

APPROVED SEARCH TIMELINE

Orange Unified School District Superintendent Search

Note: *Blue italicized text* indicates Board Participation

JANUARY/FEB 2025 Preliminary Phase	January 16	District receives proposal
	January 23	<i>Board Approval Leadership Associates contract</i>
FEBRUARY 2025 Community Engagement	February 4 (Special Mtg)	<i>Initial Meeting with the Board; Board determines characteristics, skills & qualities desired in new superintendent; publicly announces timeline and procedures (Open and Closed Session; approx 2 hrs total)</i>
	February 18-26	Online survey dates - staff, students, civic leaders and communities
	February 18-19	Consultants meet with staff, students, parent community and civic groups designated by the Board to receive input
FEBRUARY/MARCH 2025 Advertisement and Recruitment	February/March	Consultants identify potential candidates; Development and posting of recruitment materials and Position Description
	February 24 & March 3	Advertising and active recruitment; Ad appears in <u>EdCal</u> , (Two consecutive publications)
	March 10, 5:00 PM	Deadline for applications
MARCH/APRIL 2025 Interviews and Selection	March	Consultants complete comprehensive reference and background checks on applicants
	March 22 10:00 a.m. (Special Mtg)	<i>Board confers with consultants, reviews all applications and selects candidates to be interviewed (Closed Session; approx 3 hours)</i>
	April 11, 2025 (Special Mtg)	<i>Board interviews candidates; selects finalist(s) (Closed Session; all-day meeting)</i>
APRIL 2025 Contract Approval	April	<i>Board completes the validation process of the leading candidate and makes final determination</i>
	April 16 or May 7	<i>Board approves superintendent contract at a regularly scheduled board meeting</i>
JULY 2025 Start Date	July 1, 2025 (or sooner)	New superintendent begins