



# **BWP & Associates**

*Providing Direction for Outstanding Leadership*

# BWP Consultants

## **Steve Griesbach: BWP Director**

- Retired superintendent, Gower School District 62

## **Glenn Schlichting: BWP Associate**

- Retired superintendent, La Grange School District 105
- Professor and Chair of Concordia University Chicago Superintendent Doctoral Program

## **Johnnie Thomas: BWP Associate**

- Superintendent of Rich Township High School District 227

# Questions We Will Answer

1. Who are the BWP consultants you will work with on this search?
2. Who is BWP?
3. What is BWP's track record of success?
4. What services and guarantees are provided by BWP to ensure a successful search?
5. What is BWP's recommended search process?
6. What are our initial thoughts about specific timelines for our Geneva School District 304 Superintendent Search?
7. How does BWP recruit a talented, diverse candidate pool?
8. What will BWP services cost?

# BWP and Associates, LLC

- Formed in 2006 through merger of 4 national firms, including the oldest search firm in the United States
- Strong, consistent presence in districts across the Chicago Area.
- Focused on personalized, local service, with a national presence to:
  - Support the work of school boards to hire talented leaders
  - Match skilled professional leaders to school districts
  - Create successful outcomes to benefit students, staff, school boards and stakeholders

# Who is BWP

- 9 Partners and 40+ Associates
  - Superintendents – active and retired
  - University faculty
  - Former Board of Education members
  - 40% of BWP consultants are women and/or consultants of color
- Offices in Illinois, Washington D.C. area, Indiana and Virginia
- Strong connections with national and state professional organizations, such as: IASB, AASA, NASB, ASCD, IASA, IASCD, SSS, ASBO

# BWP's Track Record of Success

- 98% of candidates placed since 2006 have completed a minimum of 3 successful years
- 95% of candidates placed since 2006 were offered successive contracts
- BWP consultants get 95% satisfaction ratings from school board members and superintendent candidates on anonymous surveys following a search process.
- Not a single candidate placed since the founding of the company has been found to be negligent/criminal in the performance of his/her duties

# BWP Guarantee

- BWP will be “on call” for you throughout the search process and the following year
- Mentoring for the Superintendent and Board of Education at no cost for at least 1 year (**a BWP exclusive!**)
- If the selected candidate does not complete two years in the position, BWP will repeat the search for expenses only
- BWP will not slate a previously placed candidate in another search for the term of five years unless agreed to in writing by the District

# The Search Process

## 1. Planning Meeting with BOE

- Establish search parameters
- Set timeline
- Identify any customized services to be provided

## 2. Launch Recruitment Efforts

- Implement marketing campaign
- Post position on proven websites
- Open electronic, web-based application system

## 3. Conduct Audit and Develop Ideal Leadership Profile

- Interview Board Members
- Survey stakeholders
- Interview constituent groups
- Verify profile with Board of Education

# The Search Process

## 4. Recruit Quality Candidates

- Contact highly successful school leaders whose experience, background, and talents match the District's candidate profile
- Review applications and applicant credentials (internal and external)

## 5. Screen Candidates to Identify 4 – 6 for Board Interviews

- Interview highly qualified applicants who best match District candidate profile
- Conduct extensive research into candidate's background, including online profile (the school district must also conduct a criminal background check for final candidate prior to employment)

## 6. Present Slate of Top Candidates to Board of Education

- Review of candidates and qualifications

# The Search Process

## 7. Prepare Board of Education for Candidate Interviews

- Outline process for interviews
- Identify key questions to ask and rubrics to evaluate and rate responses
- Review what is and what is not permissible in an interview
- Provide strategies for building consensus around finalists

## 8. Board Interview of Finalists (1 – 3 Candidates)

- Create tools and instruments for Board interviews of finalists
- Determine the process and schedule
- Provide strategies for building consensus around a choice

## 9. Employing a New Superintendent

- Onboarding support (contract discussions, transition planning)
- Presentation to staff, students, and stakeholders

# BWP Fees

- BWP Fees: \$18,400
- Additional Expenses may come from special School Board requests or circumstances:
  - These additional expenses will only be added with School Board consultation and agreement

# Why BWP

1. BWP has an unmatched record of successful candidate placement and client satisfaction
2. We have a strong, consistent presence in districts across the Chicago Area
3. Team members are active in many professional organizations, hold leadership positions, and are extensively networked throughout the metropolitan area and beyond – we know the outstanding candidates.
4. Our process is flexible and can be tweaked at any time. This is especially important in the COVID era.
5. We provide ongoing services – including Superintendent/Board mentoring - to ensure the successful transition for Geneva's new superintendent
6. We know the Geneva School District 304 and surrounding areas well



***Thank you for this opportunity.  
Can we answer any additional  
questions?***