

SUPERINTENDENT SEARCH

Presentation and Proposal for

Geneva CUSD 304

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**EXECUTIVE
SEARCHES**

A service of the Illinois Association of School Boards

**The primary goal of the
Illinois Association of School Boards
is to serve Illinois boards of education
and Illinois public schools.**





EXECUTIVE SEARCHES

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IASB's "Foundational Principles of Effective Governance" for Illinois Boards of Education

- **The board employs a superintendent.**
- **The board clarifies the district purpose.**
- **The board connects with the community.**
- **The board delegates authority.**
- **The board monitors performance.**
- **The board takes responsibility for itself.**



IASB's Executive Search Division

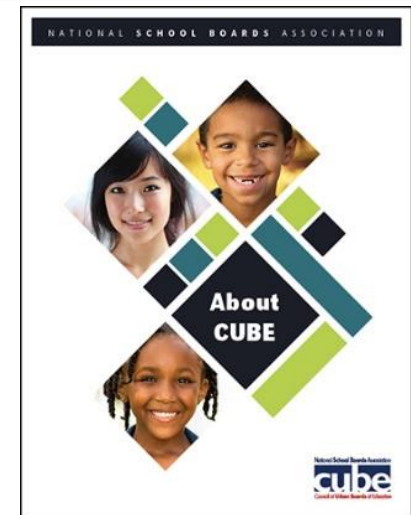
- *The* market leader in Illinois superintendent searches, enhanced by a strong national presence
- Over 50 years of search experience
- Over 300 years of combined consultant experience in education
- Current consultants have been involved in approximately 300 Illinois superintendent searches
- Equal opportunity employment search agency



Attracting and Recruiting Diverse, Top-Quality Candidates

- Extensive Illinois professional association network/events (*e.g.*, *IASA*, *IASBO*, *IASPA*, *IPA*)
- *National Affiliation of Superintendent Searchers* National Network
- *National School Board Association* Annual Conference
- *American Association of School Administrators* National Conference
- *American Association of School Administrators*’ “Women in School Leadership” Forum
- *IASB/IASA*’s Professional Advancement “Seeking the Superintendency” seminars (held twice annually)
- *IASA*’s “Aspiring Superintendents Cohort”
- *HWC-Executive Leadership*’s “Aspiring Superintendents Summer Institute”

State and National Advertising



- ❖ **Standard search fee for Geneva CUSD 304: \$ 9,900**
- ❖ **Fee (TBD) w/ recommended optional services: \$ 12,900**

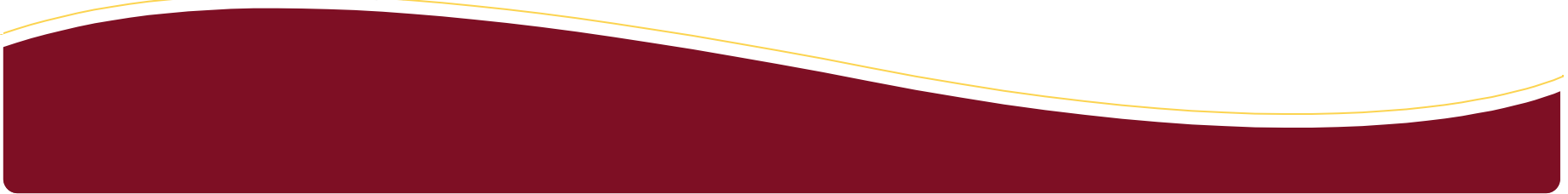
- Designate a **search coordinator** who will facilitate, lead, and be available for guidance and consultation throughout process.

- Assist Board of Education in establishing **timeline** for the search process.


- Survey/interview **board members**; administer on-line survey of **staff/faculty, parents, and community members**.

- **Optional/Recommended**: Conduct **focus groups** with stakeholders to supplement survey and aid in identifying “Ideal Candidate” profile. **(+ \$1500)**

