



SEARCH TIMELINE

Lancaster School District Superintendent Search

Note: *Blue italicized text* indicates Board Participation

DEC 2021 Preliminary Phase	December 2	District receives proposals
	December 14	<i>Proposal Presentations / Board Selects Firm</i>
DEC 2021 – JAN 2022 Community Engagement Advertisement and Recruitment	January 11	<i>Board confers with consultants and determines characteristics, skills & qualities desired in a new superintendent; Board publicly announces timeline and procedures for superintendent selection (Open and Closed Session)</i>
	January 1-20	Online survey dates (opens and closes)
	January 13, 14, 18	Consultants confer with staff and community designated by the Board to receive input
	December - March	Consultants identify potential candidates; Development and posting of recruitment materials and Position Description
	January 24 and 31	Advertising and active recruitment; Ad appears in <u>EdCal</u> , (Two consecutive publications)
FEB - MAR 2022 Reference/ Background Checks and Selection	February 28, 2022 5:00 PM	Deadline for applications
	March	Consultants complete comprehensive reference and background checks on applicants
	March 8	<i>Board confers with consultants, reviews all applications and selects candidates to be interviewed (Closed Session; approx 3 hours)</i>
MAR - APR 2022 Interviews and Contract Approval	March 24/25	<i>Board interviews candidates; selects finalist(s) (Closed Session; all-day meeting)</i>
	March 28-31	<i>Board completes the validation process of the leading candidate and makes final determination</i>
	April 5	<i>Board approves superintendent contract at a regularly scheduled board meeting</i>
JULY 2022 Start Date	July 1 (as mutually agreed)	New superintendent begins