

# Superintendent Search Firm Selection

School Board Special Meeting

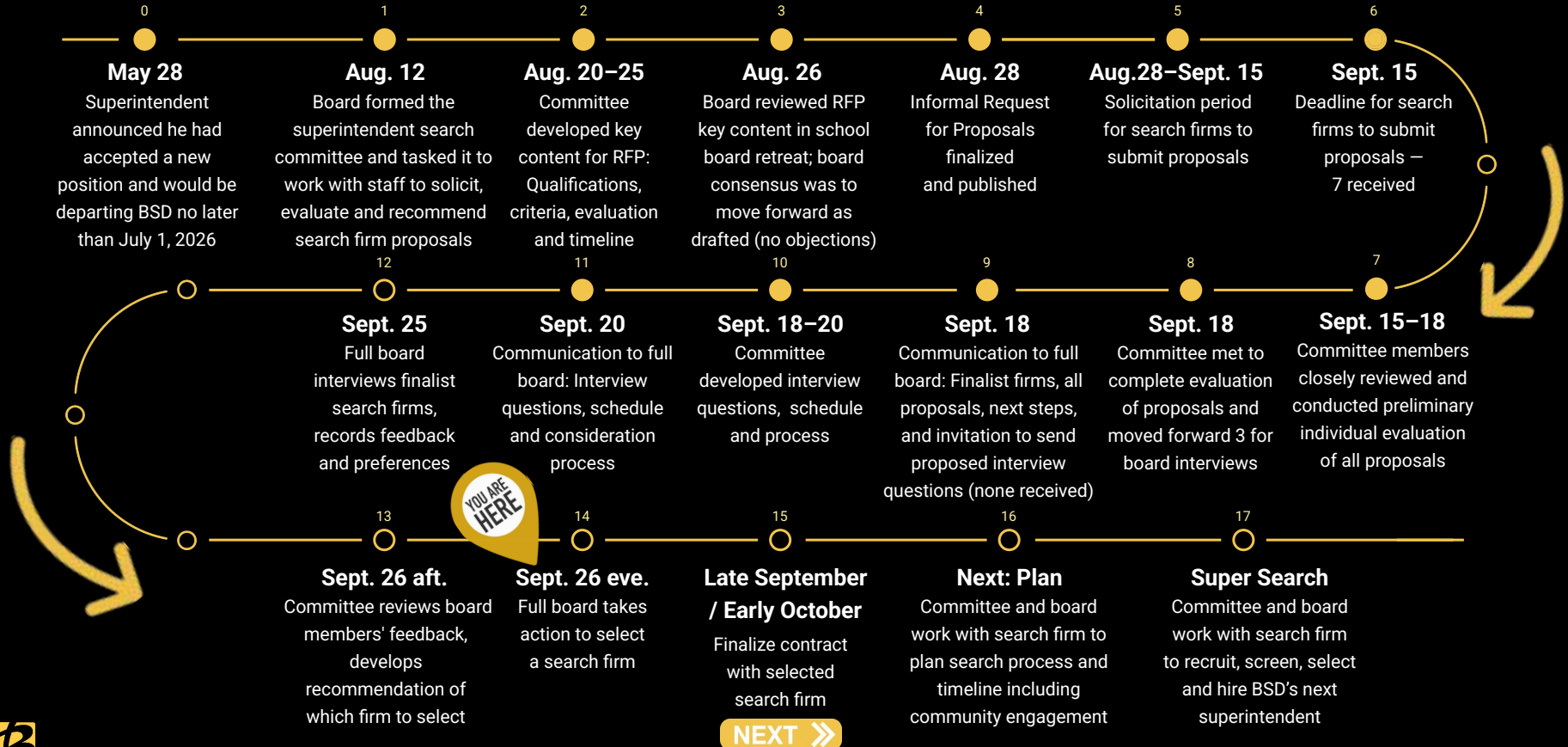
September 26, 2025

*Process this evening:*

- Review Evaluation Results
- Receive Committee Recommendation
- Motion & Second to Select a Firm
- Discussion
- Vote on Approval
- Review Next Steps



# Superintendent Search Firm Selection Timeline



# Quantitative Evaluation of Search Firm Proposals



## Committee Evaluation of Proposals

The board subcommittee closely reviewed and evaluated all proposals received based on the established criteria and evaluation matrix.



