turnover annually**
- ✓ **California Superintendent longevity is estimated at 2 ½ to 3 years**
- ✓ **Superintendent turnover hinder district reform and improvement**
- ✓ **TCG breaks the cycle of Superintendent turnover**



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## ***WHAT SETS THE COSCA GROUP APART?***

- ✓ **Longevity rate of Superintendents, 95%+ for 5+ years**
- ✓ **Cosca Group does not have a "Stable of Candidates"**
- ✓ **Our team will only do one search at a time**
- ✓ **No limit on the number of stakeholder groups we interview**
- ✓ **We do not create a recruitment brochure before the entire pre-recruitment phase is concluded**
- ✓ **Our fee is all inclusive; We are a Two-Year "Lifeline"**
- ✓ **We guarantee our search for two years**
- ✓ **Our relationship with SDUHSD Board is everything to US!**



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**TCG recognizes the magnitude of  
your decision.**

**TCG is committed to excellence.**

**TCG would be honored and excited  
to serve your district.**

**Thank you!**