



## SEARCH TIMELINE

### Bellflower Unified School District Superintendent Search

Note: *Blue italicized text* indicates Board Participation

|  |                                   |   |
|--|-----------------------------------|---|
| <b>JANUARY - FEBRUARY 2025</b><br>Preliminary Phase            | January 17                        | District receives proposals   |
|  | February 10                       | <i>Proposal Presentations / Board Selects Firm</i>  |
| <b>FEBRUARY - MARCH 2025</b><br><br>Community Engagement       | February 27<br>5:00 pm            | <i>Initial Meeting with the Board; Board determines characteristics, skills &amp; 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  |
| <b>MARCH - APRIL 2025</b><br><br>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)   |
|  | <b>April 7, 5:00 PM</b>           | <b>Deadline for applications</b>  |
| <b>May-June 2025</b><br><br>Interviews and Selection           | May 2                             | Consultants complete comprehensive reference and background checks on applicants  |
|  | May 7<br>5:00 PM<br>(Special Mtg) | <i>Board confers with consultants, reviews all applications and selects candidates to be interviewed (Closed Session; approx 3 hours)</i>   |
|  | June 7<br>(Special Mtg)           | <i>Board interviews candidates; selects finalist(s) (Closed Session; all-day meeting)</i>   |
| <b>June 2025</b><br><br>Contract Approval                      | June                              | <i>Board completes the validation process of the leading candidate and makes final determination</i>  |
|  | June 18<br>Board Meeting          | <i>Board approves superintendent contract at a <b>regularly scheduled</b> board meeting</i>   |
| <b>JULY 2025</b><br>Start Date                                 | July 1<br>(as mutually agreed)    | New superintendent begins   |

Approved: 2/27/2025

Revised: 3/24/25 (Application Deadline revised)