



## Why Choose Executive Search Services?

As your membership organization — we understand how school boards function and what their needs are.

Executive Search Services (ESS) has more experience than any other superintendent/CEO search firm in the state — we have been in business almost 20 years and assisted over 500 school boards in hiring quality candidates as superintendents.

ESS is the only firm with personal 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 — you get the entire staff and their experience working for your benefit, not just a single consultant.

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

We award Continuing Education Credits to trustees for attending the session to prepare for interviews.

### **Your Satisfaction is Guaranteed**

Our reputation is based on your satisfaction — we will continue the search until you have selected a satisfactory candidate.

Should a superintendent/CEO hired through ESS leave the organization within one year for any reason other than a family emergency, we will continue or reopen the search with no additional consulting fee.

### **Our Price is Competitive**

You get one inclusive fee quoted for our services. That quote is based on the Average Daily Attendance (ADA) and includes travel and expenses.

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