



Beaverton School Board Work Session

District Office

1260 NW Waterhouse Avenue

Beaverton, Oregon 97006

Thursday, September 25, 2025 5:45 PM

Video Stream: www.youtube.com/beavertonschools

Meeting Materials: beavertonsd.org/boardmeetings

AGENDA

I. OPEN MEETING

A. Call to Order

B. Attendance

II. EXECUTIVE SEARCH FIRM INTERVIEWS

A. Background and Process Overview

B. Search Firm Interviews

a. McPherson & Jacobson – 6:00–6:40

b. Ray & Associates – 6:50–7:30

c. Human Capital Enterprises – 7:45–8:25

C. Board Discussion

III. CLOSE MEETING

A. Adjourn

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Superintendent Search Firm Interviews

School Board Work Session

September 25, 2025

Superintendent Search Firm Selection Timeline



Three search firm finalists:

McPherson & Jacobson

Ray & Associates

Human Capital Enterprises



Search Firm Interview Process: Plan for Tonight



Board Member Notes & Feedback in More Detail



Interview Notes

During interviews the board may take notes on the Interview Notes form for their own reference

Search Firm Candidate Interview Notes

Board Member: _____ Search Firm: _____

Pre-Interview Notes

Interview Notes

1. How well you gather information about their company/culture, including diverse and inclusive organizational commitment? How well you assess that they align the candidate's candidate job?

2. How well you support the board throughout the search, especially in managing confidentiality, media strategy, and ensuring a transparent and comprehensive? How well do you assess that they align the candidate's candidate job?



Scoring & Comments

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

Search Firm Candidate Feedback

Board Member: _____ Search Firm: _____

Section 1: Favored and Disfavored

Please assign a score to the firm (1-10) based on your overall opinion. 1 (Least) and 10 (High)

Score: (dot) 1 2 3 4 5 6 7 8 9 10 (High)

Comments: _____

Section 2: Interview Questions

Assign a score to the firm's responses to each question between 1 (Least) and 4 (High)

Question Group 1:

1. **Engage:** Did you observe the firm's engagement with DEI issues, among members of the board?

2. **Engage:** Did you observe the firm's engagement with DEI issues, among members of the board?

3. **Engage:** Did you observe the firm's engagement with DEI issues, among members of the board?

4. **Engage:** Did you observe the firm's engagement with DEI issues, among members of the board?

5. **Engage:** Did you observe the firm's engagement with DEI issues, among members of the board?

6. **Engage:** Did you observe the firm's engagement with DEI issues, among members of the board?

7. **Engage:** Did you observe the firm's engagement with DEI issues, among members of the board?

8. **Engage:** Did you observe the firm's engagement with DEI issues, among members of the board?

9. **Engage:** Did you observe the firm's engagement with DEI issues, among members of the board?

10. **Engage:** Did you observe the firm's engagement with DEI issues, among members of the board?

Q1: Diversity Type Score: (dot) 1 2 3 4 (High)

Comments: _____

Q2: Board Support Score: (dot) 1 2 3 4 (High)

Comments: _____

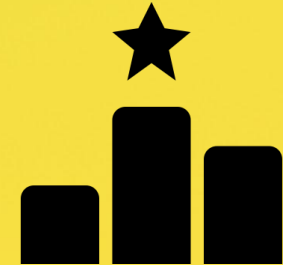
Q3: Candidate Assessment Score: (dot) 1 2 3 4 (High)

Comments: _____



Board Discussion

After all three interviews are completed, board members will share out some of their highlights and wonderings



Ranked Preferences

Board members will record 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			6
Human Capital Enterprises			

Superintendent Search Firm Selection Next Steps

NEXT >>

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Tonight

All board members record feedback on finalist search firms and rank preferences, and staff collect board members' input for committee to review

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Sept. 26 aft.

Committee reviews board members' input, and develops recommendation of which firm to select

14

Sept. 26 eve.

Full board takes action to select a search firm

15

Late September

/ Early October

Finalize contract with selected search firm