## School Board Feedback on Interviews

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

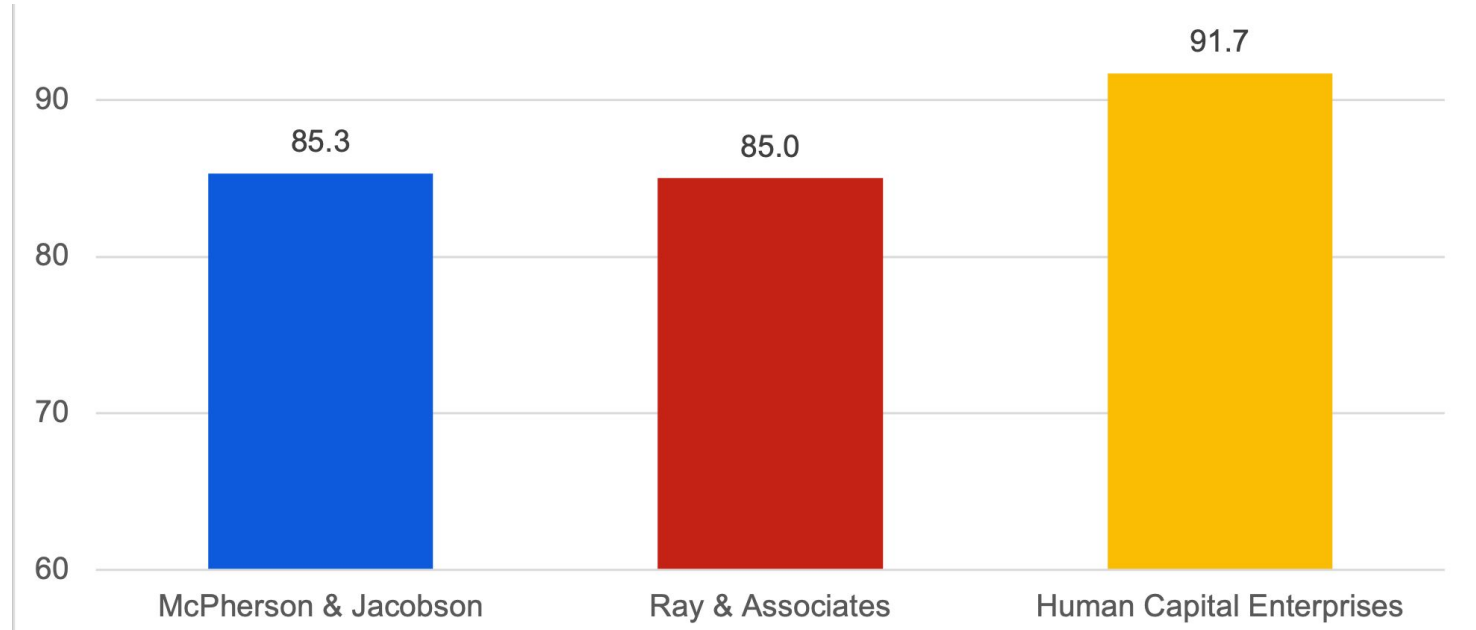


## Ranked Preferences

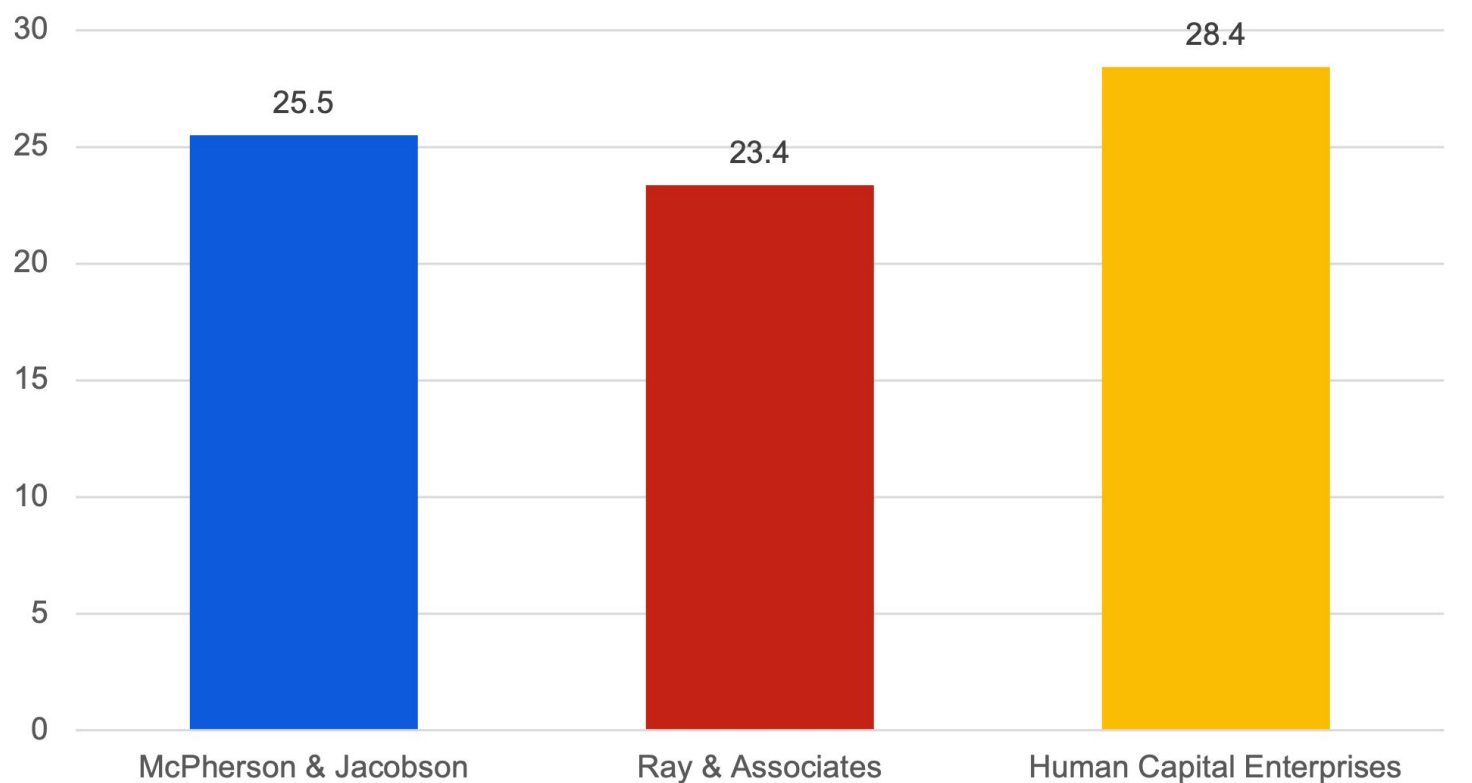
Board members recorded their preferred firms in rank order

