

The COSCA GROUP
Timeline for Search and Selection Process of Superintendent
 (Subject to Board Approval)
Culver City Unified School District

| Preliminary Phase: | Estimated Time |
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| <ul style="list-style-type: none"> • Selection of The Cosca Group (TCG) to assist the Board in the search and selection of a new Superintendent. | 08-17-10 |
| Phase I: | |
| <ul style="list-style-type: none"> • Meeting with the Governing Board to: <ul style="list-style-type: none"> ○ Adjust/modify/approve the process and timeline ○ Identify the strengths of the District. ○ Identify the needs/critical issues facing the District. ○ Based on the above, identify the characteristics desired of the new Superintendent. ○ Identify the groups and individuals representing community members, students, parents, teachers, classified employees, and administrators to provide input to TCG regarding strengths, needs/critical issues and characteristics desired of the new Superintendent. | 08-31-10 |
| <ul style="list-style-type: none"> • Scheduling and meeting with groups and individuals identified by the Board as indicated above. | 9-1 thru 9-24 -10 |
| <ul style="list-style-type: none"> • Meeting with the Governing Board to: <ul style="list-style-type: none"> ○ Examine information obtained from the various group and individual meetings so as to compare with the strengths, needs/critical issues, with the desired characteristics identified by the Board. ○ If appropriate, as determined by the Board, modify the initial list. ○ Prioritize the greatest strengths and needs/critical issues. ○ Based on the prioritization of strengths and needs, determine which of the characteristics of a new Superintendent will be necessary to meet those needs, address the critical issues and maintain and improve upon the strengths of the District. Based on this prioritization, TCG will create a profile and submit a brochure for editing and approval by the Board. | Week of 10-4-10 |
| <ul style="list-style-type: none"> • Meeting with the Governing Board to approve brochure. | Week of 10-11-10 |
| <ul style="list-style-type: none"> • Dissemination of recruitment material, active recruitment of candidates, and receipt of applications by deadline. | Week of 10-18-10 |
| <ul style="list-style-type: none"> • Deadline for applications. | 12-3-10 |

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| Phase II: | |
| <ul style="list-style-type: none"> Screening of applications and convening panel of experts to identify the most qualified applicants. | Week of 12-6-10 |
| <ul style="list-style-type: none"> Detailed reference checks. | Week of 12-13-10 |
| <ul style="list-style-type: none"> Provide Board with status report on qualifications of candidates. The Board determines candidates to be interviewed. | Week of 12-20-10 |
| Phase III: | |
| <ul style="list-style-type: none"> Schedule Board's interviews with selected candidates. | Week of 12-27 - 10 |
| <ul style="list-style-type: none"> Schedule second set of Board interviews. | Week of 1-3-11 |
| <ul style="list-style-type: none"> Site visitation relative to final candidate. | Week of 1-10-11 |
| <ul style="list-style-type: none"> Negotiation of contract. | Week of 1-17-11 |
| <ul style="list-style-type: none"> Announcement of new Superintendent | Week of 1-24-11 |
| <ul style="list-style-type: none"> New Superintendent assumes duties. | To Be Determined |

(This timeline may be modified to accommodate Board/District needs)