



SUPERINTENDENT SEARCH

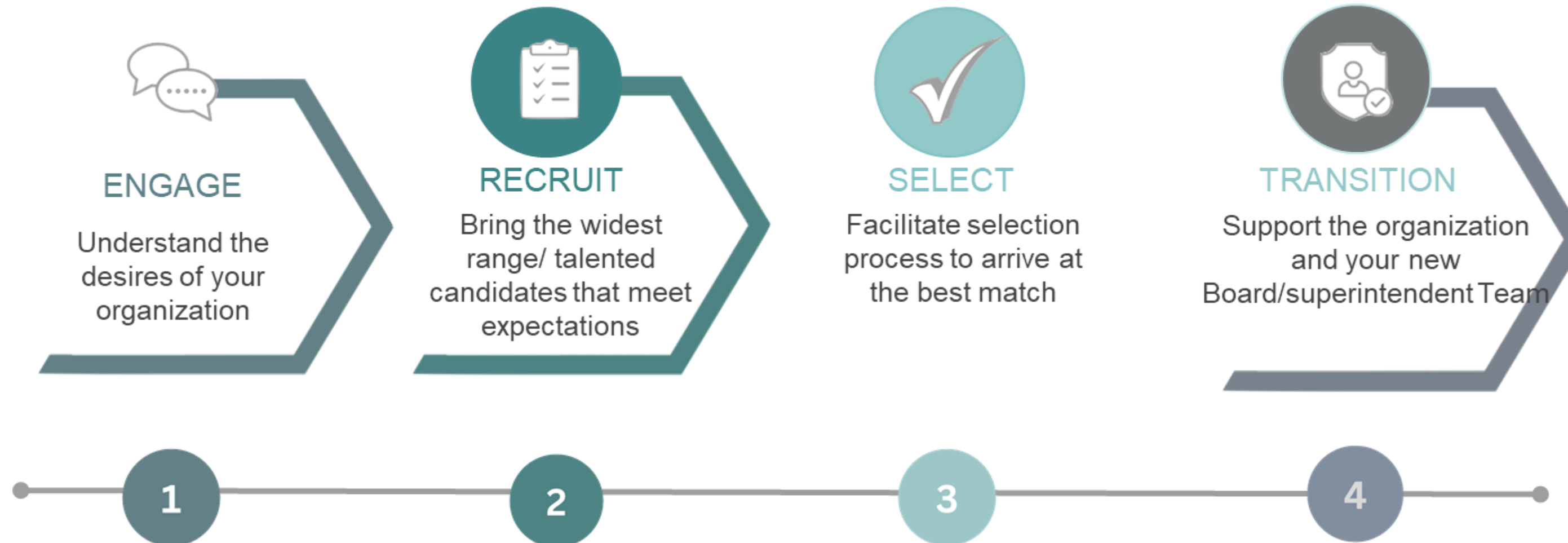
PLANNING MEETING

December 15, 2025



HYA | HAZARD
YOUNG
ATTEA
ASSOCIATES

HYA'S SIGNATURE SEARCH PROCESS





REVIEW SEARCH TIMELINE

Dates	Events
TBD	<ul style="list-style-type: none">• The HYA Team will meet with the Oakland Board to plan the search and determine the process, finalize the timeline, etc.
TBD	<ul style="list-style-type: none">• Post position on HYA site, social media.• Advertising as selected and paid for by the Board• Networking with other HYA associates• Accepting applications and recruiting• Open and close survey to all stakeholders• Stakeholder interviews, in-person focus groups, forums• Submittal of the District Leadership Profile Report
TBD	<ul style="list-style-type: none">• Presentation of slate to the Board

Decision and Information Items for the Search



1. Transparency – Oakland website and upcoming Board meetings
 - a. It is best practice to have one location, on the OUSD website with a dedicated Superintendent Search Page, to communicate all information about the search. – Share draft website page.
2. Schedule Interviews with Board – We will be in touch with each of you.
3. Online Survey – Need opening and closing date
4. Focus Group – Schedule and groups to be decided
5. Slated candidates and expenses – We usually slate 5–10 candidates; HYA recommends the OUSD reimburse candidates for their travel. We are recommending an application deadline TBD.
6. Advertising Options – Advertising on HYA’s webpage, newsletters, networks, and social media pages will commence immediately. The OUSD Superintendent Position will also be Advertised in Ed Week, AASA, ALAS, and NABSE. Job Posting draft given to Board. Action item, per California State law, we need a salary range to post with the position.
7. Background Checks – HYA will facilitate independent, third party due diligence background checks on all slated candidates and a TTI behavior Assessment.



HOW WE FACILITATE YOUR FOCUS GROUPS

Versatile Meeting Formats

- *Face to face*
- *Virtual*
- *Various locations*
- *Email feedback*

Potential Focus Groups

- *High school students*
- *Parents*
- *Certified staff/support staff*
- *Administrators*
- *Business partners/other businesses*
- *Civic groups*
- *Booster clubs/PTO's*

Flexible Meeting Times

- *Morning/Afternoon/Evening*
- *Weekday/Weekend*

Diverse & Inclusive

- *Seek to reach ALL community members and stakeholders*
- *Coordinated for various languages*



Survey and Focus Groups



Survey will be live for 2–3 weeks



Survey will be broadly distributed through Oakland Unified School District channels to District students, parents/guardians, and staff.



Survey will also be accessible for broader community response.

SUCCESSFUL and DEEP COMMUNITY ENGAGEMENT



GOALS AND GUARDRAILS

BOARD INTERVIEWS

INDIVIDUAL INTERVIEWS

FOCUS GROUPS

COMMUNITY FORUMS

STAKEHOLDER SURVEY



Presentation of Slate

We recommend keeping the process as confidential as possible to get the best slate of candidates.

- HYA presents a slate of candidates to the Board that are a best match to the Leadership Profile.
- Applicants not slated will also be provided.
- The Board decides individuals it wants to include in the process from the slate.

Workshop for the Board on best practices and legalities, The Interview Protocols Workshop, will be conducted before the slate is presented.



First Round of Interviews

Performance Based - SWOT Analysis

All day meeting - Reserve 8 AM to 5 PM or Over Two

- 60 minutes including Q&A for each candidate
- Each candidate prepares a presentation for the Board and Screening Committee that is a SWOT analysis of the District, highlighting how they are a match with the Leadership Profile.
- Gives the Board the opportunity to have a deep dive into the candidate's ability to show they understand the strengths, weaknesses, opportunities and threats the District faces, and how they can provide leadership to move the District forward.
- Allows the Board to see the candidate's communication, presentation, analysis, and persuasive skills.
- Allows Board to ask questions of the candidate throughout their presentation.

Second Round of Interviews

Case Study and 100 Day Plan

Usually Top Two Candidates



- Case Study Skills Assessment utilizing HYA's data brief that presents the district's student achievement and financial data requiring candidates to utilize the same source material in their analysis
- 100 day plan presentation by each candidate
- Questions from Board regarding candidate's views, practices, style, competencies, accomplishments and philosophy and anything that was presented.
- Discuss with the candidate any questions, issues or concerns raised during discussions about the candidate following their first interview.
- Opportunity to raise topics and issues of relevance to OUSD to discover how each candidate would address the issue.
- The Board selects the two finalist(s).



QUESTIONS?

Please reach out with
additional questions.