Search Firm Preferences			
Board Member _____	1 Most Preferred	2 Second Most Preferred	3 Least Preferred
McPherson & Jacobson			
Ray & Associates			
Human Capital Enterprises			

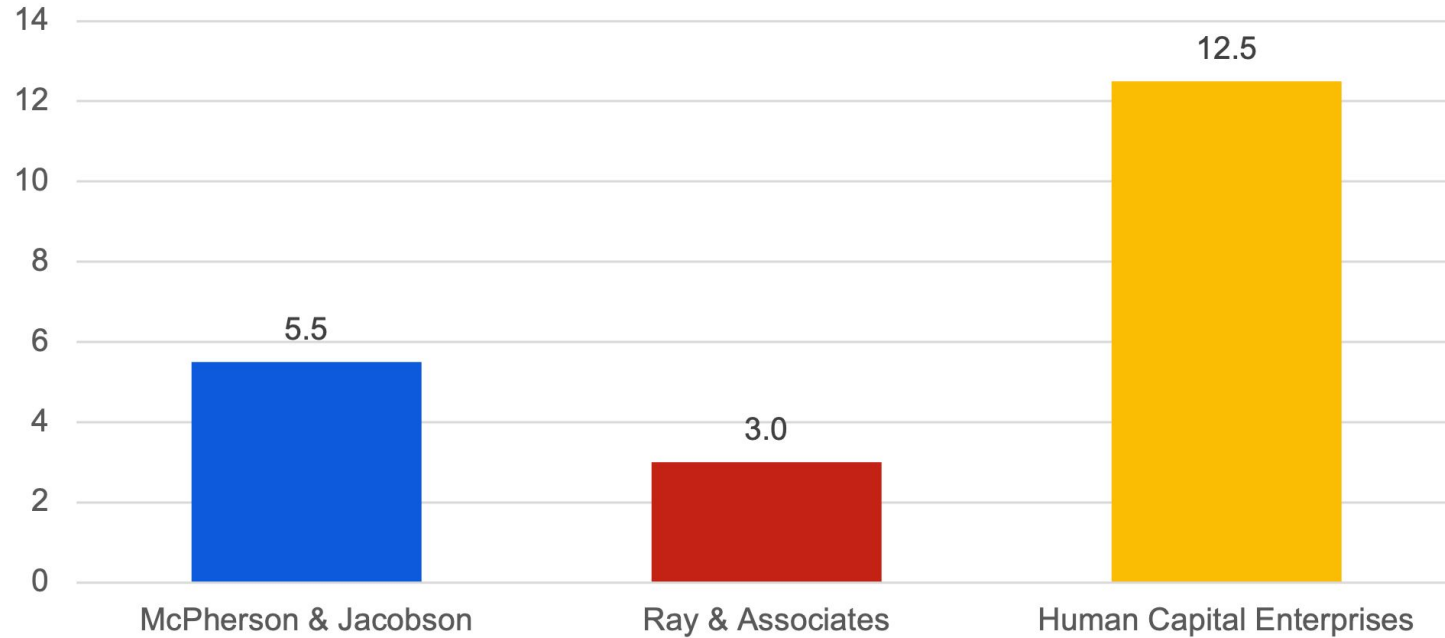
# Search Firm Evaluation: Proposal Evaluation by Committee



