



## **Why Choose Executive Search Services?**

As your membership organization, we understand how a school board operates and what is needed to conduct a successful superintendent search.

Executive Search Services (ESS) has more experience than any other superintendent search firm in the state. ESS has been in business more than 25 years and assisted more than 670 school boards in hiring quality candidates.

ESS is the only firm with professional working knowledge of every superintendent in the state. Our statewide network, experienced field service representatives, assists in finding the best qualified applicants.

We work as a team, the entire staff and their experience work for your benefit, not just a single consultant.

Over 80 percent of the superintendents hired through ESS are still in the district five years later.

Continuing Education Credit is awarded to trustees for attending the session to prepare for interviews.

## **Your Satisfaction is Guaranteed**

The search is continued until a satisfactory candidate is hired by the board of trustees. If the superintendent leaves within two years, ESS will conduct a modified search for travel and expenses only, no consulting fee is charged.

## **Our Price is Competitive**

One inclusive fee is quoted. That quote is based on the school district's average daily attendance and includes travel and expenses.

To conduct a national search or expand the advertising, the additional costs are added to the inclusive fee quoted.





## **Board Member Training Credit**

Each member of the board may earn continuing education credit (CEC) for participating in the search and related training.

### Search participation:

CEC is awarded to each board member upon completion of the first application review, interview preparation, and question development session. Executive Search Services staff will enter the credit into the CEC reporting system within 10 days after the first application review meeting.

### Related training:

A transition session for the new board-superintendent team is available and can be coordinated between the board and TASB Leadership Team Services (LTS). Facilitated by LTS, the session may run between three and four hours depending on the topic selected and the desires of the board. This session should follow the hiring of the new superintendent and is intended to strengthen the working relationships in the team. LTS staff will enter the credit within 14 days after completion of this training.



## Summary of Events—Superintendent Search

Event	Description
*Presentation	The process usually begins with a proposal to conduct the search. All of the board's questions and concerns are addressed at this meeting.
Online Survey	After the vote to hire ESS, an online survey will be created and posted to the district's website that will allow participants the opportunity to provide input on the leadership qualities sought in the new superintendent.
*Planning	The consultant presents a draft timeline and list of qualifications and characteristics (Q&Cs) for review. Each of the key events, dates, and Q&Cs are discussed, modified as required, and accepted by the board. The average timeline for a search is about 120 days.
*Leadership profile assessment (optional)	Information is collected from a variety of groups during scheduled sessions. The list of groups and session times are approved by the district administrative leadership based on a draft recommendation from the consultant.
Leadership profile report	The consultant provides an electronic report with a summary of the information gathered from the onsite sessions and the online survey.
Application deadline	This is an administrative date by which all applications are to be submitted to ESS in an electronic (web-based) format. All completed application will be processed and each member of the board will receive access to the confidential information along with resources for reviewing and selecting candidates.
*Review of applications	The board, using the received data and recommendation from the consultant, decides which of the applicants it will initially interview. The board, along with the consultant, will also develop questions for the interview and approve the interview schedule. Continuing Education Credit is awarded for this session.
Initial interviews	This part of the process usually occurs over 2-3 evenings with the board interviewing 2 applicants per night depending on the number of applicants selected. The outcome is for the board to select the 2-3 candidates they wish to interview in greater detail. Salary and benefits discussions begin at these meetings.
*Prepare for follow-up interviews	The board and consultant discuss the final interview schedule and arrangements for the related social event.
Follow-up interviews	Second interviews are conducted in 2-3 evenings depending on the number of candidates. Each interview takes 2-3 hours and begins with a social event (reception or dinner) involving the board members, the candidate, and the candidate's spouse. Following the social event, the board and candidate meet for the final interview. Following the final interview, the board will select one candidate in whom they are most interested.
Site visit to home district	A committee of the board will conduct a visit to the home district of the most promising applicant. The applicant arranges a series of group interviews. This contact reassures the board they are making the correct choice for a new superintendent. The draft employment contract is provided to the applicant for review.
Vote to name finalist	When the board committee returns home, it reports its findings to the entire board which then can decide to name a finalist. This is a formal action and the point at which the name of the finalist can be publicly released.
Vote to hire	After waiting the mandated 21 days for public response, the board takes formal action and votes to hire the new superintendent. The superintendent's contract is completed at this point.
Superintendent reports to district	This date will be determined by the board and new superintendent.

