

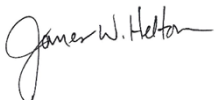
Illinois Association of School Boards Executive Searches Proposal Summary for Streator ESD 44

January 28, 2025

Fee for standard search, including all items designated with “◆” symbol:	\$ 8,400
Fee for standard search in addition to the recommended, optional services indicated with “☒” symbol:	\$

NOTE: The total cost of the search will be mutually agreed upon by the Board of Education and IASB, once a decision has been made regarding which, if any, of the recommended services have been selected.

- ◆ Facilitate a Professional Executive Search to meet the specific needs of the district.
- ◆ Designate a dedicated Search Coordinator who will be available for consultation throughout the process.
- ◆ Assist the Board of Education in establishing the timeline for the search process.
- ◆ Conduct Board, Staff, and/or Community surveys.
- OPTIONAL:** IASB consultant conducts in-district staff and/or community interviews to supplement survey results. (Additional Cost: \$1,500 per day per consultant)
- ◆ Assist the Board of Education in identifying the “Ideal Candidate” profile.
- ◆ Develop a customized *Announcement of the Vacancy* brochure.
- ◆ Provide guidance on an appropriate compensation package.
- ◆ Announce and widely advertise the vacancy and solicit applicants for the position.
- OPTIONAL:** Place additional advertising (e.g., Education Week, AASA). (Additional Cost: Actual Cost)
- ◆ Collect applications; verify candidates’ qualifications and licensure, as well as their willingness to interview for the position.
- ◆ Analyze all applications in light of “Ideal Candidate” profile.
- ◆ Conduct screening interview of top potential candidates.
- ◆ Verify references and conduct limited background inquiries for top potential candidates.
- ◆ Select and recommend to the Board of Education a slate of candidates (typically 6) for interviews.
- OPTIONAL:** IASB consultant conducts in-district practice interview training session with Board of Education members. (Additional Cost: \$1,500)
- ◆ Assist Board of Education in establishing the interview format/protocols (and preparing for a site visit, if desired).
- OPTIONAL:** Facilitate in-district stakeholder group interviews with semi-finalist candidates. (Additional Cost: \$1,500 per day per consultant)
- ◆ Provide a post-search board/superintendent workshop with an IASB Outreach and Training Director.



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