

SUPERINTENDENT SEARCH TIMELINE

This is a tentative outline the Board has developed to assist in the search process. Dates and processes will be adjusted as needed to ensure the best possible candidate is hired to be the next superintendent of Baldwin County Public Schools.

Within 30 day window:

ADD ASAP after June 4:

- Survey sent to Employees/Staff & Citizens:

(What qualities are you looking for? What do you see as some of our challenges? What expertise should the new superintendent have? What experience should the new superintendent have? Etc.)

- Resumes collected by __July 9th__.

July 13:

- Board will narrow candidates to top 5 based on criteria determined at board workshop.

July 15-24:

- Schedule and hold top 5 candidate interviews

July 28:

- Determine top 2-3 candidates

Aug 3-7:

- Top 2-3 Candidates have meet and greet with the public (one day)
- Top 2-3 Candidates have meet and greet with the staff and Board Interviews top 2-3 candidates (another day). ** Interviews will be open to the public.
- Surveys to Staff/ Employees:
- Survey to citizens:

What qualities do you like/dislike about the top 2-3 Candidates?
Rate each candidate according to the predetermined qualities from the original board workshop. ** Surveys to be filled out at meet and greet.

Aug 10-14:

- President and Vice President site visits with top 2-3 candidates
What kind of school system do they come from?
Staff interviews
Community interviews
Visit schools
Candidate interviews:

Salary

Start date

What is your long-term vision for Baldwin County?

What will your first three months, six months, and year look like?

Aug 18:

- Share site visit information with board

Aug meeting:

- Motion to give President the authority to negotiate with candidates regarding a contract on behalf of the board

By Aug 25:

- Negotiate contract with finalist.
- Send contract to board for review.

Special meeting by Aug 30:

- To recommend new superintendent to the board & to vote on contract.