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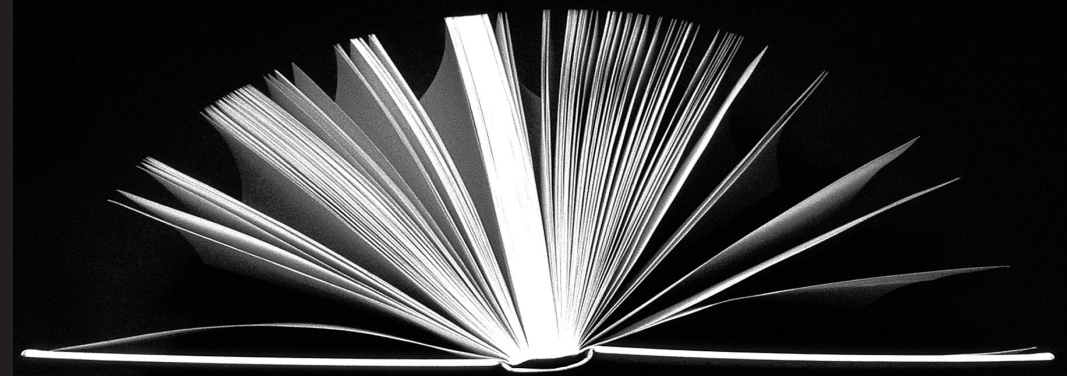


Superintendent Search Service

FINDING TOP LEADERSHIP FOR YOUR SCHOOL DISTRICT

# SUPERINTENDENT SEARCH SERVICE

Puget Sound Educational Service District has a deep commitment to assisting our local school boards in securing strong, effective educational leadership in our region. To support this, we have established a comprehensive Superintendent Search Service, which will help boards with this vitally important responsibility.



## **UNIQUELY QUALIFIED & SUCCESSFUL**

Puget Sound ESD is in a unique position to provide a superintendent search service for local school boards. We fully comprehend the changing roles and duties of the superintendent position, as well as the needs and challenges of the school districts in our region. We have extensive experience consulting with school boards and conducting community focus groups, and a history of successful superintendent searches.

## **OUR SEARCH METHODOLOGY**

Our Superintendent Search Service customizes searches every step of the way to meet the unique needs of individual districts and communities. Each step is designed to insure an excellent match between the superintendent, board, school system and community. There are many decision points for the board along the way, and our process clearly delineates options and offers decision matrices.

## **SERVICES**

### **>Timeline and Expectations**

- Timeline of activities and major events in the search process
- Clear delineation of responsibilities
- Unlimited meetings with lead consultant

### **>Community/Staff Involvement**

- Process for obtaining community, parent and staff input
- Series of facilitated meetings on preferred qualifications, school district challenges, personal attributes desired
- Process regarding internal candidates

### **>Superintendent Profile**

- Criteria for selecting a new superintendent
- Summary of public input sessions
- Characteristics and skills well-matched to your community and district

### **>Recruitment**

- Process for advertising and recruiting candidates, including measures to assure equal opportunity and other considerations
- Recruitment scope as wide as board desires
- Development and distribution of recruitment brochures; Internet listings; advertising in regional and national publications
- Access to national and regional networks for targeted recruitment

### **>Screening/Reference Checks**

- Process for screening applicants
- Selection of credential screeners
- Presentation of screening information to board
- Thorough background checks
- Trusted and extensive national network for reference checks

### **>Interviews, Site visits, Final Selection**

- In-district interviewing protocol
- Interview questions tailored to the board's selection criteria
- Open community forum
- Finalist site visit protocol
- Decision process for final selection

## **RELATED SERVICES**

Additional services are available upon request:

- Superintendent contract analysis
- Compensation package comparisons
- Orientation for board and superintendent

## **OUR TEAM & PARTNERS**

Our superintendent searches are conducted by staff experienced and knowledgeable in superintendent searches and board responsibilities.

- Lead consultant: Superintendent Terry N Lindquist, Ph.D.
- Acting and former superintendents and school district administrators
- Educational Service District staff
- Business and educational partners

## **COSTS**

The ESD is a not-for-profit organization. Fees are based on actual costs incurred.

- Fees significantly less than private sector search firms.
- Scaled according to district size and specific services requested
- Reasonable fees – no hidden costs

## **FOR MORE INFORMATION**

### **Terry N. Lindquist, Superintendent**

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