

February 20, 2009

Dear Reed Custer CUSD #255 Staff and Community Members:

The Board of Education has contracted with School Exec Connect, a superintendent search firm, to assist us with our search to replace our current superintendent, Mr. John Asplund. We wish for you to be informed of the process and timelines that we will be following as we conduct the search for a new superintendent. Additionally, we hope that you will give your input as we conduct the superintendent search.

To begin the process, the School Exec Connect consultants, Dr. Tom Madden and Dr. Sandy Doebert, will interview selected individuals and hold focus group meetings with staff and community representatives the week of March 2nd to determine the challenges and strengths of our school. Everyone in our school community will also have the opportunity to give written feedback via our website. From this feedback, we will determine the desired leadership criteria of our next superintendent.

The position will be advertised nationally through April 10th. Using the leadership profile, the consultants will recruit, screen, and interview candidates for the position. On April 16th, the consultants will present a slate of candidates to the Board of Education who meet the established criteria. The Board members will interview the recommended candidates and narrow the pool of candidates to three finalists.

At this point, the Board will ask for representative members of the staff and community to be involved in the next stage of the interview process. The representatives will interview the three remaining candidates and give feedback to the Board of Education about how the candidates align with the leadership criteria. After reviewing the feedback, the Board of Education will select the final candidate. We plan to act on the new superintendent's contract May 21.

You may access the consultants' website at [www.schoolexecconnect.com](http://www.schoolexecconnect.com) to view the posting of the position or to learn more information about the search firm. Please feel free to contact the consultants through their website if you have any questions regarding the search.

The Board of Education looks forward to your contributions and believes that your input will help us make the best possible choice for our next superintendent. Thank you for your support and assistance with this very important undertaking.

Sincerely,

Lawrence Blackburn, President  
Board of Education