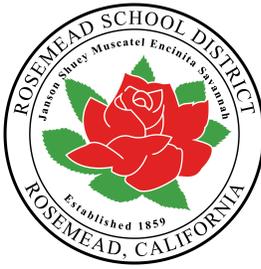


July 24, 2024

The COSCA Group's specialty is to provide services that facilitate superintendent searches for districts in California. The Board of Trustees of the Rosemead School District has hired The COSCA Group services of advisors Mr. Joel Shapiro and Mr. Nick Salerno to facilitate the search for its next superintendent. Below is a timeline of the search process:

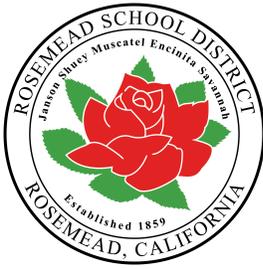
ACTIVITY	DESCRIPTION
Selection of Search Firm	The Board of Trustees received proposals from search firms on June 27, 2024, and provided direction to staff to move forward. On July 11, 2024, the Board of Trustees approved the contract with The COSCA Group to conduct the Superintendent Search.

Phase I - Pre-Recruitment (July 11 - September 4, 2024)	
Planning Meeting with the Board of Trustees	The search team meets with the Board to review the process and timeline. The Board identifies district strengths, district challenges, and applicant qualifications/criteria. The Board also identifies the stakeholder focus groups with which the team will engage and enlist input.
Stakeholder Input (Staff and Community Groups)	The search team meets with individuals and groups to identify the district's strengths, challenges/needs, and important qualities of the next superintendent. To gather additional input from Rosemead School District constituents, an online survey is posted on the district website. Focus group meetings will be scheduled through the Executive Assistant to the Superintendent.
Presentation of District Profile to the Board of Trustees	The search team meets with the Board and presents a report, summarizing stakeholder input. The Board establishes a district profile and final selection criteria to attract the candidates that best match the needs of the district. A brochure is developed to advertise the position.



Phase II - Recruitment (September 4 - October 4, 2024)	
Job Posting/ Advertising/ Reference Checks	The superintendent vacancy is posted in various sources, including the district website, a press release to the community at large, and online platforms, including EDJOIN, EdCAL, CASBO, national publications, etc. <i>The application will be published on September 4, 2024, and the deadline will be October 4, 2024.</i>
Recruitment	The search team actively recruits candidates via an array of regional/statewide networks, corresponding with and screening qualified candidates who match the leadership profile.
Reference Checks	The search team contacts candidate references and prepares a summary of each applicant's background.

Phase III - Selection / Interviews / Appointment (October 7 - November 7, 2024)	
Review of Applications	The Board individually reviews all application materials for each applicant.
Candidate Selection	The Board meets with the search team in a closed session Board meeting to identify the best-qualified candidates and determine who will be invited to interview.
First Interview	The Board of Trustees conducts first-round interviews in a closed-session Board meeting.
Final Interview	The Board of Trustees conducts final interviews in a closed-session Board meeting. The search team notifies candidates of the decision.
Due Diligence Review	The search team facilitates scheduling a site visit with the candidate's current district. The district legal counsel team develops the employment contract and engages in negotiations between the District and the candidate.



<p>Appointment of New Superintendent</p>	<p>After the completion of the due diligence review, negotiations, and site visit, the Board of Trustees formalizes the appointment of the new Superintendent during a regularly scheduled Board meeting in open session and introduces the candidate to the community. <i>Scheduled for November 7, 2024.</i></p>
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<p style="text-align: center;">Phase IV - Post Appointment (TBD)</p>	
<p>Transition to Rosemead</p>	<p>The search team facilitates the transition of the new superintendent.</p>
<p>Mentoring services</p>	<p>As requested, the search team provides two years of ongoing mentoring for the new Superintendent. The search team also facilitates governance and a goal-setting workshop with the Board of Trustees and the new superintendent.</p>

For additional information about the search process, please contact The COSCA Group search team at jshapiro516@gmail.com and nicasio.salerno@yahoo.com.