

Presentation to LVJUSD Board for Superintendent Search Consulting Services

Michael Milliken, PhD

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Background and Qualifications

- Successful Superintendent and Interim Superintendent
- Familiarity with LVJUSD
- Experience working, recruiting, and hiring in TK-12 education
- Flexible, client-oriented consultant

Benefits of a District-led Search

- Board control
- Flexibility
- Aligned incentives for best long-term candidate
- Consultants address potential blind spots

Draft Timeline

Action Item	Who and How	Time	Dates
Advertise the position	HR team with Milliken	4 weeks	Apr 22 to May 20
Solicit and organize stakeholder input	CE team with Milliken and possibly Board President; in-person and survey	4 weeks	Apr 22 to May 20
Active recruitment	HR & Milliken research; then outreach by Milliken and poss. Board Pres., VP	3-4 weeks	Apr 22 to May 20
Screen applications and select interviewees	Milliken with Board President and Vice President; then with full board	1 week	Week of May 20
Reference checking	Milliken for initials and internet review, poss. include Board Pres. for finalists	2 weeks	Begin once interviewees identified
Initial interviews	Board with Milliken logistical support	1 day	June 1 (Saturday)
2nd interviews/selection	Board with Milliken logistical support	Half day	June 2 (Sunday)
Additional discussion	Board	If needed	Week of June 3
Approval of contract	Developed with legal; approved at Regular Board Meeting	1-2 weeks	June 11 or June 18 latest

Key Consulting Supports

- Posting and advertisement
- Stakeholder engagement
- Candidate assessment
- Reference checking and online review