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



McPherson & Jacobson

Search firm gives presentation and answers interview questions



Record Feedback

Board members record scoring and notes on proposal and interview



Ray & Associates

Search firm gives presentation and answers interview questions



Record Feedback

Board members record scoring and notes on proposal and interview



Human Capital Enterprises

Search firm gives presentation and answers interview questions



Record Feedback

Board members record scoring and notes on proposal and interview

Board Discussion

Shareout of board members' highlights and wonderings

Ranked Preferences

Board members record their preferred firms in rank order

Board Feedback Collected

At the end of the meeting, staff will collect board members' notes and will share the scoring, comments and ranked preferences to the committee to review and consider.

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





Scoring & Comments

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





Board Discussion

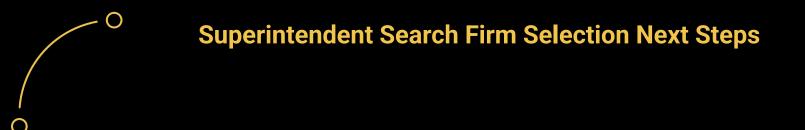
After all three interviews are completed, board members will share out some of their highlights and wonderings



Ranked Preferences

Board members will record their preferred firms in rank order

Search Firm Preferences			
McPherson & Jacobson			
Ray & Associates			
Human Capital Enterprises			





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.

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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

15

/ Early October

Finalize contract with selected search firm