

# BREMERTON SCHOOL DISTRICT

## SUPERINTENDENT SEARCH **APPROVED** PROCESS AND TIMELINE

*Items highlighted in yellow indicate an in-person meeting with the consultant(s)*

DATE

Stage 1 Board Input & Preparation	<u>1/21/2025</u>	Consultant planning meeting with the Board and individual Board member interviews. <b>(Time: 4:00 p.m. PT) (virtual)</b>
	<u>1/22/2025</u>	Begin preparing information for the District promotional flyer/slides with the District liaison representative(s).
	<u>1/22/2025</u>	Notify all associates and other professional contacts of vacancy.
	<u>1/22/2025</u>	Contact constituents and stakeholders for input meetings on <u>Feb. 5-6, 2025.</u>
Stage 2 Profile Development	<u>1/24/2025</u>	Online survey link, for input on developing the profile, available on District website from <u>1/24/2025</u> to <u>2/10/2025.</u>
	<u>1/28/2025</u>	Promotional information due.
Stage 3 Recruiting & Screening	<u>1/29/2025</u>	E-mail promotional flyer and online application instructions to interested candidates.
	<u>2/5-6/2025</u>	Meetings with constituent and stakeholder group representatives. <b>(hybrid model)</b>
	<u>2/10/2025</u>	8 a.m. deadline for survey/input from constituents, stakeholders and Board members, including online survey.
	<u>2/12/2025</u>	Meeting with Board to review survey/input from constituents and Board members including online survey to finalize Superintendent profile. <b>(Time: 5:00 p.m. PT) (virtual)</b>
	<u>3/02/2025</u>	Deadline for all application materials. <i>(*See note below.)</i>
Stage 4 Candidate Presentation	<u>3/19/2025</u>	Consultant develops and finalizes interview questions and procedures with the Board. Top candidates are presented to the Board and consultant assists the Board in selecting finalists for the interviews. If desired by the Board, consultant will meet with constituents and staff interview group(s) to discuss their roles. <b>(Time: 5:00 p.m. PT) (In person)</b>
	<u>3/24-25/2025</u>	Interview candidates (1 <sup>st</sup> round) <b>(virtual)</b> . 4:00 to 7:00 p.m. each night
	<u>3/25/2025</u>	Meeting with consultant following the last interview. <b>(Time: 7:00 p.m. PT) (in person)</b>
Stage 5 Selection of Finalist & Future Planning	<u>4/02/2025</u>	Interview finalist candidates (2 <sup>nd</sup> round). <b>In person. Stakeholder format TBD</b>
	<u>4/02/2025</u>	Final meeting with consultant following the last interview. <b>(Time: TBD) (in person)</b>
	<u>TBD</u>	Consultant will discuss contract terms with the finalist.
	<u>TBD</u>	Offer the contract.
	<u>TBD</u>	Press release of new Superintendent.
<u>TBD</u>	Board Self-Assessment Survey Results presented to the Board.	

**\*All applications will be reviewed. Materials received after the closing date may be given full consideration depending upon the number of applications received and other factors. (Actual dates to be determined in the first meeting with the Board.)**