\*Possible activities the board and consultant will conduct together.



## Setting the Direction for Your District

### It Starts with Your Board

Finding the right superintendent/CEO is the most critical task a school board undertakes. Your selection sets the direction for your district. TASB Executive Search Services helps you navigate the search process to ensure success for your board, your students, and your community.



## Visionary Leadership at Every Step

### 1 Integrity

As your membership organization, we are committed to serving school boards. We understand the unique needs and concerns of Texas schools, and we have the network and resources to meet those needs.

### 2 Guidance

We serve as your support team to ease the burden of the search process—providing expert advice, coordinating the tasks needed for the search to progress successfully, and collecting the information you need to make effective decisions.

### 3 Experience

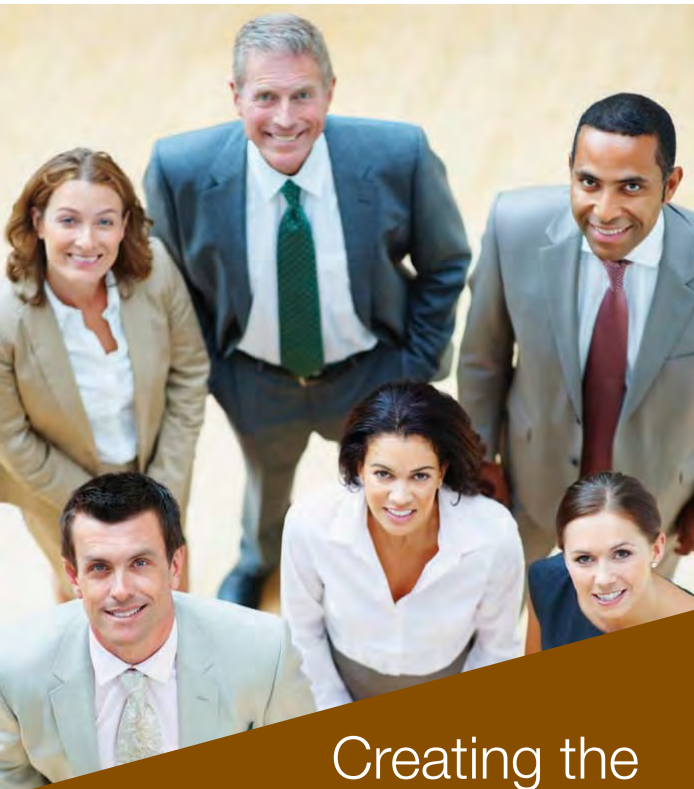
In our 20 years of executive searches, we've helped more than 500 districts find new leaders, and our clients range in size from 100 to more than 197,000 students.

## Value in Solid Relationships

### Strong Focus on Community

We believe community involvement in the search process is important. Through group sessions and Web-based surveys, you will learn the thoughts and perceptions of parents, students, staff, and other community members and help secure their commitment to the new district leader.





## Creating the Perfect Fit

The most important criterion for judging a successful search is the “fit” between the board and the candidate. You aren’t just looking for a person to fill a position. You are looking for a partner who can help your district reach its fullest potential. TASB Executive Search Services will help you find that perfect fit.

## We’re with you for the Journey

Once the search is complete, our work continues as we assist you and the new superintendent/CEO in making the transition. And we guarantee your satisfaction with your new district leader. If the superintendent/CEO leaves within two years of hiring, we will reopen the search with no additional consulting fee.



## Setting a New Course

Recruiting Education Leaders to Chart the Future of Schools

### Contact Us

Texas Association of School Boards  
**Executive Search Services**  
800.580.8272 / 512-467-3690  
[executive.search@tasb.org](mailto:executive.search@tasb.org) • [ess.tasb.org](http://ess.tasb.org)



[ess.tasb.org](http://ess.tasb.org)

**Build Trust**  
**Clarify Roles**  
**Promote Collaboration**

*Let us help you transition your future!*



Texas Association of School Boards  
12007 Research Blvd. • Austin TX 78759

**LTS.tasb.org • 800.580.8272**

© 2015 Texas Association of School Boards, Inc.  
All rights reserved.

## Leadership Team Services

### Transition Workshops

#### PURPOSE

Transition workshops provide an opportunity for board members to discuss district priorities and share their vision and hopes for the district. These sessions address proactive measures that initiate and sustain a strong, healthy board/superintendent team.

