

The Pre-Planning Process

Clarifying the school district's needs, challenges, portrait, and purpose before the superintendent search begins.

The Challenge

Before launching a superintendent search, the board must ensure that it understands the needs of its school district: its challenges, its opportunities, its leadership needs for the future. This isn't a consultant's responsibility, but that of the school board. The board itself should reach internal alignment.

The Solution

The Pre-Planning process empowers school boards to take ownership of the superintendent search process before recruitment starts. The process assists school boards in discussions about:

District data and performance indicators.

Strengths, challenges, and equity priorities.

Leadership competencies of its next superintendent that align with its strategic plan.

School district long-range plans.

The Results

Boards that use and implement the pre-planning process begin the superintendent search aligned, informed, focused, more unified, and prepared. Communication with stakeholders is clearer. Board members manage consultants more strategically and, later, select leaders who fit their district's long-term vision.

Workshop & Deliverables

We facilitate and/or lead discussions on the following:

Workshops with the school board.

Analysis of student data and qualitative data.

Support before the school district posts its RFP or selects a consultant.

Aligning the search with the school district's long-range, strategic improvement plan(s).