



PROPOSED TIMELINE

(Flexible based on Board direction)

Fremont Unified School District Superintendent Search 2020

Note: *Blue italicized text* indicates Board Participation

MAR - APR 2020		<i>Board Approves Contract</i>
MONTH 2020 Phases 1-4	April 7	<i>Board meets with consultants and determines characteristics, skills and qualities desired in a new superintendent; Board publicly announces timeline and procedures for superintendent selection</i>
		Consultants meet with staff and community designated by the Board to receive input; Online survey is posted to the district website
		Consultants identify potential candidates; Development and posting of recruitment materials and Position Description
		Advertising and active recruitment; Ad appears in EdCal, (Two consecutive publications) (Click here for publication schedule)
MONTH 2020 Phase 5	Month DD 5:00 PM	Deadline for applications
		Consultants complete comprehensive reference and background checks on applicants
	[Minimum 2 weeks after closing]	<i>Board meets with consultants, reviews all applications and selects finalists to be interviewed</i>
MONTH 2020 Phases 6-8	[Minimum 1 week after candidate selection]	<i>Board interviews finalists</i>
		<i>Board completes the validation process and makes a final determination on selected candidate.</i>
		<i>Board approves superintendent contract at a regularly scheduled board meeting</i>
JULY 2020 Phase 9	July 1 (or as mutually agreed)	New superintendent begins