

SUPERINTENDENT SEARCH TIMELINE

West Central CUSD #235

(boldface indicates Board involvement)

March 23, 2026	Consultant Facilitates Planning Meeting with Board of Education, Conducts Board Focus Group
March 25 - April 29, 2026	Consultant Advertises the Position, Recruits Candidates, Accepts and Screens Applications
April 8 - 9, 2026	Consultant Facilitates Community Engagement: 1. Conducts Interviews with Focus Groups, Conducts Open Forum for Staff, Conducts Open Forum for the Community 2. Collects Online Feedback from Members of the School Community (<i>available online March 30 – April 10, 2026</i>)
April 15, 2026	Consultant Presents New Superintendent Profile to the Board
By May 3, 2026	Consultant Interviews and Vets Promising Candidates
May 3, 2026	Consultant Presents Slate of 5-7 Recommended Candidates to the Board, Conducts Board and Committee Interviewing Workshops
May 8 - 9, 2026	Board Conducts Initial Interviews of 5-7 Candidates
May 16, 2026	Board Conducts Second Interviews of 3 Finalists Select Interview Committees also Interview 3 Finalists and Give Feedback to Board for Consideration
Mid - Late May, 2026	Board Selects and Vets Top Choice (Conduct Site Visit, and/or Conduct Reference Calls, and/or conduct Deep Background Check) Board Negotiates Contract with Selected Candidate
Late May - Early June, 2026	Board Takes Formal Action on the New Superintendent's Contract
July 1, 2026 (<i>or as soon as possible</i>)	New Superintendent Assumes Duties

The Board reserves the right to change the timeline.