## Search Firm Evaluation: Board Member Interview Feedback

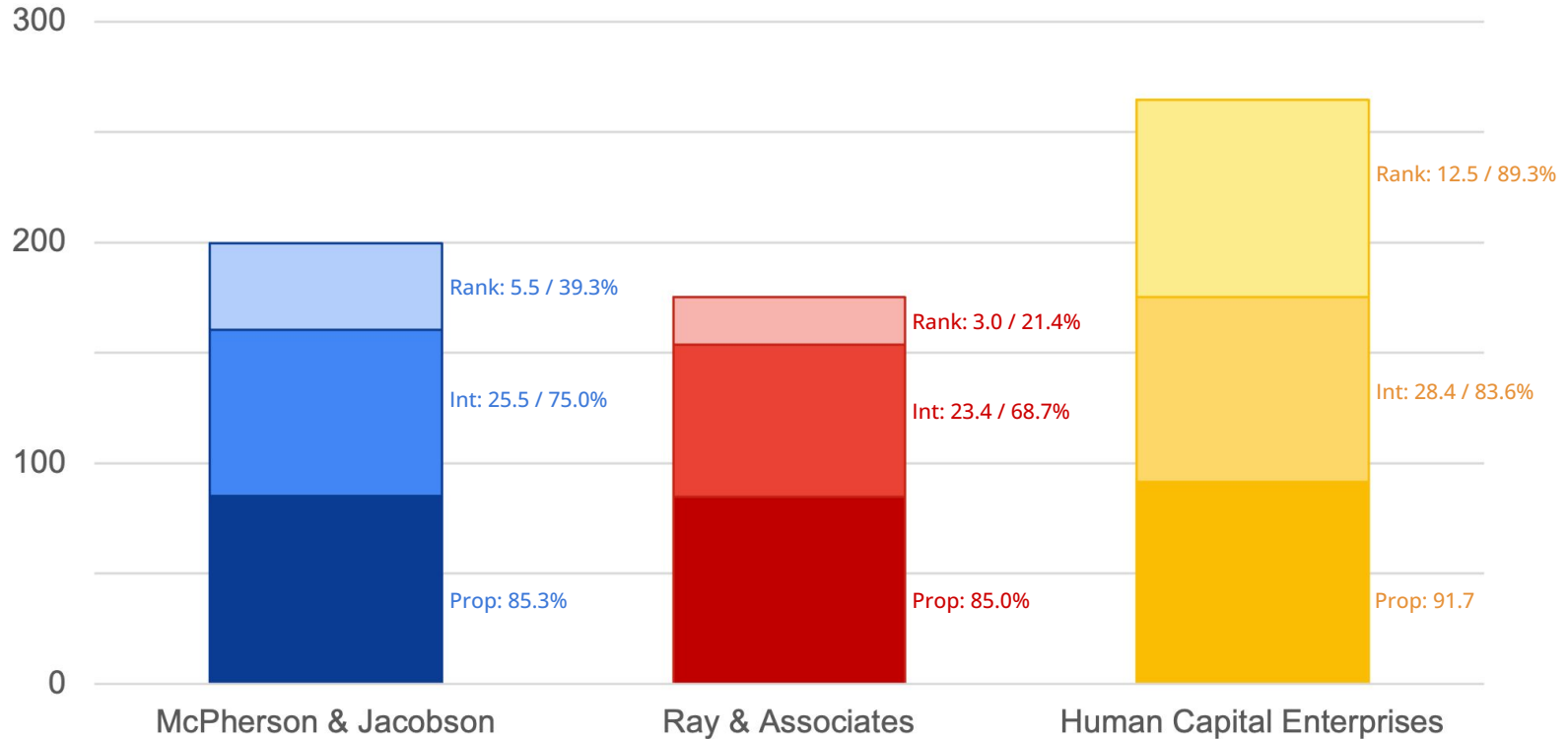


# Search Firm Evaluation: Board Member Ranked Preferences



# Search Firm Evaluation: Combined Quantitative Evaluation

*(percent of maximum possible for each measure)*





*Process this evening:*

- Review Evaluation Results
- **Receive Committee Recommendation**
- Motion & Second to Select a Firm
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*Process this evening:*

- Review Evaluation Results
- Receive Committee Recommendation
- Motion & Second to Select a Firm
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# Superintendent Search Next Steps

**NEXT** >>



## Next Week

Finalize contract  
with selected  
search firm

## Early October

Committee has  
preliminary  
meeting with  
search firm

## Mid-October

Board meets with  
search firm to plan  
search process and  
timeline including  
community  
engagement

## Fall / Winter

Committee and  
board work with  
search firm to recruit,  
screen, select and  
hire BSD's next  
superintendent

## July 1 or Earlier

New superintendent  
assumes their  
responsibilities

