

Carlsbad Unified School District  
Superintendent Search  
January 18, 2012

#### Message From the Board of Education

On behalf of the Board of Education, I am pleased to inform you that the Board met last night in a special session to initiate a search process for the next Superintendent of Schools for the Carlsbad Unified School District.

The tremendous challenges that confront public education are undeniable, yet the strength, integrity, passion and capacity of CUSD's education professionals, students, parents and community can, and must, be optimized to help the District continue to improve its service to students.

This is the guiding thought that the Board of Education discussed last night with the search consultants retained to assist with a statewide search. Our team will include Louise Taylor and Joe Condon, retired superintendents who represent over 40 years of experience in district leadership roles, and Terilyn Finders, a communications consultant and former 2-term Board of Education trustee from the Las Virgenes Unified School District, who will be involved in the community outreach and research portions of this assignment.

We believe that this team offers the both the experience and expertise necessary to guide the Board through this critically important undertaking. Moreover, they fully respect the importance of designing and implementing a process that will allow us to hear from the full school community regarding District strengths, needs, challenges, and future continued success.

The Board is committed to keeping the CUSD school community informed throughout the process—In February, we will have a complete timeline and action plan posted to our website for your reference. In the meantime, the following actions will begin next week.

#### Research and Information Collection

The consultants will begin arranging meetings with employee, parent, student, and community and civic leader—representatives to gather their thoughts on District, education and leadership themes. This input will be instructive to the Board as we finalize the leadership traits that are essential for the success of our new superintendent.

Participants in focus group meetings will receive letters of invitation in the coming weeks. Following these invitational meetings, the consultants will hold an open meeting to ensure that all interested district and community members have the opportunity to provide input. The date of the open meeting will be posted on our website in the near future.

We intend to complete the applicant screening process and be engaged in the interviews by late April, with the aim of announcing Dr. Roach's successor and our leadership transition plan before the end of the school year.

On behalf of the Board of Education, I thank you for entrusting us with this tremendous responsibility. We are unwavering in our commitment to identify and secure an excellent leader to continue and build the impressive achievements of our Carlsbad Unified School District students.

Respectfully,

Kelli Moors	Elisa Williamson	Ann Tanner	Veronica Williams	Lisa Rodman
President	Vice President	Clerk	Member	Member

Board of Education Carlsbad Unified School District

00110.00008/325156.1