

# Superintendent Search FAQ

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## ***Who will conduct the search?***

The Beaufort County Board of Education is ultimately responsible for selecting the district's next superintendent. To help coordinate the nationwide search, the Board has hired Hazard, Young, Attea & Associates, one of the country's largest and best-known educational executive search firms.

## ***How will the search work?***

The Board of Education's process has four phases:

- Phase 1 (December 2018-January 2019): Identify the professional experiences and personal attributes that the Board and public are looking for in a superintendent. Phase 1 includes broad-based community engagement during which feedback from parents, students, district employees and community members is incorporated into a Leadership Profile Report to be presented to the Board in January.
- Phase 2 (January-February 2019): Recruit potential candidates through an extensive nationwide advertising campaign. Candidates are recruited based on the professional experiences and personal attributes identified in the Leadership Profile Report.
- Phase 3 (March 2019): Narrow down the nationwide pool of applicants and ultimately select finalists.
- Phase 4 (April 2019): Interview finalists and, after gathering public and employee feedback on those finalists, select the district's next superintendent.

## ***How will the public be able to participate?***

In December, Board members will ask for input from parents, students, district employees and community members about what leadership qualities and professional experiences are most important in a superintendent. This feedback will be gathered through public town hall meetings, diverse focus groups and an online survey.

In April 2019, parents, students, district employees and community members will be able to meet face-to-face with the finalists for superintendent. Board members will review public feedback about the finalists prior to making their final decision.

## ***Why does the search process take so long?***

The Board of Education is committed to gathering the best possible pool of candidates from across the country. The Board also is committed to ensuring a transparent process that allows parents, students, district employees and community members to express their opinions prior to key Board decisions along the way. Accomplishing all of those goals takes time, and the Board's timeline provides that time.

