

Superintendent Search Frequently Asked Questions

How does the search process work?

The Board is working with Education Support Services (ESS) Group to conduct a comprehensive search for the District's next Superintendent. The search advisers will gather input from PSUSD's education partners to assist the Board in screening applications, interviewing qualified candidates, and ultimately selecting the new Superintendent.

When will the new Superintendent be hired?

The new Superintendent will begin their assignment on July 1, 2025 or based on mutual agreement. A timeline reflecting the phases and related activities surrounding the search can be found on the District's website.

How can employees, parents and other education partners weigh-in?

During the Engagement Phase, the search team will solicit input from staff, administrators, parents, students, and community members around the desired qualifications and characteristics of the new Superintendent. Input will be gathered via focus group sessions, individual interviews, an in-person and community forum, and a confidential online survey. This partner involvement provides the Board a pathway to hiring a superintendent reflective of community values and needs.

When will the collected input be shared with the public?

All input collected during the Engagement Phase of the search will be compiled, synthesized, and incorporated into a *Leadership Profile Report* which will be shared with the Board and community on May 5th. The report will also be posted on the district website and available for public review. Candidates will be recruited, screened, and interviewed based on the qualities and characteristics highlighted in the report.

Who will make the final selection of PSUSD's next Superintendent?

The hiring responsibility of a new Superintendent is reserved to local school boards. While the Board will seek, receive, and consider input from its education partners, interviews and the final selection of PSUSD's next Superintendent will be undertaken solely by the Board.

Can we find out who is applying?

The Board has engaged in a confidential search to select its next leader. As such, all application materials, including the names of applicants and other personally-identifiable information is restricted from disclosure. Confidentiality is the item of highest priority to the most exceptional candidates who are highly successful and well-regarded in their current positions.

How can staff and members of the public follow this process?

Updates regarding the Superintendent search can be found on the district website.