

SUPERINTENDENT SEARCH

ANTICIPATED TIMELINE



The Delaware County Intermediate Unit (DCIU) Search Consultants are pleased to present a general timeline for the Upper Darby School District's Superintendent Search process. The search will be conducted in two phases:

PHASE ONE – Community Input and Data Collection

September 2018

Superintendent Leadership Qualities Survey: All UDSD stakeholders will be invited to participate in a brief survey to help identify the ideal leadership qualities of the next Superintendent. The survey will be available for a two-week period and will be published by the end of September 2018. The survey will be accessible via the UDSD and DCIU websites and social media accounts.

October 2018

Community Focus Groups: All UDSD community members will be invited to participate in a focus group on one of the following dates and times:

Date	Time	Location
Monday, October 22, 2018	10:00 am	Drexel Hill Middle School Auditorium
Tuesday, October 23, 2018	5:00 pm	Upper Darby High School Library
Wednesday, October 24, 2018	7:00 pm	Stonehurst Elementary Library
Thursday, October 25, 2018	7:00 pm	Westbrook Park Elementary
Saturday, October 27, 2018	9:30 am	Beverly Hills MS Auditorium

Stakeholders may register for a focus group at the end of the survey, or via the UDSD or DCIU websites. Limited quantities are also available in each school district building.

Staff Focus Groups: UDSD staff members and administrators have been invited to participate in a focus group on one of the following dates and times:

Date	Time	Group	Location
Monday, October 15, 2018	4:00pm	Administration	DHMS
Tuesday, October 16, 2018	4:00pm	Professionals Group I	UDHS
Wednesday, October 17, 2018	4:00pm	Professionals Group II	UDHS
Thursday, October 18, 2018	4:00pm	Support Staff	DHMS

The staff focus groups were coordinated with the assistance of association leadership from each staff group.

Board Focus Group: The Board of Directors will participate in a focus group in September.



November 2018

Development of Leadership Profile: The data collected via the survey and the focus groups will be used to develop the leadership profile of the next Superintendent. The Leadership Profile will be used as a guide during the selection process.

PHASE TWO – The Selection Process

November 2018 – January 2019

Recruitment: The Search Consultants will actively recruit candidates for the next superintendent of the Upper Darby School District.

February – March 2019

Screening, Interviewing, Finalist Selection: The Board along with Search Consultants will screen candidate pool, identify candidates based on Leadership Profile, and conduct interviews. The Search Consultant will thoroughly vet finalists.,

March – April 2019

Appointment: The Upper Darby School District Board of Directors will appoint new superintendent by April 2019.

