



SEARCH TIMELINE

Bellflower Unified School District Superintendent Search

Note: *Blue italicized text* indicates Board Participation

JANUARY - FEBRUARY 2025 Preliminary Phase	January 17	District receives proposals
	February 10	<i>Proposal Presentations / Board Selects Firm</i>
FEBRUARY - MARCH 2025 Community Engagement	February 27 5:00 pm	<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 3 hrs total)</i>
	March 17-31	Online survey dates
	March 17 & 18	Consultants confer with staff and community designated by the Board to receive input
MARCH - APRIL 2025 Advertisement and Recruitment	March	Consultants identify potential candidates; Development and posting of recruitment materials and Position Description
	March 10 and 17	Advertising and active recruitment; Ad appears in <u>EdCal</u> . (Two consecutive publications)
	April 2, 5:00 PM	Deadline for applications
May-June 2025 Interviews and Selection	May 2	Consultants complete comprehensive reference and background checks on applicants
	May 7 5:00 PM (Special Mtg)	<i>Board confers with consultants, reviews all applications and selects candidates to be interviewed (Closed Session; approx 3 hours)</i>
	June 7 (Special Mtg)	<i>Board interviews candidates; selects finalist(s) (Closed Session; all-day meeting)</i>
June 2025 Contract Approval	June	<i>Board completes the validation process of the leading candidate and makes final determination</i>
	June 18 Board Meeting	<i>Board approves superintendent contract at a regularly scheduled board meeting</i>
JULY 2025 Start Date	July 1 (as mutually agreed)	New superintendent begins