



Presentation and Proposal for SUMMIT HILL SD 161

December 21, 2020



**EXECUTIVE
SEARCHES**

A service of the Illinois Association of School Boards

**The primary goal of the
Illinois Association of School Boards
is to serve Illinois boards of education
and Illinois public schools.**





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IASB's "Foundational Principles of Effective Governance" for Illinois Boards of Education

- The board employs a superintendent.
- The board clarifies the district purpose.
- The board connects with the community.
- The board delegates authority.
- The board monitors performance.
- The board takes responsibility for itself.



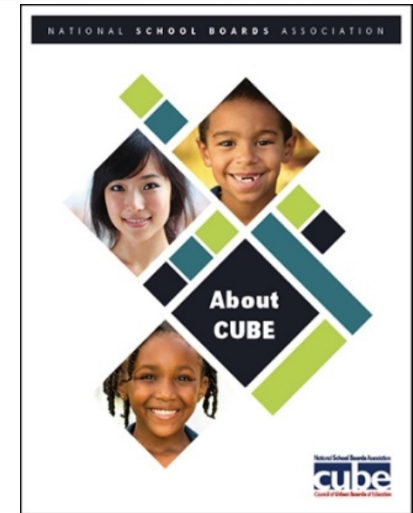
IASB's Executive Search Division

- The market leader in Illinois superintendent searches
- Over 50 years of search experience
- Over 300 years of combined consultant experience in education
- Current consultants have been involved in approximately 300 superintendent searches
- Equal opportunity employment search agency


Attracting/Recruiting Diverse, Top-Quality Candidates

- *Illinois Association of School Administrator* Events
- *National Affiliation of Superintendent Searchers* National Network
- *National School Board Association* Annual Conference
- *American Association of School Administrators* National Conference
- *American Association of School Administrators* ' "Women in School Leadership" Forum
- *IASB/IASA* 's Professional Advancement "Seeking the Superintendency" seminars (held twice annually)
- *IASA* 's "Aspiring Superintendents Cohort"
- *HWC-Executive Leadership* 's "Aspiring Superintendents Summer Institute"

Advertising




**The standard search components
for Summit Hill District 161,
at a cost of \$7900, would include:**

- Designate a **search coordinator** who will facilitate and lead (and be available for guidance and consultation) throughout the search process.
 - Assist Board of Education in establishing **timeline** for the search process.
 - Administer **board survey**, in addition to **staff/parent/community** online **surveys**.
 - Assist Board of Education in identifying **profile of the ideal candidate**.
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Standard Search Components, Continued

- Develop a **tailored *Announcement of Vacancy* brochure.**
 - **Announce and advertise the vacancy** and **solicit applicants** for the position.
 - Provide guidance on an appropriate **compensation package.**
 - Collect **applications** and verify candidates' **qualifications, experience, and licensure.**
 - **Analyze applications** in light of Summit Hill's profile of ideal candidate.
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Standard Search Components, Continued

- Identify **preliminary slate** of candidates to recommend to board of education.
 - Verify **references** and conduct limited **background inquiries** for leading candidates.
 - Confirm **slate of *approximately six (6)* recommended candidates**; confirm each candidate's interest, and schedule **first round interviews**.
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Standard Search Components, Continued

- Assist BOE in establishing **protocols and format** for first and final round **interviews**, as well as conducting a **site visit** (if desired/feasible).
- Provide post-search **Board/Superintendent Workshop** with IASB Field Services Director, after the new superintendent is on the job.



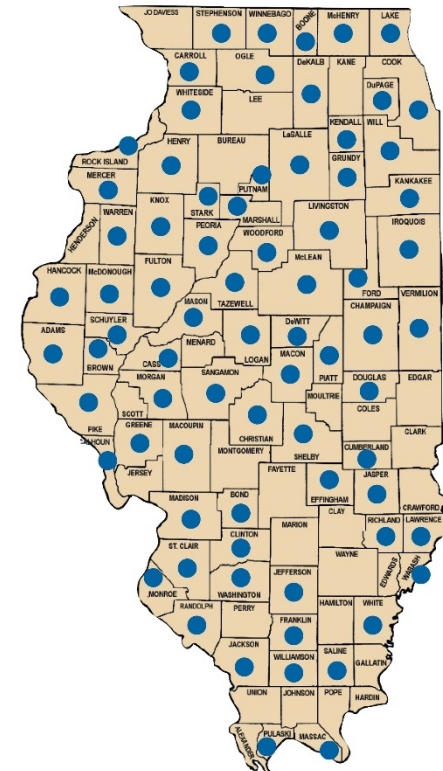
RECOMMENDED ADDITIONAL SERVICE, IF SELECTED, BRINGS TOTAL COST TO \$9400

- To supplement staff/community surveys:**
In-district stakeholder feedback-gathering forums
(\$1,500 per consultant)
- To augment IASB's screening and reference checking:**
Two IASB Consultants interview top potential candidates face-to-face to identify/confirm recommended candidates
(\$1,500 per consultant)
- To ensure stakeholders' interview with each finalist is consistent and follows best practice:**
IASB consultants facilitate in-district stakeholder group interviews with finalists
(\$1,500 per consultant)
- To supplement standard advertising: (actual cost)**
Additional advertising, such as Education Week
- To augment interview resources/guidance provided:**
In-district practice interview training session with board members
(\$1,500 per consultant)

Why Choose IASB?

- Responsible to only the Board of Education
- Retention rate:
 - 100% (2019-2020)
 - 96.0% (2018-2019)
 - 68.2% (2017-2018)
 - 80.0% (2016-2017)
- Statement of assurance
- Guarantee of services
- National presence
- Experience in Illinois

From 2009-2020:
76 different counties
286 school districts served





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*The Illinois Association of School
Boards is your advocate.*

*It is critical that you select a school
leader of excellence who can best
serve your students and staff, the
board, and all in the district.*