

# Proposal to Conduct a SUPERINTENDENT SEARCH

for the

# San Dieguito Union High School District

**February 5, 2023** 



# **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

- Served as Superintendent in Temecula Valley Unified School District for 10 years
- Assistant Superintendent of Education Support Services Temecula Valley
- Deputy Superintendent Temecula Valley
- High School Principal, Chaparral and Great Oak High School Temecula Valley
- 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



**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



#### 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



#### **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



#### 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



#### **POST-SEARCH**

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



### **Proposed Timeline**

PRE-RECRUITMENT

Feb. 13 - Feb. 27

RECRUITMENT

Feb. 28 - March 31



SELECT CANDIDATES
& INTERVIEWS

April 1 – April 23



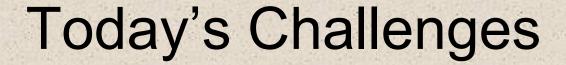
**BOARD APPROVAL** 

**May 17** 



SUPPORT SERVICES

**UP TO TWO YEARS** 



- ✓ 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



#### 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!



TCG recognizes the magnitude of your decision.

TCG is committed to excellence.

TCG would be honored and excited to serve your district.

Thank you!