

## COMMUNITY HIGH SCHOOL DISTRICT 94 SUPERINTENDENT SEARCH UPDATE

October 3, 2023, 7:00 PM

- Search Confidentiality Level (**To be determined**)
  - Limited Confidentiality: Confidential throughout the process until the semi-finalists are chosen by the Board. If desired, an advisory stakeholder group can be formed to provide individual feedback to the Board. The advisory feedback group members would sign a confidentiality agreement.
  - Full Confidentiality: Confidential throughout the process until the finalist is selected by the Board.
- September 27: Vacancy Announcement has been posted on the following sites: BWP, IASA Illinois Education Job Bank, ALAS, NABSE, and AASA.
- September 27: Recruitment has been initiated by BWP.
- Community Engagement Process to Develop Leadership Profile: Questions – (1) What are the district’s strengths? (2) Challenges? (3) What are the qualities/characteristics needed for the superintendent?
  - October 15-22: Online survey will be launched. The survey is open to all stakeholders and will be publicized by the district. It can be accessed on the district website: [www.94.org](http://www.94.org).
  - October 18: Focus groups will be conducted by BWP. BWP and the district will develop the schedule and the district will publicize it.
  - Week of October 15: Individual Board member interviews will be conducted by phone.
- Week of November 6: The survey results and the leadership profile will be shared with the Board and community.
- November 15: The last day for applications to be submitted to BWP.
- Week of November 15: BWP will review applications and conduct screening interviews.
- December 5: BWP conducts interview training workshop with the Board and presents the candidate slate in closed session.
- Week of December 11: Board conducts first round of interviews, and then selects the semi-finalists.
- Week of December 18 or latter part of week of December 11: Board conducts second round of interviews. **An advisory stakeholder feedback group is initiated, if desired.** Board selects the finalist and the negotiations process is complete
- Week of December 18 or January 8, 2024: Board approves new superintendent selection.