#### OUTCOMES

- Discuss communication preferences and expectations of team members
- Establish clear and shared expectations of the superintendent for the first year
- Clarify roles and responsibilities of the board and superintendent
- Identify actions the board will take to support the success of the superintendent
- Identify how the superintendent will support the success of the board
- Establish shared understanding of what success looks like



Texas Association of School Boards

# Search Consultants

## Executive Search Services



**Robert Durón**  
Associate Executive Director,  
TASB Governance Services

Robert Durón joined TASB in January of 2014. He previously served as deputy commissioner of finance and administration for the Texas Education Agency and has 32 years of education experience. He was superintendent of San Antonio and Socorro ISDs and assistant superintendent in Clear Creek ISD. He received his doctorate from Baylor University and two degrees from Texas A&M University-Commerce. He also has teaching experience at the higher education level, having worked as an adjunct professor at the University of Houston in Clear Lake and University of Texas at San Antonio.



**Butch Felkner**  
Division Director

Butch Felkner joined Executive Search Services as director in January 2007 and is a member of the National Association of Superintendent Searchers. He has seven years of experience as a superintendent in Huntington ISD and served Texas public schools for 24 years in other capacities in Huntington, Mineral Wells, Pflugerville, and Waco area ISDs. He received his bachelor of arts degree from Southern Nazarene University in 1975 and his master of education degree from Texas Woman's University in 1984.



**Marian Strauss**  
Senior Consultant

Marian Strauss joined TASB in 2011 as a field services representative and transferred to Executive Search Services in 2013. She served for 34 years in public education, including 21 years as superintendent in Somerville, River Road, Wimberley, and Pine Tree ISDs. Strauss is a former executive board member of the Texas Association of Midsize Schools and has served on the Texas Education Agency's Commissioner's Cabinet. Strauss has bachelor and master degrees from Texas State University and a doctorate from Texas A&M University.

## Field Services



**Mike Rains**  
Division Director  
*Serves parts of ESC regions 3, 4, 6, and 13*

Mike Rains is a former teacher, coach, and school trustee. He joined TASB in 1987 as a District Services consultant, calling on 139 districts. From 1989 through 1994, he was the director of the Texas Learning Technology Group (TLTG) Product Management Division. He also has served as director of the Technology Solutions and Facility Planning divisions and assistant division director for TASB Risk Management Sales and Marketing.



**Jack Damron**  
Field Services Representative  
*Serves ESC region 12 and parts of 13 and 15*

Before joining TASB in 2013, Jack Damron served for 37 years in public education as a teacher, coach, and high school principal and was a field service agent in Region One Education Service Center (ESC). He served as the superintendent of Lyford CISD and executive director of Region One ESC. Damron received his bachelor of science degree from Texas A&I University-Kingsville and his master's degree and mid-management and superintendent certifications from The University of Texas-Pan American.



**Rick Howard**  
Field Services Representative  
*Serves ESC regions 9, 11, and 14*

Rick Howard, named 2007 Superintendent of the Year for Region 14, served as the Comanche ISD superintendent for more than 12 years. He also served as a principal for Ira ISD in 1990, then superintendent in 1991. Prior to that, he was an athletic trainer and teacher for 12 years with Snyder ISD. He has served on the TASB Legal Assistance Fund and the TASA Commissioner's Cabinet of Superintendents. Howard earned his bachelor's and master's degrees from East Texas State University and his superintendent certification from Sul Ross State University.

*continued...*



**Joe Dan Lee**  
**Field Services Representative**  
*Serves ESC region 7 and parts of 8 and 10*

Joe Dan Lee served public schools for 37 years, 28 of those as superintendent of schools at Redwater ISD, Longview ISD, Pine Tree ISD, and Georgetown ISD. He also served as a teacher, principal, and on many committees including the Commissioner’s Cabinet of Superintendents. Lee earned his bachelor’s, master’s, and superintendent’s certification from East Texas State University. He previously worked as a TASB field service representative serving regions 12 and 13 from 2007 to 2010.



**Kathee Lupton**  
**Field Services Representative**  
*Serves ESC regions 16 and 17*

Kathee Lupton served on the Shallowater ISD Board of Trustees for 10 years and as a member of the South Plains School Boards Association for six years. She was a member of the TASB Property/Casualty Board of Directors for two years and has worked as field services representative in Region 17 for 22 years. Lupton earned her bachelor’s degree from the University of San Francisco.



