



A subdivision of Atkinson, Andelson, Loya, Ruud & Romo



San Dieguito Union High School District Superintendent Search Proposal

February 5, 2023

Engaged, Inspired, Prepared



Presented by:
Dr. Suzette Lovely
Dr. Gary Rutherford
Search Advisors

www.essinformation.com

Meet Your ESS Search Team



Dr. Suzette Lovely
Former Superintendent
Carlsbad Unified
Lead Search Adviser



Dr. Gary Rutherford
Former Superintendent
Desert Sands Unified,
Upland Unified, Huntington
Beach City Schools
Search Adviser

The ESS Difference

- Responsive and flexible
- Limited number of search clients at given time
- Vast networks - San Diego County, California, nationally
- Recruit stand-out leaders who match SDUHSD's profile; but do not maintain a stable of candidates
- Track record of assembling diverse candidate pools
- Exceptional superintendent retention rates

Search Results

- Influencers
- Longevity
- Legacy Building



What Clients Say

ESS made certain the process **belonged to the Board** rather than consultants who would not have to live and work with the final selection. Our Board was **in full control** of every step in the selection process.

ESS **presented applicants** who shared the characteristics we deemed essential and **delivered on its commitment** to the Board!

Duane Dishno, Trustee
Huntington Beach Union High School District



Search Plan and Timelines

- **Engagement Phase:**

- Board planning workshop
- Student voice
- Staff, parent, community input
- Compensation study
- Development of Leadership Profile



- **Activation Phase:**

- Job posting (EDJOIN, ACSA's EdCal, other board determined publications)
- Candidate contacts/recruitment
- Applicant screening
- Reference checks/blind appraisals
- Social media/digital footprint review

Search Plan and Timelines (Cont.)

- **Selection Phase:**

- Determine candidate slate
- Develop interview questions w/Board
- Conduct first and second round interviews
- Negotiate employment contract
- Validation visit (optional)
- 3rd party background screening (criminal, civil, credit, education)
- Board approval of finalist

- **Transition Phase: July 2023**

- Two hour workshop with Board and new Superintendent

What Candidates Say

The ESS search advisers were wonderful resources **throughout my experience** as a candidate. They are confidential, knowledgeable, and **assisted in the transition after I was chosen** as the Superintendent. Candidates can be confident with the **professionalism** of the ESS process.

Dr. Amy Nguyen Hernandez
Superintendent, Central School District



Engaging Your San Dieguito Community

- **Focus Groups**

- Employees, students, parent leaders, association leadership, district committees, other stakeholders?

- **Individual interviews**

- City officials, Chamber of Commerce, other key community leaders

- **On-line survey**

- Disaggregate and identify universal themes
- Compare data with 2021 survey results

- **Leadership Profile Report**

- Provides picture of SDUHSD's current and ideal state
- Aligns board's hiring priorities with stakeholder priorities
- Informs interview questions and closed session deliberations

Bringing the Team Together

With **three newly elected board members**, there was a lot of learning for us. ESS **provided clear direction** to the importance of finding the perfect superintendent **during a difficult time** when the district was absent leadership.

Jaime Chamberlin
Board President, San Marcos USD



Questions & Answers

Thank You for
Inviting Us

