



*Presentation and proposal
for the*

Board of Education
Central Community Unit School District 301

June 9th, 2025

IASB Executive Searches
Dr. Carmen I. Ayala
Mr. Alan Molby

The market leader in Illinois for superintendent searches—enhanced by strong national presence and network

60 years of executive search experience and 300+ years of combined consultant experience in education

Network, reputation, and process allow us to attract a consistently strong pool of candidates.

IASB's *Foundational Principles of Effective Governance* are the board's job description: **"The board employs a superintendent."**

**We are the only organization
whose primary goal
is to serve
Illinois Boards of Education
and Illinois public schools.**

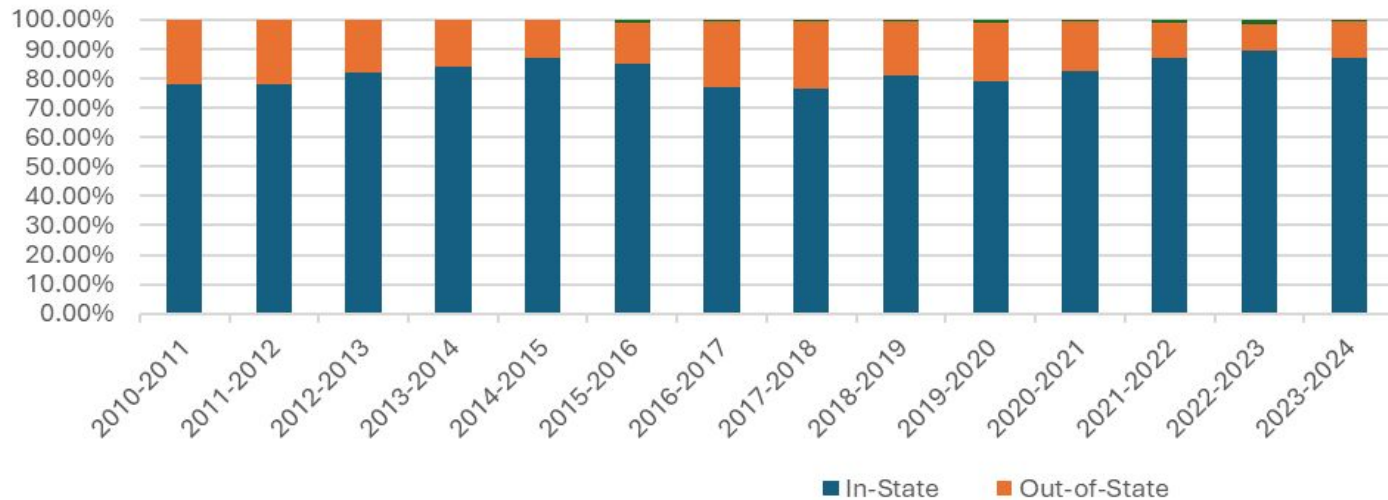
Attracting/Recruiting Diverse, Top-Quality Candidates

- **Extensive** professional association activities/networking across **Illinois** (e.g., IASA, IASBO, IPA, Professional Advancement Seminars)
- **Robust nationwide** reach/network (e.g., National Affiliation of Superintendent Searches, AASA Job Central)
- **Exclusive professional network** of 7,000+ educational leaders (current and aspiring superintendents) who have requested to receive our vacancy notices



IASB Executive Searches Nationwide

In-State vs. Out-of-State Applicants
2010-2024



Our active participation in the *National Affiliation of Superintendent Searchers* (NASS) creates a nationwide network that enhances our national presence and expands your candidate pool.

