

Superintendent Search Firm Interviews

School Board Work Session

September 25, 2025

Superintendent Search Firm Selection Timeline



Three search firm finalists:

McPherson & Jacobson

Ray & Associates

Human Capital Enterprises



Search Firm Interview Process: Plan for Tonight



Board Member Notes & Feedback in More Detail



Interview Notes

During interviews the board may take notes on the Interview Notes form for their own reference

Thumbnail image of the Interview Notes form, showing sections for Presentation Notes and Interview Notes.



Scoring & Comments

After each interview, board members will record scoring and comments using the Candidate Feedback form

Thumbnail image of the Candidate Feedback form, showing sections for Presentation and Interview Scoring.



Board Discussion

After all three interviews are completed, board members will share out some of their highlights and wonderings



Ranked Preferences

Board members will record their preferred firms in rank order

Thumbnail image of the Search Firm Preferences form, showing a table for ranking preferred firms.

	1 Most Preferred	2 Second Most Preferred	3 Least Preferred
McPherson & Jacobson			
Ray & Associates			
Human Capital Enterprises			

Superintendent Search Firm Selection Next Steps

NEXT >>

Tonight

All board members record feedback on finalist search firms and rank preferences, and staff collect board members' input for committee to review

Sept. 26 aft.

Committee reviews board members' input, and develops recommendation of which firm to select

Sept. 26 eve.

Full board takes action to select a search firm

**Late September
/ Early October**

Finalize contract with selected search firm