

# GR Recruiting



**Experience is Key**



# GR Recruiting



## Nationwide Search Experience



### MISSION STATEMENT:

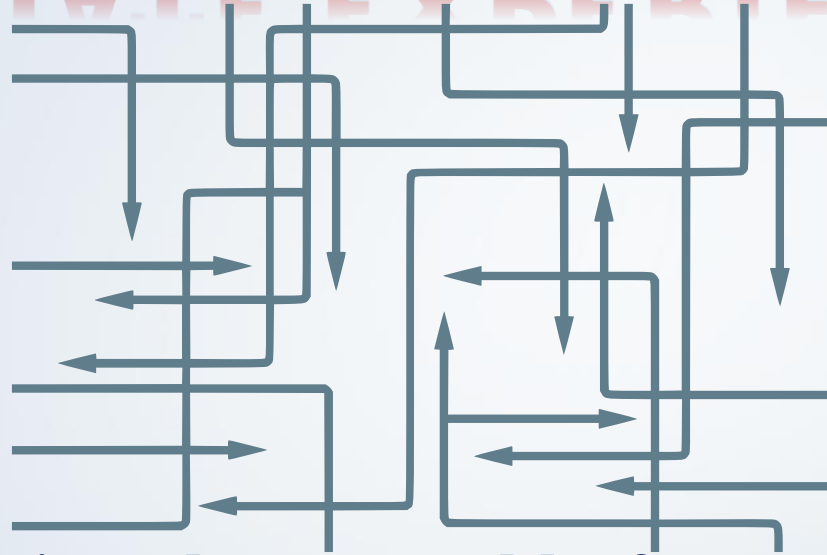
*"Committed to our Clients by recruiting and supporting outstanding educational leaders."*



# Experience

- ❖ **GR Recruiting, Inc. is a professional organization that specializes in school executive leadership searches and support of candidates placed. This is our primary business.**
- ❖ **Our professional consultants include men and women with various backgrounds in education, non-profits, military and private sectors.**
- ❖ **Our team has experience in using technology and virtual options to engage stakeholders.**

# ASSOCIATE EXPERIENCE



- ❖ **Our associates have a wealth of experiences and are committed to constant communication with our clients and our search team.**
- ❖ **Our associates have strong national connections and are committed to making your search a success.**

# CANDIDATE POOL



- ❖ **Our large and diverse pool of candidates, uses our nationwide associates to reach out to educational leaders .**
- ❖ **Continual personal candidate communications allow us to attract and maintain strong candidate interest in the position throughout the search process.**

# We, at GR Recruiting



- ❖ **Our associates include men and women of color who provide a wide range of ideas, contacts, and different perspectives in determining the selection of candidates and the recruitment of candidates**

# Candidates

- ❖ **Screen candidates utilizing Profile.**
- ❖ **Complete thorough, extensive background and internet investigations of top candidates. (using Google, Yahoo, Twitter, Facebook /other media sources).**
- ❖ **Present a slate of top candidates to the Board for consideration.**
- ❖ **Provide candidate applications and video interviews to the Board.**
- ❖ **Criminal, civil litigation, social security, sex offender, motor vehicle record checks and verification of educational degrees can be conducted for top (2-3) candidates at no additional fee.**

**NO surprises!**

# The Process



- **Thorough Process**
- **Experienced Team**
- **Flexible Search, Customized to Your District**



# Board Input

**Individual Board on line Interviews**

**Determines Stakeholder Groups**

**Sets Timeline and Finalizes Process**

**Finalizes Profile and Key Themes of Interest**

**Provides Promotional Strategies**

**Determines candidate compensation**

**Regular Board Communication**

**This is Your Process, not Ours**



# Virtual Input

- ❖ **Stakeholder Input– 2 Part Survey**
- ❖ **Online Survey**
  - ☐ **Option of foreign language surveys at no additional cost**
  - ☐ **Research Based - 28 Traits**
  - ☐ **Inclusion of Stakeholder Comments**
- ❖ **Board Determines Profile after considering survey trait results and key survey themes**

# Recruitment

- ❖ **Aggressively RECRUIT top candidates to the profile set by board and to district challenges.**
- ❖ **Personally Contact highly qualified, diverse candidate pools.**
- ❖ **GR Recruiting website (with several thousand hits per month) offers an interactive and informative site.**
- ❖ **Advertise through professional sites and our website.**
- ❖ **We are the only firm to utilize a candidate interactive social media App & LinkedIn, Twitter, Instagram and Facebook.**
- ❖ **Commit to not recruit any placed candidate for a three-four year period.**
- ❖ **Establish a large pool of qualified candidates.**



