

*Presentation and proposal  
for the  
Board of Education*

*Woodridge SD 68*

**April 20, 2026**

IASB Executive Searches

Mr. Alan Molby

Mr. Kevin Carey

*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.**

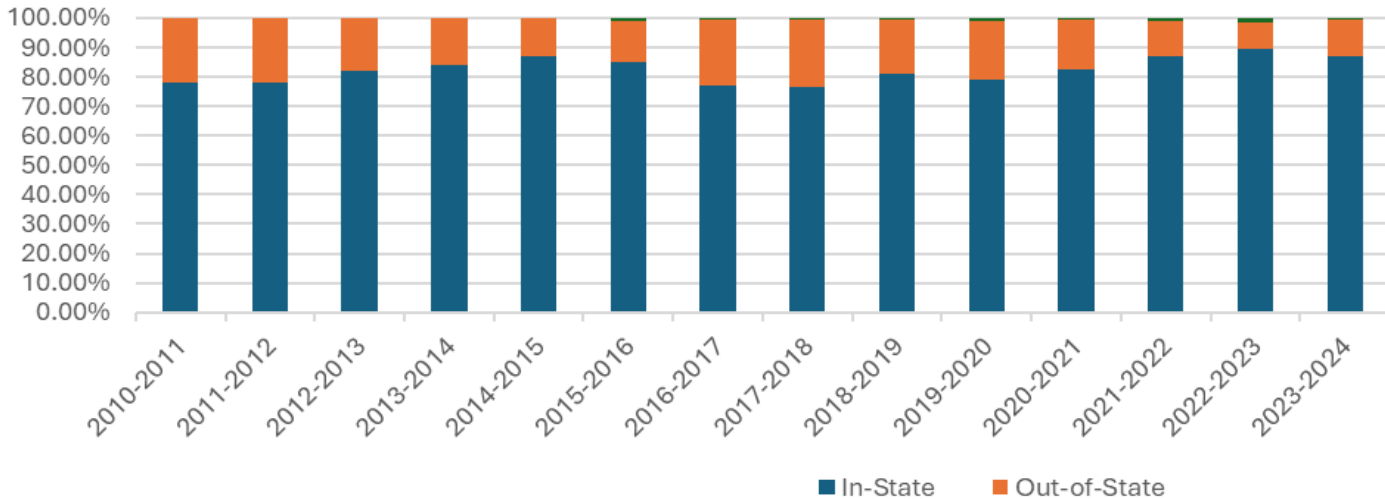
# Attracting/Recruiting Diverse, Top-Quality Candidates

- **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: Conduct **FOCUS GROUPS** for additional input  
(**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)**

|   |                |
|---|----------------|
| <b>Fee for standard search for Woodridge SD 68:</b> | <b>\$8,400</b> |
| <b>Fee with recommended optional services:</b>      | <b>\$ TBD</b>  |

**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)

# 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)



# Why choose IASB?

IASB is responsible to only the Board

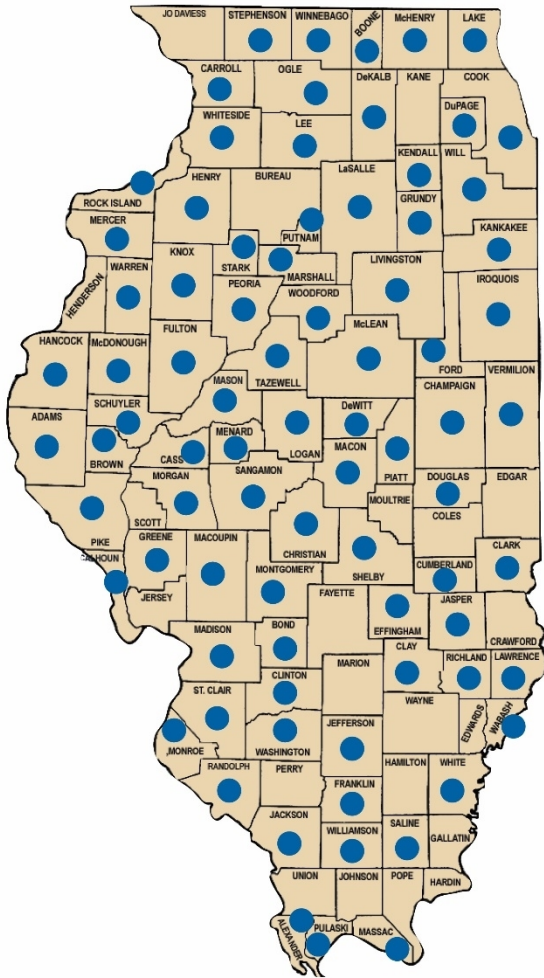
From 2020-2025, **Over 95% of the superintendents placed remain in their positions through their first contract or 3 years.**

- 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 Woodridge SD 68  
secures an **exceptional, best-fit leader** for its next chapter