



April 9, 2018

To: CCEE Board Members
Mary Jane Burke and Brooks Allen, Marin County Office of Education

From: Jim Brown, Sally Frazier and Sandy Thorstenson
Leadership Associates

Subject: Overview of CCEE Executive Director Applicant Pool

Subsequent to numerous personal contacts and recruitment efforts, forty-one [41] requests for application or invitations to apply for the CCEE Executive Director position were made.

Potential applicants conducted thorough review of the role, expectations and commitment required to serve in the CCEE Executive Director capacity. Recruitment efforts were key in receiving applications from highly qualified candidates.

As of closing on Monday, April 9th, nineteen [19] applications were submitted. The applicant pool is gender and ethnically diverse.

Profile of the applicants is as follows:

- ❖ 9 Superintendents or recent former Superintendents
- ❖ 4 Chiefs of Staffs or Deputy Superintendents
- ❖ 3 CAO, CEO or President
- ❖ 3 Directors

We look forward to continuing our work on the reference review in anticipation of the May 8, 2018 subcommittee confidential session to select candidates for interview and to finalize the interview questions.