



Oak Park Elementary School District 97

260 Madison Street | Oak Park, IL 60302

Presented by: Drs. Anne Noland, Philip Ehrhardt & Dr. Johnnie Thomas



B.W.P & ASSOCIATES, LTD.
EDUCATIONAL LEADERSHIP SEARCH CONSULTANTS

BWP Superintendent Search Team

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**Lead Search Consultant
Director**

**Lead Search Consultant
Director**

**Search Consultant
Associate**

BWP Nationwide Network of Directors & Associates

BWP's GOAL...

- **Is to identify and present a slate of well-qualified candidates for leadership positions; in addition to superintendents we conduct searches for central office and school leadership positions.**

Oak Park Elementary School District 97

Vision:

“ Create a positive learning environment for all District 97 students that is equitable, inclusive and focused on the whole child. ”

Why BWP?

OUR OBJECTIVES...

- Provide excellent assistance and support to your Board which will result in the selection of a leader who will meet your district's needs.
- Meet the timelines as outlined in our proposal and identify the successful candidate by the designated date.
- Involve the community, staff, and students in the selection process as directed by the Board and to do so in such a way that we build support for the process, the Board, and the successful candidate.

OUR COMMITMENT...

- Complete a successful search on behalf of your Board, district, and community by aggressively recruiting well-qualified candidates, creating community and staff support for the search effort, meeting the Board's expectations and deadlines within the proposed budget, and supporting and assisting the Board throughout its process to find the best candidate for your Superintendent of Schools.

OUR SEARCH PROCESS...

- BWP bases its search process on the early work of Harold Webb and Associates who emphasized the importance of customizing each search to seek out a slate of finalists who will best meet the needs of each district. Finding the right leader will determine the future of your district. As your search consultants, we will guide your Board through the four parts of a superintendent selection process.

The Four Parts of the Search Process

1. **Specification**
2. **Recruitment**
3. **Assessment**
4. **Selection**

Step One: Specification

- ❖ Planning meeting with the Board of Education
- ❖ Launch recruitment efforts
- ❖ Community engagement
- ❖ Identify experiences and skills of candidates who match what you are looking for in your next Superintendent

Step Two: Recruitment

- ❖ Recruit quality candidates that match the Leadership Profile
- ❖ Advertise in national publications and on websites
- ❖ Seek nominations from extensive BWP network
- ❖ Make personal contacts with highly successful leaders both in education and business whose experience, background, and talents match the Leadership Profile
- ❖ Utilize Leadership Profile to begin pre-screening applicants
- ❖ Review applications and applicant credentials (internal and external).

Step Three: Assessment

- ❖ Complete review of online applications and nominations
- ❖ Screen candidates that best match the Leadership Profile
- ❖ Interview applicants who best match the Leadership Profile
- ❖ Conduct extensive research into candidate's background, including online profile (the school district must also conduct a criminal background check for final candidate prior to employment)
- ❖ Present slate of 4-7 candidates to the Search Committee and/or the Board of Education for consideration
- ❖ Provide background information and research on each candidate, including online profile

Step Four: Selection

- ❖ Prepare Board for Interviewing Candidates
- ❖ Board Interview of Finalists (1–3 Candidates)
- ❖ Employing a New Superintendent

BWP Guarantee

- We will be “on call” throughout the search process and the year following the selection of a permanent superintendent.
- We will mentor the new superintendent and Board of Education at no cost for the implementation year (a BWP exclusive).
- If the selected permanent candidate does not complete 2 years in the position, BWP will repeat the search for expenses only.
- We will not slate a previously placed candidate in another search for the term of the initial contract

Timeline

❖ **August/September 2021**

- Search Planning & Preparation
- Launch Initial Candidate Recruitment Efforts

❖ **September/October 2021**

- Conduct Audit and Develop Leadership Profile
- Launch Online Survey

❖ **October/November 2021**

- Review and Evaluate
- Screen Candidates to Identify those for Board Interviews

Timeline

❖ **October/November 2021**

- Present Candidate Slate to Board of Education
- Prepare Board of Education to Interview Candidates

❖ **November/Early December 2021**

- Board Interviews Candidate Slate (5-7 candidates)
- Board Interviews Finalists (1-3 candidates)
- Employ New Superintendent

Costs

- ❖ **Consulting Fee: \$17,900 + Expenses**
- ❖ **Other Expenses:**
 - **Consultant Travel**
 - **Advertising cost to be determined by Board**
 - **Third party background checks (if requested)**

IN APPRECIATION!

Thank you for the opportunity to share our proposal with you and respond directly to your questions.



**PROVIDING DIRECTION
FOR OUTSTANDING LEADERSHIP**

B W P

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