**Ernesto Martinez Jr.**  
**Field Services Representative**  
*Serves ESC regions 18 and 19 and parts of 15 and 20*

Ernesto Martinez Jr. served for 29 years in public education as a teacher, principal, and superintendent. He was a school superintendent at Fort Davis, Sonora, Alpine, and Presidio ISDs. A former member of the TASB Risk Management Fund Board, he joined TASB Field Services in 2003. Martinez earned his bachelor’s degree from Angelo State University and his master’s degree and superintendent certification from East Texas State University.



**Rolando Peña**  
**Field Services Representative**  
*Serves ESC region 1 and parts of 2 and 20*

Rolando Peña served for 44 years in public schools, including 10 years as superintendent for Rio Hondo and seven years at Lasara ISD. He has also served as a teacher, principal, and assistant superintendent during his career. Peña was named 2001 Superintendent of the Year for Region One by the Rio Hondo ISD school board, and he served as an elected board member for Sharyland ISD for nine years. Peña received bachelor’s and master’s degrees, and a mid-management and superintendent certification from Pan American University–Edinburg.



**Bob Smith**  
**Field Services Representative**  
*Serves ESC regions 5 and 6 and parts of 4 and 7*

Bob Smith was a superintendent for 22 years, equally divided between Montgomery and Gilmer ISDs. Both boards nominated Smith for Superintendent of the Year recognition, and he was a state finalist in 1998. He also served as teacher, principal, and district director of planning for four Texas school districts. He received a doctor of education in educational administration degree at Texas A&M University and a master of education from Stephen F. Austin University.



**William Smith**  
**Field Services Representative**  
*Serves ESC region 10 and parts of 7 and 8*

William Smith served in Greenville ISD (GISD) for 35 years, including five as its superintendent. He held many positions in the district, including assistant superintendent for administration, assistant superintendent for operations, principal, assistant principal, and counselor/teacher. He has won many local education and civic awards: Most Worthy Citizen, PTA Lion Heart Award, Texas Life PTA Member Award, and GISD Key Communicator Award.



**Craig Stockstill**  
**Field Services Representative**  
*Serves parts of ESC regions 2, 3, 13, and 20*

Craig Stockstill served as a school superintendent for 23 years—15 years spent in two south Texas school districts, Marion and Floresville. His career as an educator spans three decades across Texas. Stockstill is a former executive board member of the Texas Association of School Administrators and the Texas Association of Community Schools. Prior to joining TASB, he worked as a field services agent in ESC 20.







## SEARCH HISTORY

The following list reflects superintendent searches ESS has completed or is in the process of completing for the past five years.

Year	District	Board President	ADA
2016-17	Blanco ISD	Darrel Wagner	948
2016-17	Boerne ISD	Donna Sharp	7,592
2016-17	Brackett ISD	Daniel Laws	599
2016-17	Brazos ISD	Matt Demny	764
2016-17	Broadus ISD	James Sowell	379
2016-17	Caldwell ISD	Clover Cochran	1,677
2016-17	Como-Pickton CISD	Greg Anglin	701
2016-17	Cuero ISD	BJ Drehr	1,978
2016-17	Decatur ISD	Jeff Alling	2,891
2016-17	Edgewood ISD	Roy Soto	10,351
2016-17	Friendswood ISD	Rebecca Hillenburg	5,877
2016-17	Harts Bluff ISD	Colton Bradshaw	536
2016-17	Laredo ISD	Cecilia Moreno	22,319
2016-17	Lovelady ISD	Bruce Monk	476
2016-17	McGregor ISD	Frank Graves	1,321
2016-17	Medina ISD	Andy Lautzenheiser	256
2016-17	Mexia ISD	Ron Fowler	1,743
2016-17	Navasota ISD	Greg Mock	2,823
2016-17	Raymondville ISD	Jessica Cantu	1,894
2016-17	Rogers ISD	Ryan Sebek	850
2016-17	Seguin ISD	Ishmael Flores	6,702
2016-17	Stanton ISD	Reggie Franklin	938
2016-17	Sweeny ISD	Glenn Garrison	1,810
2016-17	Sweetwater ISD	Leah Andrews	2,017
2016-17	Tatum ISD	Kip Amick	1,580
2016-17	Taylor ISD	Anita Volek	2,940
2016-17	Waco ISD	Pat Atkins	13,473
2015-16	Anderson-Shiro CISD	Lonnie Owens	772
2015-16	Burkburnett ISD	Jason Durst	3,124
2015-16	Chico ISD	William Hand	557
2015-16	Columbus ISD	Donna Tesch	1,502
2015-16	Cross Roads ISD	Darren Himes	562
2015-16	East Bernard ISD	Charles New	948
2015-16	Galveston ISD	Matthew Hay	6,198
2015-16	Goliad ISD	Trey Wimberly	1,316
2015-16	Hearne ISD	Tina Rocha	824
2015-16	Huckabay ISD	Greg Stewart	180