Proposed Search Components

- Establish collaboration with dedicated **SEARCH CONSULTANT and CO-FACILITATOR**
- Clarify **SEARCH COMPONENTS** and articulate **TIMELINE**
- Administer **SURVEYS**
- Optional/Recommended: Conduct **FOCUS GROUPS**
(Additional fee:) **\$1500 per consultant/day**

Proposed Search Components, Continued

- Articulate **IDEAL CANDIDATE PROFILE**.
Grounded in *Professional Standards for Educational Leaders* along with District feedback.
- Develop **ANNOUNCEMENT OF VACANCY**
- Collect **APPLICATIONS** and verify **QUALIFICATIONS / LICENSURE**
- Analyze **APPLICATIONS / Conduct SCREENING INTERVIEWS**

Proposed Search Components, Continued

- Verify **REFERENCES** and conduct limited **BACKGROUND INQUIRIES**
- Finalize **SLATE OF CANDIDATES**
- Provide **INTERVIEW PREPARATION/PROTOCOLS TRAINING**
- Optional: Facilitate **STAKEHOLDER INTERVIEWS WITH SEMIFINALISTS** (Additional fee: \$1500 per consultant/ day)
- Provide post-search **BOARD/SUPERINTENDENT WORKSHOP (INCLUDED)**

Fee for standard search for Central CUSD 301: \$9,400
Fee with recommended optional services: \$ TBD

OPTIONAL SERVICES, IF SELECTED, WILL DETERMINE TOTAL FEE

- ☐ **To gather up front stakeholder feedback:** Focus Groups
(additional fee of \$1500 per consultant/per day)
- ☐ **To maximize stakeholder input and give Board additional data to inform final decision:** Stakeholder Interviews with semi-finalists
(additional fee of \$1500 per consultant/per day)
- ☐ **Additional advertising** such as Education Week, AASA, etc. (at actual cost)
- ☐ **In-District Practice Interviews** Training Session with the Board of Education (an additional \$1,500)

Follow-up Training

When the search is over, IASB's service to you continues:

- Complimentary training for the new board-superintendent team (within first six months of superintendent start date)

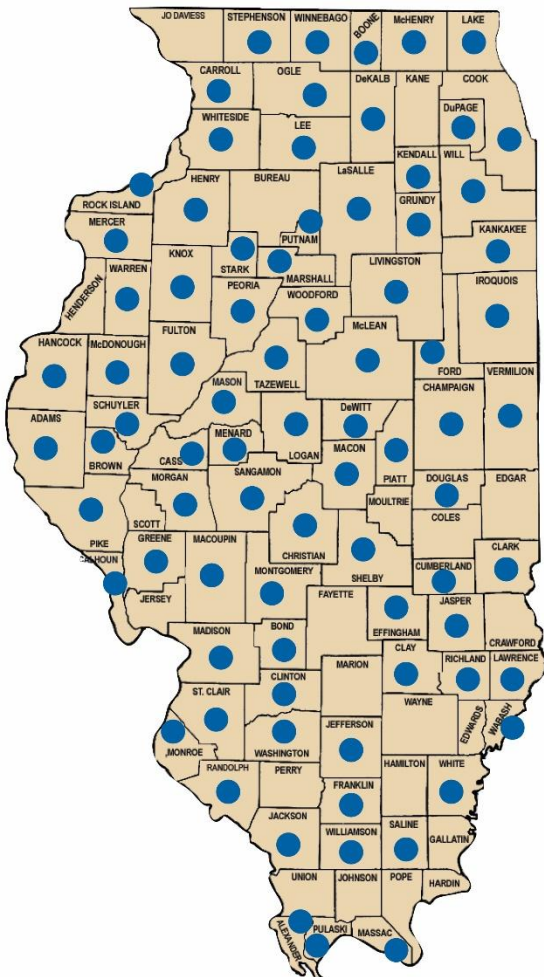


choose IASB?

IASB is responsible to only the Board

From 2020-2024, **Over 95% of the superintendents placed remain in their positions through their first contract or 3 years.**

- Statement of Assurance and Guarantee of Services
- Current consultants have led nearly 300 searches
- Experience in Illinois
From 2001-2024:
83 different counties
656 school districts served





The Illinois Association of School Boards
is your advocate.

The Executive Searches' team is prepared and eager
to partner with you to ensure Central CUSD 301
secures an **exceptional, best-fit leader** for its next chapter