



Board of Trustees Agenda Item

Meeting Date: December 15, 2025

Agenda Item: Consider and act on the selection of an executive search consulting firm

Item Type:

- ☒ New
- ☐ Update/Revision
- ☐ Continuation/Renewal
- ☐ Mandated Action

Item Purpose:

- ☐ Information
- ☐ Recognition
- ☐ Student Learning & Support
- ☒ District Business & Operations
- ☐ Board Policy & Compliance
- ☐ Other _____

Submitted By:

Kimberly Smith

Background Information:

Frisco Independent School District solicited proposals from firms experienced in providing executive search services to assist the District and its Board of Trustees in identifying and selecting candidates for the position of Superintendent of Schools. Proposals were due December 8, 2025. The Board evaluated proposals and selected the two highest scoring firms for interviews during the December 15, 2025 regular Board Meeting.

Budget Consideration:

Expenditure Amount:

\$up to \$50,000

Expenditure Type:

- ☐ Recurring
- ☒ One-Time
- ☐ Budgeted
- ☒ Unbudgeted
- ☐ N/A

Funding Source:

- ☒ General Fund
- ☐ Child Nutrition Fund
- ☐ Capital Fund
- ☐ Grant Fund
- ☐ Other _____
- ☐ N/A

Budget Owner: Kimberly Smith

Supporting Documentation:

Final RFP evaluations will be completed during the Board meeting, after the interviews take place.

Recommendation:

We recommend a motion to approve _____ to provide executive search consulting services to assist the Board in hiring a new superintendent of schools.

Comments:

After a firm is selected, District Administration will execute a contract with the awarded firm in accordance with Board Policy CH(Local).