



**Leadership Associates  
California's Premier Executive Search and Leadership  
Development Firm**

**Superintendent Search  
Process Plan**

**for**



**STUDENTS, OUR MOST PRECIOUS ASSET**

# Your Team of Search Consultants



**Blanca Cavazos, Ed.D.**

Taft Union High School District  
Director-at-Large State Board of Directors  
Association of California School Administrators, (ACSA)



**David Verdugo, Ed.D.**

Paramount USD  
Executive Director, CALSA  
ALAS Superintendents' Leadership Academy Director, Washington, D.C.



**Jacqueline Horejs, Ed.D.**

Union School District, San Jose  
Chairperson, Santa Clara County Superintendents Association  
President, California City Schools Superintendents Association



**Donald Evans, Ed.D.**

Berkeley Unified School District  
Hayward Unified School District  
California Collaborative for Educational Excellence  
California State University, East Bay, Lecturer



# Administrative Support During Search



**Linda Harter**  
Executive Assistant,  
Search Services



**Penny Pyle**  
Executive Assistant,  
Search Services



**Sarena Fairrington**  
Executive Assistant,  
Search Services



**Betty Hall**  
Office Administrator,  
Leadership  
Development and  
Fiscal Searches

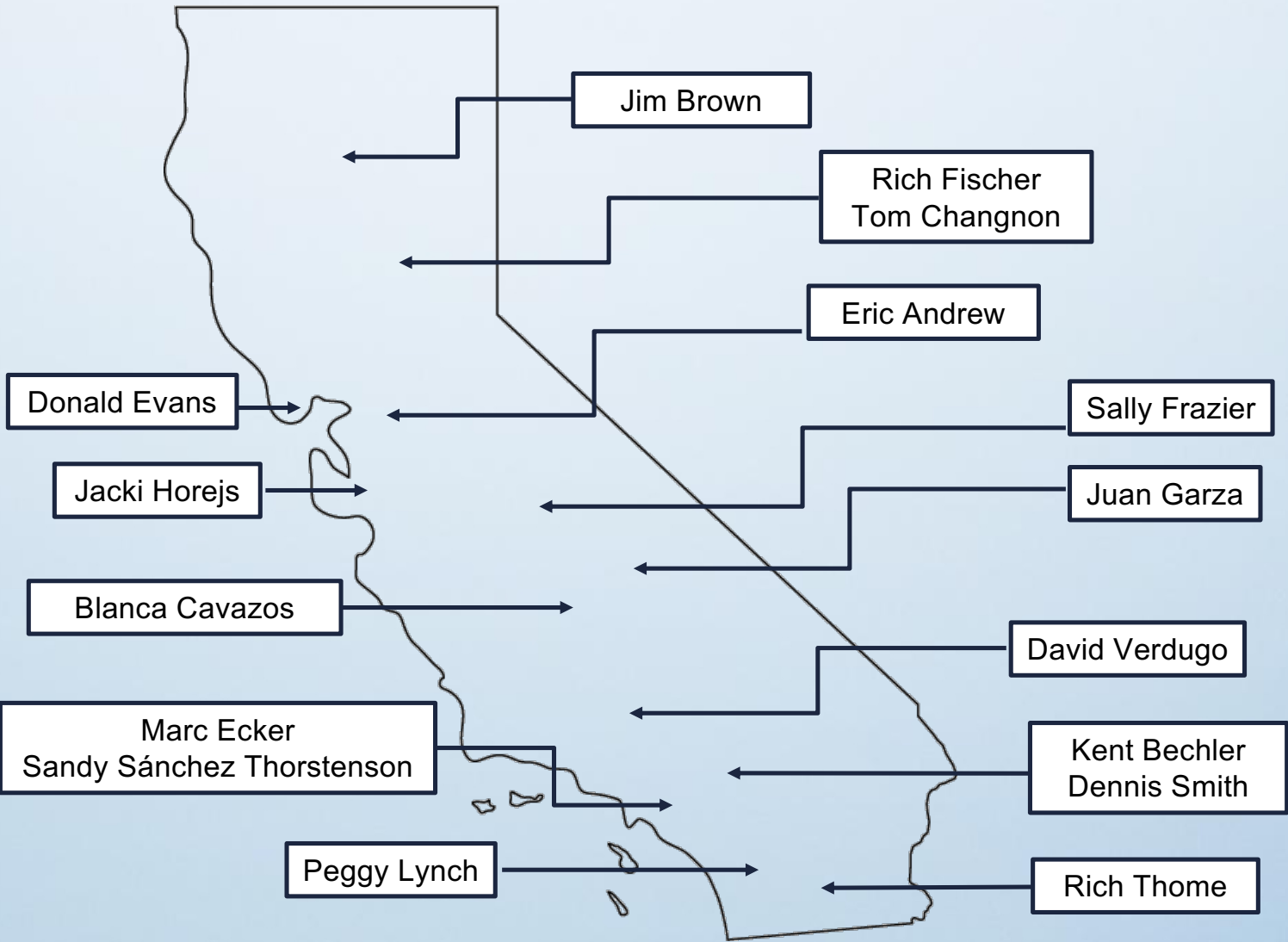
Leadership Associates has ***highly-qualified executive assistants assigned to each search.***

