



EXECUTIVE SUMMARY

Meeting Date:	September 18, 2025
Agenda Item:	Superintendent Search Process
Item Type:	Action
Administrator:	Board Chair Kendell Ferguson
Objective:	Continue discussion on the superintendent search process

Background: At the September 5th Board Retreat, the Board discussed engaging an external search firm. It was determined that issuing a Request for Proposal (RFP) would allow the Board to review proposals, compare costs and services, and make an informed decision. At this meeting the Board will weigh in on whether to move forward with the RFP process and follow the proposed timeline:

September 17	By noon - Board member RFP questions due (no more than 3 per)
September 18	Presentation of sample RFP
September 18	Vote to initiate RFP process
September 24	RFP goes live and advertises
October 2	Last Questions Due
October 6	Last Addendum Due
October 9	RFP responses due from applicants
October 13	By 5pm - individual board member ranking of applicants due
October 23	Special Board Meeting - interview RFP applicants and make hiring decision on search firm
October 24-31	Begin process of finding new superintendent/finalize contract with successful RFP applicant
October 24 - February 7	Search/focus groups/community engagement/candidate interviews
February ____	Vote on new superintendent job offer at scheduled Board meeting

Additional Materials: [Draft RFP](#)

Recommendation: Discuss the process and make a motion to proceed with an RFP for superintendent search services.

Suggested Motion: *“I move to approve proceeding with the RFP process to select a Superintendent Search Firm.”*