



# Superintendent Search Services

Helping you find the right leader



**Wisconsin Association of School Boards**



# **WASB Superintendent Search Services**

## **TURTLE LAKE SCHOOL DISTRICT**

November 12, 2025 • Board of Education Meeting

**Ben Niehaus, Director of Member Services**

**Bruce Quinton, Search and Governance Consultant**



# Consultant Background

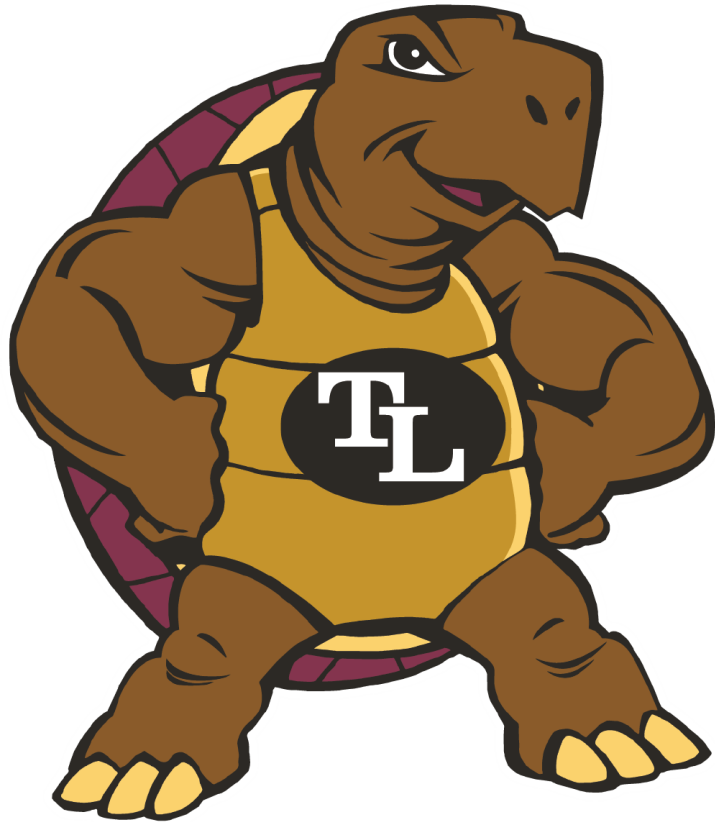
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**Bruce Quinton, M.S. Ed Leadership  
Search and Governance Consultant**  
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Bruce specializes in operations school finance, team organization and relationship building. After 20 years as a district administrator at Pepin Area Schools, Bruce retired as superintendent following the 2023-24 school year. His education career also included 12 years in the School District of Wisconsin Dells, including eight years as a middle and high school math teacher, and four years as an elementary school principal. The 2024 Wisconsin Association of School District Administrators Outstanding Educator has also served as CESA 11's SAA Legislative Chair, served on CESA 11's District Administrator Steering Committee and chaired the CESA 11 Professional Advisory Committee.

# Your Search Should Be Responsive to Your Aspirations

## Mission Statement



*“The Turtle Lake School Community instills excellence in staff and students producing graduates with the knowledge and tools necessary to excel in all aspects of life.”*