Year	District	Board President	ADA
2015-16	Marathon ISD	Donaciano Fuentes	35
2015-16	Medina Valley ISD	Roland Ruiz	4,001
2015-16	North Hopkins ISD	Allen Joslin	446
2015-16	Paint Creek ISD	Kendell Medford	131
2015-16	Palacios ISD	Stephen Stuhrenberg	1,376
2015-16	Sherman ISD	Tim Millerick	6,626
2015-16	Southside ISD	Julian Gonzales	4,862
2015-16	Thorndale ISD	David Hall	567
2015-16	Trinity ISD	Judy Bishop	1,146
2015-16	Wills Point ISD	Chester Wilson	2,242
2014-15	Alvord ISD	Victor Czerniak	670
2014-15	Arp ISD	Dennis Ford	797
2014-15	Beaumont ISD	Jimmy Simmons	18,027
2014-15	Borden County ISD	John Anderson	247
2014-15	Breckenridge ISD	Jeff Dooley	1,343
2014-15	Brenham ISD	Melvin Ehlert	4,521
2014-15	Bullard ISD	Tiffany Kirgan	2,043
2014-15	El Campo ISD	Tommy Turner	3,336
2014-15	Florence ISD	Craig Clark	913
2014-15	Giddings ISD	Mark Johnson	1,792
2014-15	Harris County Department of Education	Angela Chesnut	816,882
2014-15	Huntsville ISD	JT Langley	5,801
2014-15	Jacksonville ISD	Todd Travis	4,504
2014-15	Kermit ISD	Terri Pando	1,249
2014-15	Lago Vista ISD	Jerrell Roque	1,268
2014-15	Littlefield ISD	Boyd McCamish	1,303
2014-15	Lockhart ISD	Carl Cisneros	4,761
2014-15	Louise ISD	Tim Benich	458
2014-15	Marlin ISD	Lowanda Sias	880
2014-15	Mathis ISD	Rick Cortez	1,556
2014-15	Maypearl ISD	Tricia Ikard	960
2014-15	Medina ISD	Andy Lautzenheiser	249
2014-15	Mineola ISD	Regan Brandon	1,491
2014-15	Moulton ISD	Stephanie Fojtik	289
2014-15	Queen City ISD	Jeff Wiley	956
2014-15	Runge ISD	Zachary Yanta	301
2014-15	Spring Hill ISD	Claudine Giffin	1,786
2014-15	Taft ISD	Herman Rodriguez	1,017
2014-15	Throckmorton ISD	Ben Hale	178
2014-15	Union Hill ISD	James Parker	292
2014-15	Waelder ISD	Christine Mindieta	275





