

# Conducting a Superintendent Search



**Florida School Boards Association**

**The Voice of Education in Florida**

# Search

```
graph TD; Search[Search] --- Local[Local]; Search --- Statewide[Statewide]; Search --- National[National];
```

Local

Statewide

National

# Timelines

Selection  
Date

Overlap

Time

Advertise

Check Out Resume

Visitation / Out

Visitation / Local

# Professional and Personal Qualities

```
graph TD; A[Professional and Personal Qualities] --> B[Years of Service]; A --> C[Size of District]; B --> D[Degree]; C --> E[Length of Contract, etc.]; D --> F[Administrative Experience]; E --> F;
```

Years of  
Service

Size of District

Degree

Length of  
Contract, etc.

Administrative  
Experience

# Salary

```
graph TD; A[Salary] --- B[Comparable to Other Districts]; A --- C[Fringe Benefits];
```

Comparable  
to Other  
Districts

Fringe  
Benefits

# Finalists

## / Semi-Finalists

Number

Location

Demographics

# Local Input

```
graph TD; A[Local Input] --- B[Advisory Committees]; A --- C[Community Meetings]
```

Advisory  
Committees

Community  
Meetings

# **Understanding the Sunshine Law**

# Understanding the Public Records Law

Advertising

Screenings

Written and Verbal Reports

Consultant Responsibilities

Background Checks

Report to Board

Visitations  
Consultants School Board Members

# Interview Procedures

```
graph TD; A[Interview Procedures] --- B[School Board Responsibilities]; A --- C[How to Interview]; A --- D[Public Input];
```

School Board  
Responsibilities

How to  
Interview

Public Input

# Local Visitation

```
graph TD; A[Local Visitation] --> B[Interviews]; A --> C[Time]; A --> D[See School District]; B --> E[See Community]; D --> F[Spouse]
```

Interviews

See School District

Time

See Community

Spouse

# **Cost of Search Expenses**

# **Final Selection Procedure**

# **Other Areas of Concern**