



Seeking a New Leader: The Superintendent's Search

Dr. Stephen Hanke announced his retirement as Superintendent of the Dublin Unified School District in January after 10 years of transformational leadership, effective June 30, 2016, and the Board of Trustees has officially embarked on the process to select a new leader for our district. We want to provide our school community an overview of the process that will take place over the next few months.

The Process

A Search Firm Has Been Engaged

The Board of Trustees sought Request for Proposals from executive search firms and received responses from seven. A sub-committee of Trustees vetted the interested firms and narrowed the field to four. Those firms were interviewed by the Trustees at a special meeting on March 9 and the firm Leadership Associates was chosen to lead the search for a new Superintendent. Leadership Associates met with the Board of Trustees on March 17 in a special meeting to discuss with the Trustees the characteristics, qualities and qualifications they seek in a new Superintendent, took direction and provided both a timeline and an outline for an outreach process that will engage the entire community.

Outreach Process

At the direction of the Board, Leadership Associates will be conducting outreach efforts of stakeholder groups in the community to obtain information about the desired characteristics to be used in recruiting and selecting a new Superintendent for Dublin Schools. The Board is seeking input to respond to the following questions:

- 1) What personal and professional qualities for an incoming Superintendent will be a match for Dublin Unified?
- 2) What are the strengths of the District and what are the challenges you see for the District in the coming years?

Outreach Day – March 30

Leadership Associates will spend the day in Dublin on Wednesday, March 30 to conduct small-group stakeholder meetings throughout the day. Those meetings will include district employees (certificated and classified), district leadership, PFC/PFSO/Booster Club leadership, Employee Association leadership, students, site council representatives, members of the Chamber of Commerce, service organizations and City Councilmembers and city staff. That day will culminate in a Community Outreach Meeting in the Dublin High School Student Union at 5:30 p.m. in which all members of the community are invited to attend and offer their input.

Additional Opportunities

Input may also be offered through fax, letter or email. Direct telephone conversations may also be arranged.

Additionally, an online survey will be available on the District website beginning on Thursday, March 24 and it will close at noon on Friday, April 1.

The survey link is here: <https://www.surveymonkey.com/r/CYXZNJK> (English)
<https://es.surveymonkey.com/r/CJC5T8K> (Spanish)

If you are unable to attend the Community Outreach Meeting, but would like to send an email, send it to: lhunt@leadershipassociates.org. To arrange an appointment for a telephone conference, you may call (760) 771-4277.

Next Steps / Timeline (Note: These are anticipated dates)

- March 30 - Stakeholder Outreach Meeting at Dublin High School Student Union
- April 4 and April 11 - Ed CAL (Educational Newspaper) Advertisement of the Position
- May 2 - Deadline for Applications
- May 16 - Meeting with the Board to review candidates and select finalists to be interviewed
- May 23 - Board of Trustees Interviews Finalists
- June 14 - Appointment and Approval of Employment Contract

The District is happy to continue to communicate with the community throughout this process. If you have questions, you can email us at communications@dublinusd.org and we will work to respond to you in a timely manner.