



Proposed Timeline for the Broward County Public Schools Superintendent Search Process

The timeline for the search process is established during the Phase I meeting with the board, so we can address the unique needs of the district. However, the time from our first meeting with the Board until the finalist is selected is typically a minimum of two to three months.

Search sequence:

➤ Initial meeting with the Board

February 21, 2023

- The criteria for the new superintendent are identified
- A timeline is established
- Advertising decisions are made
- Application information is posted
- A brochure is created to advertise the district and the vacancy

➤ ZOOM Stakeholder Meetings, Online Survey, Survey Advisory Groups

March 27, 2023 – April 6, 2023

- ZOOM stakeholder group meetings are conducted
- Advisory Groups are surveyed
- Online survey activated March 27, 2023 through April 6, 2023
- A summary of stakeholder input is presented to the board

Week of April 24, 2023

➤ As applications arrive in our office

March 1, 2023 through closing date of April 27, 2023

- Applications are monitored and applicants are notified of the deadlines to submit materials

➤ After the closing date (**Application closing date – April 27, 2023**)

- All the completed applicant files are forwarded to the consultants
- The consultants begin the review and pre-interview process

➤ Approximately two to four weeks after the closing date

May 23, 2023

- Consultants provide information to the Board on all applicants who completed the process
- Consultants present summary profiles and video interviews of qualified candidates to the Board
- The Board selects the candidates it wants to interview
- Criminal/financial/educational degree verification background checks are conducted on the selected finalists
- McPherson & Jacobson notifies each applicant not selected for an interview

➤ Soon after the Board selects their candidates

- Semi-finalist interviews are conducted – **June 2023**
- The Board interviews its final candidates - **July 2023**
- The Board selects their new superintendent **July 2023**
- McPherson & Jacobson's consultants contact each candidate who was interviewed to notify them of their status

NOTE: The process for Stakeholder input during the candidate interview process will be determined by the School Board of Broward County and communicated to the stakeholder groups prior to the selection of the candidates to be interviewed. The School Board of Broward County will determine if meetings with representatives from each stakeholder group or candidate community forums will be conducted during the interview process and prior to the Board's selection of a final candidate.

NOTE: The start date for the new Superintendent will be determined by School Board of Broward County and the candidate, dependent upon contract negotiations and the candidate's current contract status.