Year	District	Board President	ADA
2014-15	West ISD	Larry Hykel	1,354
2014-15	Yorktown ISD	Mark Weischwill	478
2013-14	Banquete ISD	Tracy Wright	798
2013-14	Brazos ISD	Charles Dostal	796
2013-14	Central Heights ISD	Terry Clifton	1,019
2013-14	Comfort ISD	Eric Lantz	1,060
2013-14	Coppell ISD	Anthony Hill	10,620
2013-14	Crane ISD	Van Dodd	960
2013-14	Edna ISD	Patrick Brzozowski	1,326
2013-14	Fairfield ISD	Blake Robinson	1,677
2013-14	Fredericksburg ISD	Lorrie Hess	2,770
2013-14	Italy ISD	Larry Eubank	500
2013-14	Jim Hogg County ISD	Alberto Benavides	1,014
2013-14	Kelton ISD	Kenneth Abernethy	123
2013-14	Kingsville ISD	Brian Coufal	3,219
2013-14	La Vernia ISD	Cody Miller	2,882
2013-14	Lockhart ISD	Rick Womble	4,558
2013-14	Moulton ISD	Stephanie Fojtik	286
2013-14	North Lamar ISD	Paul Drake	2,791
2013-14	Pettus ISD	Joe Constante	384
2013-14	Pewitt CISD	Tommy Knight	952
2013-14	Queen City ISD	Shawn Fitzgerald	1,036
2013-14	San Diego ISD	Librada Vela	1,160
2013-14	Sealy ISD	Robert Arnold	2,522
2013-14	South San Antonio ISD	Helen Madla	8,950
2013-14	Stephenville ISD	Ann Calahan	3,432
2013-14	Tornillo ISD	Marlene Bullard	1,252
2013-14	Waxahachie ISD	Mark Price	7,093
2012-13	Aledo ISD	Bobby Rignes	4,460
2012-13	Brownfield ISD	Wayne Taylor	1,618
2012-13	Clint ISD	James Pendell	10,934
2012-13	Coldspring-Oakhurst CISD	Barbara Moore	1,542
2012-13	Dalhart ISD	Jeff Lloyd	1,620
2012-13	Dilley ISD	Aida Chapa	876
2012-13	Electra ISD	Richard Cranford	424
2012-13	Florence ISD	Craig Clark	929
2012-13	Fort Elliott CISD	Richard Meadows	153
2012-13	Ingram ISD	Jenny Wootton	971
2012-13	Jayton-Girard ISD	Howard Heath	144
2012-13	La Feria ISD	Juan Briones	3,349
2012-13	Lamesa ISD	Tracy Harris	1,724





Year	District	Board President	ADA
2012-13	Liberty-Eylau ISD	James Keeton	2,660
2012-13	Marion ISD	Marie Paiz	1,437
2012-13	Meridian ISD	Todd Hyatt	506
2012-13	Paris ISD	George Fisher	3,322
2012-13	Pleasant Grove ISD	John Tidwell	1,815
2012-13	Robstown ISD	Adolfo Lopez	2,942
2012-13	Round Top-Carmine ISD	Kevin Ullrich	267
2012-13	Teague ISD	Jeff Gonzales	1,157
2012-13	Wink-Loving ISD	Eddie Brewer	356
2012-13	Yorktown ISD	Boyd Weise	512





March 2017

Dear School Board Members:

You are facing one of the most significant decisions that you will make as a school board member – selecting a superintendent. No other staff member will likely have more long-term impact in your school district. Choosing the most highly qualified individual who also represents the ideal fit in your community will be critical. Please consider using your state school board association’s superintendent search service to facilitate your next search for a superintendent.

The members of the National Affiliation of Superintendent Searchers (NASS) stand ready – as the most experienced network of search professionals in the United States – to execute a national campaign to find your district’s next superintendent. NASS consultants are located in 40 states and include more than 100 consultants serving as superintendent searchers for school board associations throughout the country. Supported by the National School Boards Association (NSBA), NASS harnesses the skills and experiences of many search professionals with proven track records of accomplishment, characterized by integrity, passion, and focus. Your state school board association’s search professional and NASS member knows state and local laws, knows your district, and understands each search is unique. He or she knows your school board wants a customized search to meet your community’s specific needs and understands the need to maintain a successful, long-term relationship between your board and your state school board association.

NASS members serve school boards every day. As chairman of NASS, I can promise you will receive individual, customized attention and a commitment from your NASS professionals to assist in a dedicated and confidential manner, as state laws permit. The successful executive search begins with a strong team of professional search consultants and ends with a solid, long-term relationship between the school district and its top administrative leaders. The NASS mission is *finding top executive leadership for school districts throughout the United States through our core values – ethics, integrity, leadership, and teamwork*. If retaining a successful, long-term leader is a priority for your district, rely on a NASS consultant!

Stephanie Hyder  
NASS Chairman

Alabama  
Alaska  
Arizona  
Colorado  
Connecticut  
Florida  
Georgia  
Idaho  
Illinois  
Indiana  
Kansas  
Kentucky  
Maine  
Maryland  
Massachusetts  
Michigan  
Minnesota  
Mississippi  
Missouri  
Montana  
Nebraska  
New Hampshire  
New Jersey  
New Mexico  
North Carolina  
North Dakota  
Ohio  
Oklahoma  
Oregon  
Pennsylvania  
South Carolina  
South Dakota  
Tennessee  
Texas  
Utah  
Vermont  
Virginia  
West Virginia  
Wisconsin  
Wyoming

# THE CHALLENGE...AND THE SOLUTION

**S**chool districts throughout America need highly skilled chief executives with a passion to lead! Through effective organizational leadership, superintendents can be catalysts for shaping mission-driven school systems that inspire a culture of excellence, where quality teaching and community engagement support our youth for success. That's why hiring a superintendent is such a critical function for school boards.