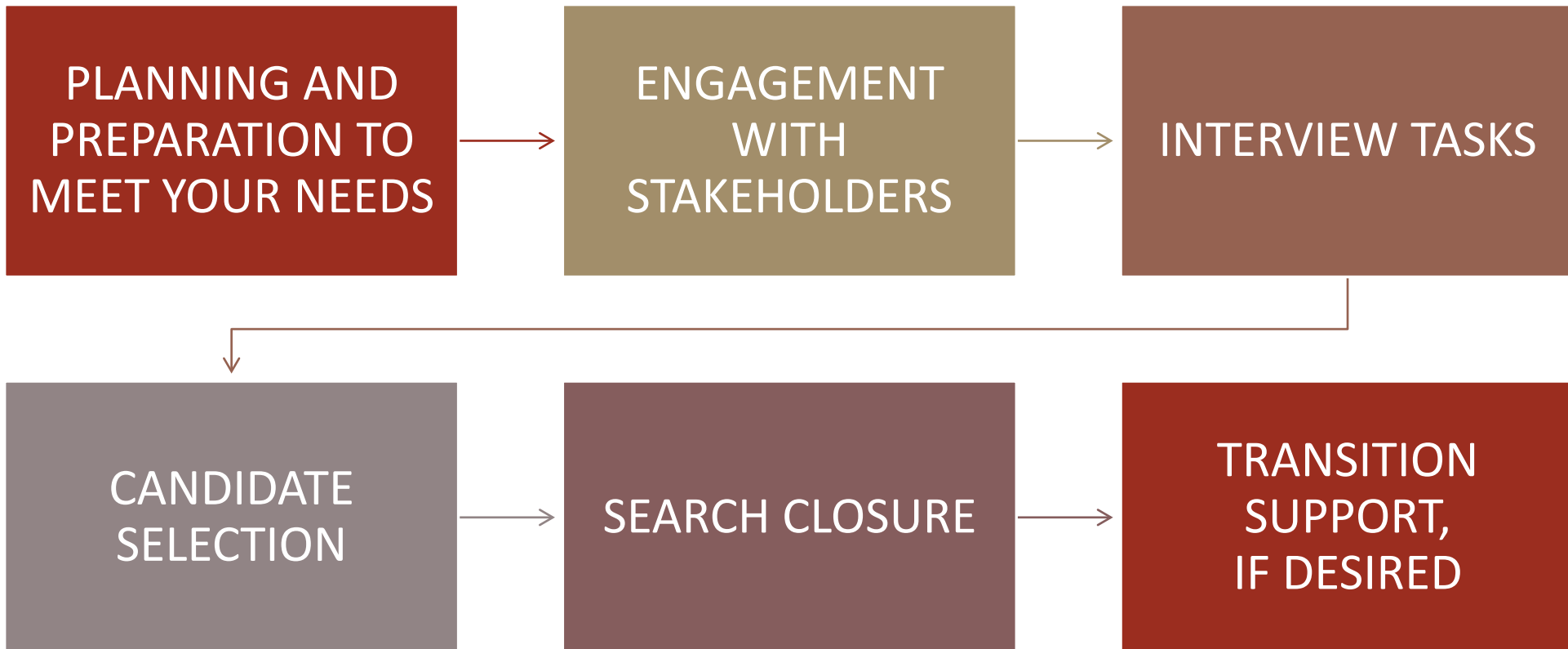


# WASB Search Approach



- Specialized in working only for Wisconsin school districts and CESAs with an ability to recruit and network within the state, regionally & nationally.
- Familiar with the search process and experienced in working with boards to find the right fit.
- Experience with both rural and suburban communities and their needs, challenges and aspirations.
- This is YOUR search—we are committed to partnering with you to meet your goals while staying true to the integrity of our process.

# Search Stages



# Step One: Planning Meeting

**Review Process & Timeline**

**Determine Posting Notices & Application Requirements**

**Determine Stakeholder Engagement – Focus Groups, Survey, Interview Group**

**Identify Board of Education Desires and Needs for District Leadership**

**Consider Update of Job Description, Contract, etc.**

# Step Two: Application Review & First/Preliminary Interview Process

**Application Deadline – Board of Education receives Access to Review ALL Applications Submitted**

**WASB Advises the Board of Education on ALL Applications Received, as Desired**

**Board of Education Selects Candidates for First/Preliminary Round of Interviews**

**WASB Facilitates Development of Interview Questions**

**WASB Facilitates First/Preliminary Round of Interviews with Board of Education**





# Step Three: Final Interview Process

**Board of Education Identifies Candidates for Second/Final Interviews**

**Final Interview Questions Determined along with Process**

**WASB Conducts Background Checks**

**Board of Education Conducts Reference Checks, Using WASB Resources, if Desired**

**WASB Facilitates Final Round of Interviews**



# Step Four: Hiring New Superintendent

**Assist Board of Education with Selection of Tentative Final Candidate**

**WASB Resource Guide Provides Salary/Benefit Information**

**WASB Assists with Development of New Contract, if Desired**

**WASB Assists Board of Education with Press Releases Announcing New Administrator**

**WASB Facilitates Transition Meeting to Review Board & District Expectations with New Administrator**



# SAMPLE TIMELINE

TYPICALLY, A  
3-4-MONTH PROCESS

LOCATED IN YOUR  
WRITTEN PROPOSAL

FINALIZED IN THE  
INITIAL PLANNING  
MEETING WITH THE  
BOARD



## Search Services

**SCHEDULE OF ACTIVITIES** **Draft-Updated 10/16**  
**Superintendent**  
**School District of Turtle Lake**  
**Turtle Lake, Wisconsin**

Vacancy Notice Posted .....	November 17, 2025
<b>Resource Guides (approximate delivery) .....</b>	<b>December 5, 2025</b>
*Planning Meeting.....	December 8, 2025
Community Survey .....	December 10, 2025
*Focus Groups .....	December 16, 2025
*Finalize Essay Questions and District Brochure.....	January 5, 2026
<b>Essay Questions &amp; District Brochure Posted .....</b>	<b>January 8, 2026</b>
Application Deadline .....	January 25, 2026
*Review of Applications/Choose Interviewees .....	January 26, 2026
*First Round of Interviews and Selection of Finalists.....	February 2-3, 2026
*Second Round Interviews and Final Selection .....	<b>February 12, 2026</b>
Negotiate Contract.....	February 16, 2026
Announce New Superintendent/District Administrator .....	March 1, 2026
Position Start.....	July 1, 2026
<b>Define Board/Superintendent Expectations Meeting (after superintendent is hired) .....</b>	<b>August 2026</b>

### NOTES:

Dates may be adjusted to accommodate schedules or other unforeseen circumstances.

Some dates reflect “completed by” status.

\*Indicates dates required for board member attendance.



# Posting Your Vacancy Notice

In addition to the Wisconsin School Leadership Career Center, including AASA

- 28,000+ exposures via job boards and searches per vacancy in 2024-2025
- 1,500+ specific clicks on posted vacancy in 2024-2025
- Nearly 600 applicants in the WASB portal – each emailed individually
- Posting on WASB's superintendent searches webpage and social media
- National Affiliation of Superintendent Searchers (NASS) – 37 additional state school board association members
  - Since 2022, completed nearly 500 searches with more than 5,400 applicants
- Consortium of State School Boards Associations (COSSBA) School District Superintendent Openings by State – 25 state school board associations



# WASB is More Than a Search Firm: Transition Support

## No Additional Fee

- ✓ Superintendent Evaluation Framework
- ✓ If Board/Superintendent goal setting and expectations session is facilitated by WASB



# Closing Comments



The selection of a new superintendent is the most important activity for the Board of Education.



We understand and have experience leading and supporting school districts like yours. We will work with you in a supportive way during your search.



While we will provide advice and counsel, key decisions are made by the Board of Education. We are here to help and guide throughout the entire process.



# THANK YOU

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