



Pascack Valley Regional High School District

Superintendent Search

Timeline

September 2025 - Decide on Search Process, Create RFP

- Last search RFP were due August 31

October 2025 - Award search company, work with company (community outreach, posting, data collection, interview process)

November 2025 - Post Opening

December 2025 - Application Submittals

January - February 2026 - Start Interview Process

March 2026 - Negotiations

April 2026 - County Approved contract & BOE Approved

Search Options

- Search Company
- School Boards (NJSBA)
- Self-Search with Law Firm Assistance

Search Process

- Beginning Steps: Full Board or Committee
 - If Committee, when does full Board get involved
- Roles of the Search Firm/Committee
 - Job Postings/Advertising
 - Community Participation/Data Collection
 - Surveys
 - Focus Groups
 - Application Review
 - Interviews

Search Process

- Final Candidates: Full Board
 - Reference Checks (Firm/Committee)

- Final Candidate
 - Negotiation Agreement: (Search/Negotiations Committee)
 - Agreement must be approved by Executive County Superintendent then BOE Approved

- Introduce to School Community