



Interview and Discuss Educational Leadership Search Firms; and Approve a Firm to Conduct the Search for a Permanent Superintendent

March 22, 2017

Search Firm Process Timeline

2/22/2017

- Board discussed process for selection of superintendent search firm

2/24/2017

- Board Communication regarding timeline for process

2/27/2017

- Request for Qualifications (RFQ) sent to twelve firms

3/10/2017

- Statements of Qualifications received from four firms

3/15/2017

- Board-selected Evaluation Committee met to review Statements of Qualifications and by consensus elected to invite all four firms to present to Board on March 22, 2017

3/17/2017

- Board Communication with update including RFQ and Statements of Qualifications received

3/22/2017

- Opportunity for Board to receive and discuss firm presentations, and approve firm to conduct search for permanent superintendent

4/19/2017

- Contract with selected firm to be recommended to Board

Expectations of Search Firms

- Introduce team that would work with the Board
- Present information including:
 - Methodology for stakeholder/community input
 - Anticipated timeframe adequate to obtain input and search for best fit superintendent
 - Clarification regarding if they would be soliciting superintendent candidates currently under contract
- Answer questions from Board
- Maximum 30 minutes per firm

Opportunity for Board

- Receive firm presentations
- Ask questions at the conclusion of each presentation
- Discuss
- Approve firm that represents best value for the district considering qualifications, experience, results, methodology, references and price
 - Designate Purchasing Executive Director to enter into negotiations with intent of executing a contract
 - Contract recommendation targeted for April 19 Board agenda

Search Firm Presentations

1. Hazard, Young, Attea & Associates
2. Leadership Associates
3. McPherson & Jacobson
4. Ray & Associates