

San Jose Superintendent Search Leadership Associates

With the retirement of Superintendent Don Iglesias, the San Jose Unified Board of Education has begun the process of selecting a new superintendent. The Board has asked Leadership Associates, a firm which has conducted over 200 searches in California including several in the Silicon Valley, to assist the Board with the search. Leadership will be represented by Walt Buster, Peggy Lynch, and Jim Brown. They have all served as superintendents in California and remain active leaders in California public education.

The Board recognizes the importance of hiring a high quality, experienced leader with a track record of success to serve as our next superintendent. The search process has begun with the building of a profile that will set forth the desired qualities and characteristics for this position. Members of our staff and community will be asked to assist the Board in building the profile. A series of meetings including a public forum will be held in early March. Following agreement on the profile, the Board will ask Leadership to begin the second phase of the search. This phase will include advertising the position, recruiting highly qualified candidates inside and outside the district, and conducting thorough reference checks. Because the Board values the work of our current District leaders, the Board hopes and expects that they will seriously consider applying for the position.

Once that phase of the search is completed, the Board will meet with Leadership to review the files of candidates and determine which ones to invite for an interview. Those selected for an interview could be from within and/or outside the District. The Board has asked Leadership to provide it with a diverse group of finalists who have held leadership roles in California school districts have a track record of success and thoroughly understand the complex dynamics that characterize California public education.

The Board's contract with Leadership Associates allows for several key decision points along the way which preserve maximum flexibility for the Board and which allow for different cost options. At the same time the Board recognizes that it is appropriate and necessary to invest resources in this important endeavor. Hiring the right person will help all of us preserve the strengths of our district, continue our improvement efforts especially those related to raising achievement and closing the achievement gap, and make wise decisions about extremely challenging financial and budgetary matters.

Information on the public forum will be posted on the District website, school newsletters and newspapers.

If you have any questions or need further information, please feel free to contact Yolanda Beatty at 408-535-6069 or via email at: yolanda_beatty@sjusd.org