



National Association of Elementary School Principals

Serving All Elementary and Middle-Level Principals

NAESP Executive Director Search Timeline and Process

August 1, 2025 – July 31, 2026

Approved by the NAESP Board of Directors, July 9, 2025

August 1, 2025	NAESP Board announces the search for a new Executive Director that will involve establishing a Candidate Advisory Committee, including NAESP's current Officers, to be chaired by the President and hiring an Executive Search Firm
August 11, 2025	Candidate Advisory Committee members are identified and invited to serve
September 8, 2025	NAESP Officers, Board Members, and Candidate Advisory Committee <u>meet virtually</u> to hear a presentation from Executive Search Firm
October 6, 2025	NAESP Officers, Board Members, and Candidate Advisory Committee Members <u>meet virtually</u> with Executive Search Firm to determine criteria, qualifications, and requirements for NAESP's new Executive Director
October 13, 2025 - December 31, 2025	Executive Search Firm conducts the search for candidates for the position of Executive Director of NAESP
January 16, 2026	Executive Search Firm <u>meets virtually</u> with NAESP Board and Candidate Advisory Committee to provide an update on the search process
January, 2026	Executive Search Firm screens and selects up to 5 candidates to be interviewed
February 5 – 6, 2026	NAESP Officers and Candidate Advisory Committee Members interview candidates, <u>in DC</u> , and select 2-3 candidates to be interviewed by the NAESP Board of Directors
March 27, 2026	NAESP Board interviews 2-3 candidates in DC and makes a hiring decision
April 6, 2026	NAESP President April Knight extends offer of hire and contract to the candidate selected by the Board, effective July 1, 2026, or as soon as possible thereafter
May/June/July 2026	NAESP Board and Executive Staff prepare for transition in leadership
July 1, 2026	Incoming Executive Director begins employment with NAESP, working with the current Executive Director
July 9-11, 2026	Incoming Executive Director is introduced during NAESP School Leaders Conference in Orlando, FL
August 1, 2026	New Executive Director begins tenure