# Board Selects Slate

- ❖ **Provide an objective scoring instrument**
- ❖ **Select candidates for interviews (either one or two rounds)**
- ❖ **Review top candidate applications and videos**
- ❖ **Deliberate/discuss and reach consensus**
- ❖ **Assist in development of interview questions**
- ❖ **Organize Interviews that lead to final candidate selection.**
- ❖ **Assist the District in reaching contract agreement.**



# Final Steps & Ongoing Critical Support

- ❖ **Two (2) year guarantee on Superintendent search.**
- ❖ **Provide a Superintendent Two Year Mentoring Program**
- ❖ **Building and Supporting the new leadership team with our educational partner:**

*K12 Insight* 

# Transition Support & Superintendent Mentoring

## Our Educational Partner & Additional Client Support

K12 *Insight* 

- Recognized thought leader in building trust
- Powered by the latest supportive customer service technology
- Informed by feedback, analysis, and research
- Selecting the right leader, at the right time for your community
- Building and sustaining a ‘culture of trust’

## **GR RECRUITING SEARCH FIRM EQUITY PROGRAM**

The GR Recruiting Equity Program is developed on the concept of strengthening leadership at all levels while continuing to establish a positive direction for school districts that includes maintaining positive improvements where every student is getting what they need for true success.

The GR Recruiting Equity Program contains five modules that have been designed to address the key areas which will assist any district in addressing the many challenges and desired outcomes needed to provide equity throughout the entire school district.

### **GR RECRUITING FIVE EQUITY MODULES:**

#### **I. SUPERINTENDENT AS AN EQUITY LEADER**

The Superintendent as an Equity Leader Module is a unique, professional learning program designed to assist veteran, early-career, and prospective superintendents with the effective work of change and equity leadership in complex educational systems. One of the critical areas this module is focused on is assisting superintendents with forming a meaningful guiding coalition around change and equity which empowers others to act on the same vision.

#### **II. BOARD OF EDUCATION - GOVERNANCE THROUGH EQUITY LEADERSHIP**

This School Board/Superintendent Governance Module includes unique, professional learning elements designed to assist school board members and their superintendents in helping to maintain and establish the effective work of school board governance and equity leadership. Among the topics covered will be a review of Board Policies and Agreements on how the board and superintendent come to consensus on how to work together in the best interest of the district especially as it relates to equity issues.

#### **III. EXTERNAL COMMUNITY STAKEHOLDERS FOCUSED ON EQUITY**

The External Community Stakeholders Module is focused on helping school superintendents and their executive staff provide insight and perspective about equity to external stakeholders. The goal is to gain support from all community stakeholders and develop viable partnerships that foster opportunities for all students to excel.

#### **IV. SUCCESS BASED ON EQUITY FOR SCHOOL STAFF – THE POSITIVE BENEFITS**

The School Staff Equity Module is a unique professional learning opportunity designed to provide veteran, early-career school staff, along with building principals and central level administrators with knowledge and skills needed to ensure that equity is an integral component of the entire district which includes overall building and classroom culture. This module will focus on the importance of leadership at all levels, in and outside of the classroom, and assist school districts with the tools needed to make sure equity is prioritized in every aspect of the district and school environment to achieve excellence for students and staff.

#### **V. EQUITY FOR ALL AS IT RELATES TO DISABILITIES**

##### **“Inclusion is a mindset, not a specific activity or program”**

The Equity for All as it relates to students with disabilities module is a unique professional learning for school board members, superintendents, district curriculum leaders, principals, and teacher leaders.

Areas of focus in this module include policies, processes and placement related to identification and service delivery for students with disabilities. Focus will also be on building district capacity for leading and supporting inclusive practices at school sites, as well as, providing inclusive scheduling for students. This would include providing support for students in inclusive classrooms and other general education settings. This module will also focus on collaborative teaching practices which allow general and special educators opportunities to collaborate on instruction, assessment, behavioral and learning support goals for students with disabilities.







***Our firm will provide your District  
with a proven search process and  
ongoing leadership support  
customized to the needs of  
YOUR School District.***