

EXHIBIT 1

Becker Public Schools Superintendent Search Services PEER Solutions Model Work Scope

Steps	Activity	Timeline
1	SITE VISIT – Attend a planning meeting with the Board and develop a working relationship with key staff. Identify a board search committee. Establish a search calendar of events and develop a relationship with local media as appropriate.	Week one
2	Post position, assist with establishing a district website presence regarding the search, identify stakeholder team leaders and participants, set up interview process and initiate process to develop interview questions. Develop a salary range with board leadership. Recruit candidates for position.	Week two for posting. (five week period) Weeks two through seven for other activities.
3	SITE VISIT – Meet with stakeholder groups and the Board to identify candidate attributes and district needs over next two years. Complete stakeholder survey	By end of week seven (close of posting)
4	Develop a candidate profile of attributes, secure and review all candidate applications, perform due diligence on a selected group of applicants and establish the financial viability of candidates.	Week eight
5	SITE VISIT – Work with Board committee to select candidates to interview and work with interview team leaders to prepare for the interview process.	Week nine
6	SITE VISIT – Orchestrate the final interview process of the finalists. Include board-approved stakeholder teams and the Board in a full day screening process culminating in the board selecting a new superintendent. Consultants will communicate with finalists, stakeholders, and the media as the decision is made.	Week ten or eleven
7	Conduct the search close out process including notifying applicants and performing ‘over-watch’ on contract negotiations.	Week eleven or twelve