Three are former Senior Executive Assistants to Superintendents who will provide exceptional support throughout the search process, including:

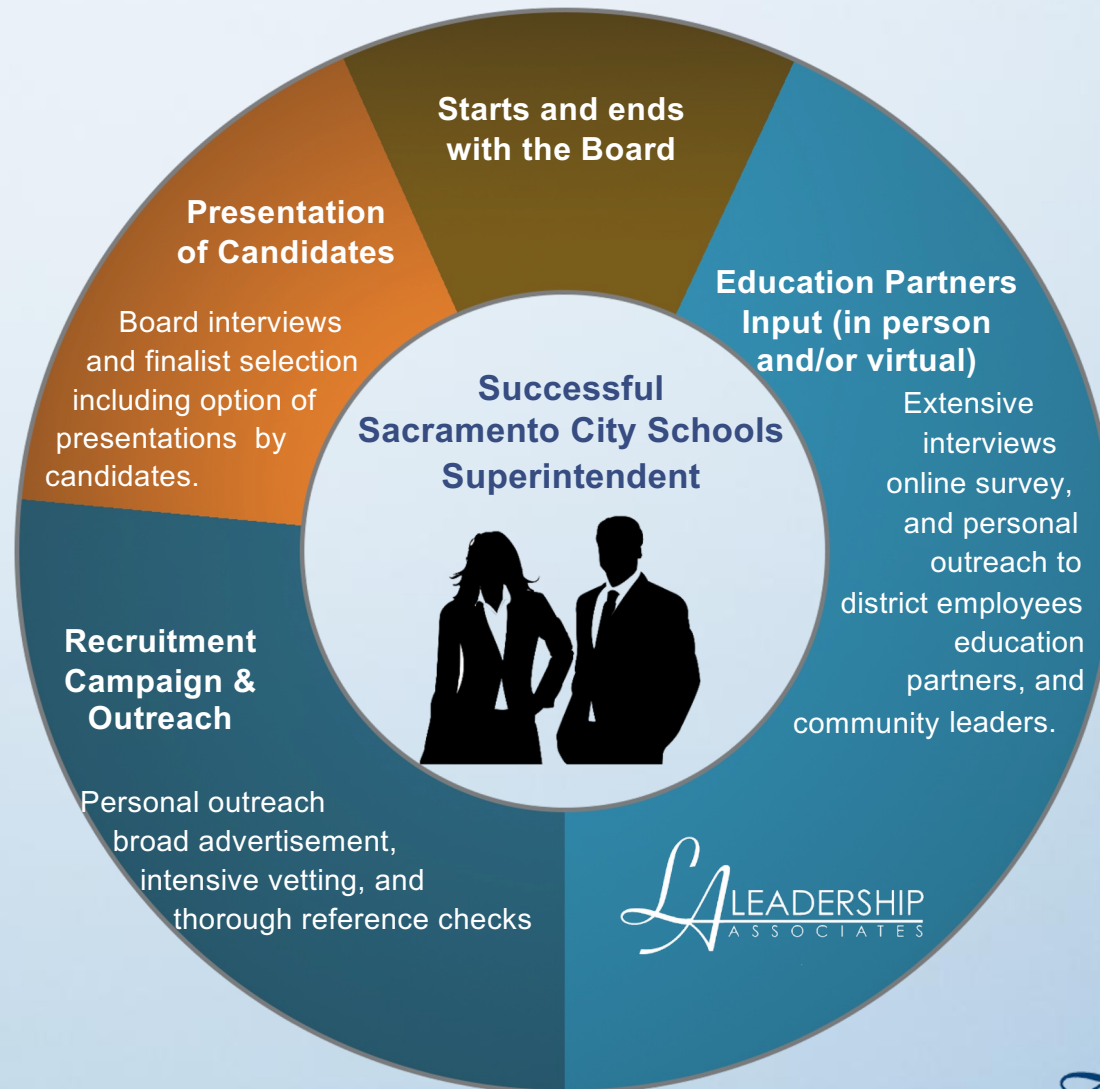
- Comprehensive, on-call support
- Guidance related to Brown Act requirements and Board Agenda protocols
- Personalized written guidelines, templates, sample documents, and checklists
- Prompt, responsive communication



# Statewide Reach



# Leadership Associates' Plan for Engaging Boards and Education Partners, Preserving Confidentiality and Customizing the Selection and Interview Process



## Why us...



- We are dedicated to partnering with you in recruiting ***experienced high-quality leaders that will meet the needs of Sacramento City Unified School District***
- We will provide you with the ***broadest and deepest pool of candidates***
- We have an extensive network including over 1,100 subscribers to our website who instantly receive notification of open positions
- We strive everyday to meet the diverse needs of California's school districts. In 2022-23, ***66% of finalists*** selected were ***women or candidates of color***
- We are ***California-based*** and ***California-savvy*** with a track record of ***success*** (over 650 searches)
- We are ***partners***, not hired consultants, who have a ***vested interest*** in your success
- We are all successful superintendents who ***remain actively engaged*** in California public education
- We have successfully partnered with Sacramento City in placing the current CAO and Executive Director, LCAP

# Questions and discussion...