Finding a superintendent often requires an executive search, which can be a time-consuming, challenging and

complex endeavor. Your state school boards association has highly specialized, professional assistance ready to design a well-organized search that will attract quality candidates and adhere to the highest standards of ethics and effective school governance.

NASS members have substantial knowledge of state laws affecting all aspects of the hiring process, including the superintendent certification guidelines in each state (which can serve to protect the district and the candidate.)

NASS members have extensive knowledge of effective governance, understand best

practices in school district leadership (including goal setting, strategic planning and superintendent evaluations), and use proven strategies to develop productive board/superintendent relations.

Given our work with school boards throughout the nation, we are uniquely positioned to understand the serious challenges facing school districts and the leadership qualities necessary during these changing times. School districts throughout America need highly skilled chief executives with a passion to lead... and NASS is prepared to be your partner in making that connection.

## NASS AT A GLANCE

- More than 60 consultants in 36 states who serve school boards associations as superintendent searchers.
- An experienced network with diverse public and private sector background in business, government, human resources, and educational leadership.
- Proven track records of placements that last, bringing sustained and quality leadership to your district.
- A work-alike group of the National School Boards Association.

## WHY DOES NASS EXIST?

- To find top executive leadership for school districts throughout the United States, through our core values: ethics, integrity, leadership, and teamwork.
- To collaborate nationally on the search process, including nationwide job postings and recruiting highly qualified candidates.
- To share vital background and reference information on candidates in other states.
- To research and identify best practices in the executive search process.

Current vacancies and information for individual state school boards associations can be found at:

**[www.nassonline.org](http://www.nassonline.org)**

A work-alike group of  
the National School Boards Association  
[www.nsba.org](http://www.nsba.org)

The National Affiliation of  
Superintendent Searchers (NASS)  
is an experienced network of  
search professionals that you  
can rely on to execute a national  
campaign to find your district's  
next superintendent.

[www.nassonline.org](http://www.nassonline.org)



National School Boards Association

**nass**

National Affiliation of Superintendent Searchers

National Affiliation of  
**SUPERINTENDENT  
SEARCHERS**



“Executive Search Services (ESS) was exactly what the Sweetwater ISD Board needed in our search for a new superintendent. None of us had been through a search before, and the ESS staff graciously helped us along every step of the way. The processes used were excellent, yet at no time did we feel like we were out of the driver’s seat – ESS simply and efficiently facilitated our search.”

Leah Andrews, board president, *Sweetwater ISD*



“One of the reasons we chose TASB is they proposed to reach out to the community to make our board actions transparent to our local district. ESS kept the search concise and fresh in our minds. We are very grateful to the TASB team for their guidance and for facilitating the search. TASB helped give credibility to our choice of lone finalist and future superintendent.”

Clover Cochran, board president, *Caldwell ISD*



“The Sherman ISD Board of Trustees is extremely grateful for the service ESS provided in our superintendent search. They were outstanding professionals who provided tremendous insight and guidance. ESS did an excellent job of keeping the board on task within the timeline established. The quality, as well as the quantity, of the candidate pool that ESS provided exceeded the Board’s expectations.”

Tim Millerick, board president, *Sherman ISD*



“ESS did a great job. They worked hard to find us great candidates, kept us on a timeline, and were only a phone call away if we had an issue.”

Stephen Stuhrenberg, board president, *Palacios ISD*





June 21, 2016

Butch Felkner  
Executive Search Service  
PO Box 400  
Austin, Texas 78767

TASB,

The Texas Association of School Boards recently led Galveston ISD through the Superintendents search process. The process was well organized and the consultants were very customer friendly to work with. Galveston Trustees wanted to maximize opportunities for community input. TASB held multiple community input sessions using additional consultants to meet GISD expectations. TASB consultant's recruited a great pool of candidates for GISD Board members to consider. GISD Board members were impressed by the TASB consultant's knowledge of each candidate. Galveston ISD's experience with TASB Executive Search Services process was very positive.

Sincerely,

A handwritten signature in blue ink that reads 'Larry W. Nichols'.

Larry W. Nichols,  
Superintendent

*Office of Superintendent Larry W. Nichols*  
3904 Avenue T  
Galveston, TX 77550  
409)766-5121