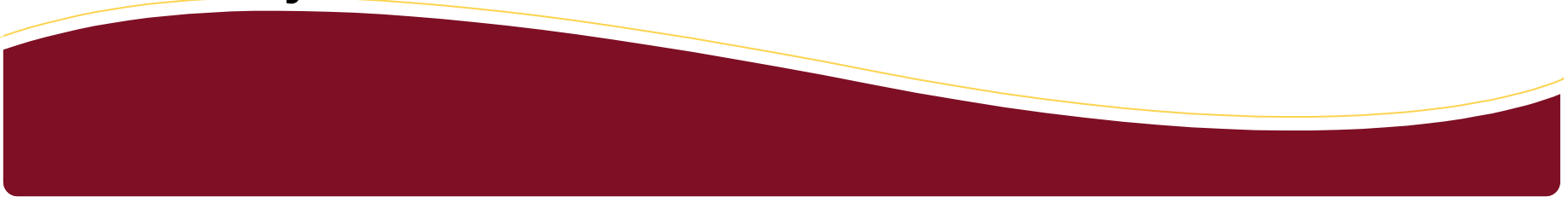
Proposed Search Components, Continued

- Assist Board of Education in articulating “**Ideal Candidate**” **profile**.
 - Develop **tailored *Announcement of Vacancy* brochure**.
 - **Widely disseminate *Announcement of Vacancy* and solicit applicants** for position.
 - ***Optional**: Additional advertising, if needed (**actual cost**)
 - Provide guidance on an appropriate **compensation package**.
 - Collect **applications** and verify candidates’ **qualifications and licensure**.
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Proposed Search Components, Continued

- **Analyze and screen applications** in light of Geneva CUSD 304's "Ideal Candidate" profile.
 - Verify **references** and conduct limited **back-ground inquiries** for leading candidates.
 - Conduct **screening interviews** of top potential candidates.
 - Finalize **slate of approximately 6 candidates**; confirm each candidate's interest and **schedule his/her first round interview** with the Board.
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Proposed Search Components, Continued

- Assist BOE in establishing **protocols and format** for first and final round **interviews** (as well as conducting a **Site Visit**, if desired and feasible).
 - ***Optional**: Lead Board through Mock Interview for interviewing training, practice, and feedback (**\$3000**)
 - ***Optional/Recommended**: Facilitate **Stakeholder Group interviews with finalists**, as part of the final round interview process (**\$1500**)
 - Provide post-search **Board/Superintendent Workshop** with IASB Field Services Director, after new superintendent is on the job.
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RECOMMENDED ADDITIONAL SERVICE, IF SELECTED, BRING TOTAL COST TO \$10,900

- ? To supplement staff/community on-line surveys:**
In-district stakeholder feedback-gathering forums
(\$1500 per consultant)
- To supplement standard advertising: (actual cost)**
Additional advertising, such as Education Week
- To augment interview resources/guidance provided:**
In-district practice interview training session with board members
(\$1,500 per consultant x 2 = \$3000)
- ? To include stakeholder input and ensure the involvement is consistent and follows best practice:**
IASB consultants facilitate in-district stakeholder group interviews with finalists
(\$1500 per consultant)

Why choose IASB?

Responsible to only the Board of Education

Retention rate (2019-2021 Search Years)

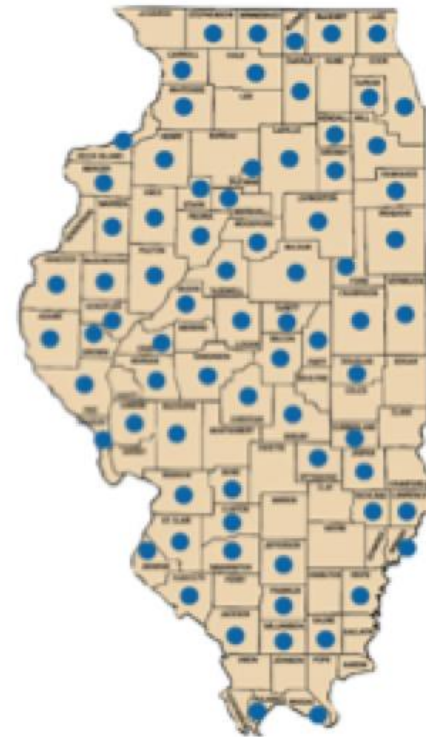
57 of 62 superintendent positions filled through IASB Search Services are still in their position (91.9%) for the past three years

- Statement of assurance
- Guarantee of services
- National presence
- Over 55 years of search experience
- Experience in Illinois

From 2009-2021:

76 different counties

305 school districts served





EXECUTIVE SEARCHES

A service of the Illinois Association of School Boards

The Illinois Association of School Boards is YOUR advocate. It is critical you select an educational leader of excellence who will best serve your students, staff, parents/guardians, Board, and all in your district.



GENEVA

COMMUNITY UNIT
SCHOOL DISTRICT 304

A Tradition of Excellence