



# Superintendent Search Proposal

SCHOOL EXEC  CONNECT

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# Proven Excellence

- ❖ Established in 2004 ~ Over 600 successful searches
- ❖ 60+ high quality consultants available across the country
- ❖ Hundreds of professional associates/contacts nationwide
- ❖ Every search has been completed on time and within budget
- ❖ 97% success rate defined as remaining in good standing with the school board after the first contract
- ❖ Strong list of references from quality school districts



# Search Plan

**Open the  
Search  
Process**

**Phase A**

**Create the  
Candidate  
Profile**

**Phase B**

**Develop  
Candidate  
Pool**

**Phase C**

**Select the  
Slate of  
Candidates**

**Phase D**



**SCHOOL EXEC  CONNECT**

# Our Search Process



**1**

**Advertise Locally & Nationally**

**2**

**Engage Your Community**

**3**

**Aggressively Recruit & Attract Talent**

**4**

**Screen and Conduct Interviews**

**5**

**Present a Slate of Candidates to Board of Education**

**6**

**Facilitate Staff Training & Interviews**

**7**

**Thoroughly Screen Candidates and Support Hire**

**8**

**Provide Guarantees of the Search Process**

# Our Guarantees



#1

In the event the first slate of candidates does not produce a candidate the Board of Education wishes to hire, the Consultants will continue to bring candidates forward for actual expenses only.



#2

If the superintendent resigns or is dismissed for any reason within 24 months of the starting date, the Consultants will conduct a new search for no additional fee. The Board will pay only the actual expenses of the search.



#3

SCHOOL EXEC CONNECT guarantees that our consultants will not recruit your new superintendent for the duration of his/her first two contracts.

# Search Costs

Consulting Fee  
*\$16,500*

Regular Expenses  
*Not to Exceed \$2.200*

Advertising  
*(TBD)*

Background Check  
*(\$800)*

# Proposed Search Timeline

**Search Process  
Begins**

**Develop Candidate  
Pool**

June

September

Oct.-  
Nov.

Nov.

**Create New  
Superintendent Profile**

**Selecting  
Candidates**

School Exec Connect will work with the Board of Education to finalize a search process timeline

# Questions?



## Please Contact:

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