



SOUTH LANE SCHOOL DISTRICT 45J3

Children Come First • Always Learning, Teaching, Caring • Safe, Respectful, and, Inclusive Schools & Community

Superintendent Search Update #1 – December 11, 2025

Choosing a new superintendent is the most important decision a school Board can make. For all of us, it's personal. We care deeply about South Lane School District, and we are committed to finding the right person to serve as the next permanent leader serving our students, families, staff, and community. We are also committed to a transparent process with regular communication to increase awareness and encourage community participation in the Superintendent search. This message is an update on what we've accomplished so far with our search firm Human Capital Enterprises, along with what comes next in the process.

Planning phase:

The first step was to select a search firm, and to finalize a search timeline and process. On November 19, 2024, the Board selected [Human Capital Enterprises](#) (HCE) as our firm, and on December 9th we met with consultants Robyn Bean and Kathleen Rodden-Nord to establish a [Search Timeline](#) for all of the activities of the search.

Public engagement phase: December 16, 2024 – January 21, 2025.

The next step is to determine the qualities, skills, and experiences we want in our next superintendent. During the engagement phase, HCE will conduct small focus groups of students, staff, parents, and the community to learn deeply about the district and our aspirations and opportunities, and to understand the background, skills, attributes and characteristics that we are looking for in our next leader. This information will also be sought through a survey of all SLSD constituents. All of the information gathered will be used to develop the "Next Superintendent Criteria", a profile of the ideal candidate for SLSD which will be central to the recruiting, screening and interview process. HCE consultants will present a draft profile during a special Board meeting on January 21, 2025. The board will edit, finalize, and adopt the Next Superintendent Criteria.

Recruiting phase: January 22 – February 18, 2025

In hiring a search firm, school boards not only want a trusted partner who can run a process, but who can also identify and find exceptional talent – and in South Lane's case, to entice great leaders who match SLSD's Next Superintendent Criteria to consider this remarkable opportunity. HCE will activate their regional and national networks to attract a pool of candidates that fit the adopted leadership profile, including targeted recruitment of candidates who may not be looking for the next opportunity, but because they are a unique "fit and match" for SLSD.

Selection phase: February 20 – March 18, 2025

There are several steps to this phase, including preliminary interviews of top tier candidates by the search firm consultants, Board consideration and deliberation of an initial slate presented by the firm, first round interviews, and finalist interviews. Finalist interviews include two components -- Board interviews and a Community Engagement Panel interview. HCE and Board members will also conduct expansive telephone reference checks, while an investigative agency will conduct comprehensive background checks. The Board anticipates deliberating to determine the sole finalist in March, 2025. Contract negotiations will then begin with a formal public announcement shortly thereafter.

Transition phase: April – June, 2025

Although the Superintendent successor's official start date is July 1, 2024, HCE will advise the board on transition activities which may include on-boarding days in South Lane School District prior to the start date. The Board's vision is to build a transition period for deliberate succession planning between the current superintendent and successor superintendent, including community and district "meet and greet" opportunities, to support SLSD in the best possible way.

We appreciate your feedback and active participation in this process. Your voices are important to us and will play an integral role in the selection of our next superintendent. We look forward to continuing this work with you.