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About ESS

Executive Search Services (ESS) has been guiding district leaders in locating the best candidates for more than 20 years. We have more experience than any other superintendent search firm in Texas, having assisted more than 600 school boards in hiring quality candidates as superintendents.

A superintendent search firm that understands public education

A service of the [Texas Association of School Boards](#), Executive Search Services is part of your membership association, representing—and understanding—school district interests.

Our consultants know what school districts need, whether it's the superintendent to lead the district to success or a key administrator to run a critical department. And our placements are successful: More than 90 percent of the superintendents ESS placed in the past four years are still in their districts.

Up-front rate, with a guarantee

You get one inclusive fee quoted for our services. That quote is based on your district's average daily attendance and includes travel and expenses. To conduct a national search or expand the advertising, the additional costs are added to the inclusive fee quoted.

With our straightforward pricing, you'll receive the TASB Executive Search Services guarantee:

- We will continue the search until a satisfactory candidate is hired by the board.
- If the superintendent leaves within two years of hiring, ESS will reopen the search with no additional consulting fee. The district will cover only the travel and expenses.
- If the superintendent leaves in the third year, ESS will charge half the past consulting fee plus travel and expenses.

[Contact us](#) to discuss your needs.