For more than 14 years, the South Carolina School Boards Association (SCSBA) has conducted national superintendent searches for South Carolina school districts. SCSBA knows SC regulations and statutes better than any out-of-state firm. We have a vested interest in finding the perfect fit for your district because we will continue to work with your board and your superintendent on a regular basis.

SCSBA superintendent search services handle the details so board members can focus on choosing the best person for the job.

Recruiting, vetting, and selecting a superintendent is truly the most important task of a school board. This decision, above all others, will impact a district for years. That is why publicly-elected citizens who serve on a volunteer school board need to rely on professionals to manage the process details. The South Carolina School Boards Association was a critical and important partner in our Superintendent search; they handled all of the administrative details – from scheduling interviews to travel arrangements for final interviews. Having SCSBA handle these tasks not only insured that the board adhered to legal and ethical hiring practices, it gave us time to focus on our goals for the district and the qualifications we felt our next Superintendent needed to have.”

Cindy Bohn Coats, Charleston County School Board of Trustees

“Pursuing your first superintendency can be very overwhelming. The SCSBA’s search process was very user-friendly and applicant/candidate accommodating.” The SCSBA staff worked in person, over the phone, and via email to keep me abreast of all procedures, processes, and timelines, which eased all anxieties.

Dr. Marcella Heyward, Williston School District 29 Superintendent

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Superintendent Search Services

South Carolina School Boards Association
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Cindy Bohn Coats, Charleston County School District Board of Trustees

Pursuing your first superintendency can be very overwhelming. The SCSBA’s search process was very user-friendly and “applicant/candidate accommodating.” The SCSBA staff worked to ensure open lines of communication, and they were readily available to respond to all my inquiries regarding the process via email, face-to-face, and by phone in a timely fashion. As a finalist, the SCSBA staff constantly and consistently kept me abreast of all procedures, processes, and timelines, which made all anxious.

Dr. Marcella Heyward, Williston School District 29 Superintendent

SCSBA superintendent search services handle the details so board members can focus on choosing the best person for the job.
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Cindy Bohn Coats, Charleston County School Board of Trustees

Pursuing your first superintendency can be very overwhelming. The SCSBA’s search process was very user-friendly and “applicant/candidate accommodating.” The SCSBA staff was always easy to get in touch with and very quick to respond. As a finalist, the SCSBA staff consistently and consistently kept me abreast of all procedures, processes, and timelines, which made all anxiety go away.

Dr. Marcella Heyward, Williston School District 29 Superintendent

SCSBA superintendent search services handle the details so board members can focus on choosing the best person for the job.
As a member of the National Affiliation of Superintendent Searchers (NASS), we are a part of the most experienced network of executive search professionals in the country. Supported by the National School Boards Association, this national network for state school boards associations is the best resource for finding and recruiting qualified school superintendents.

SCSBA search professionals are uniquely qualified to provide a highly specialized, well-organized search that will attract quality candidates and adhere to the highest standards of ethics and effective school governance.

We customize every search to meet the needs of school boards and communities. We have successfully conducted searches for small, medium and large districts in our state, from districts with under 900 students, to districts governing all of South Carolina's public school districts.

Our superintendent search services include:

- **Establishing a timeline**

- **Attracting the best pool of candidates**
  - Reconnaissance
  - Advertising, recruitment and application procedures
  - Deadline for applications (4-6 weeks to collect applications)

- **Determining selection criteria**
  - FILE: face meetings with your board and staff to determine desired qualifications
  - Conduct face-to-face and/or online surveys for public input
  - Compile the board's wish list of all desired qualities and qualifications

- **Screening applicants**
  - Working with veteran administrators and consultants, SCSBA staff screens applications and provides a list of qualified candidates for the board to consider interviewing
  - Facilitate initial screening by the school board

- **Arranging semi-finalist interviews**
  - To schedule semi-finalist interviews for semi-finalist interviews
  - All-site board members in developing interview questions

- **Handling finalist visits and interviews**
  - Handle logistics for community members
  - Arrange board visits to communities of finalists

- **Assisting with the final selection**
  - Assist with contract development
  - Advise on transition plan
  - Arrange board visits to communities of finalists

- **SCSBA is also available to help boards find interim superintendents. If it’s too late in the year to conduct a full search, SCSBA will work with a board to identify potential interim candidates.**

SCSBA mission:
The members of the South Carolina School Boards Association in the leading voice advocating for quality public education and excellence in school board performance through training and service.

Our superintendent search services include:

- Establishing a timeline
- Attracting the best pool of candidates
- Determining selection criteria
- Screening applicants
- Arranging semi-finalist interviews
- Handling finalist visits and interviews
- Assisting with the final selection

Professional Qualifications

Scott Price

President and CEO of the South Carolina School Boards Association (SCSBA), Scott Price has led the association since 2007. He joined SCSBA in 2001 and served as the association’s executive director from 2003 to 2005. Scott was formerly a member of the association’s Board of Directors. He received his undergraduate degree from the University of South Carolina and his law degree from the University of South Carolina School of Law. Scott is a member of the South Carolina Bar and the American Bar Association. Scott is an active member of the National Association of School Boards of America (NASBA), and a member of the South Carolina School Boards Association (SCSBA).

Scott Price is the executive director of the South Carolina School Boards Association (SCSBA). Prior to joining the association in October 1996, Scott was an associate with the Columbia law firm of Lampkin & McMaster. Before being named executive director in 1996, Scott was general counsel and chief lobbyist for NASBA for 10 years.

A member of the SCSBA Board of Directors, Scott received a law degree from the University of South Carolina School of Law in 1986, and a Bachelor of Arts degree from USC’s College of Journalism in 1984. He is a former newspaper reporter who worked at daily and weekly newspapers in South Carolina and North Carolina. Scott served as forensic investigator for the South Carolina School Boards Association (SCSBA) and became the lead consultant for superintendent search fees for SCSBA in 2015.

Judy LeGrand

Judy LeGrand is the executive assistant to the executive director and board of directors for the South Carolina School Boards Association (SCSBA). Judy joined SCSBA in 2015, becoming the lead consultant for superintendent search fees. Prior to joining the association, Judy served as the office manager for a church in Sumter, SC. She has an associate degree in office administration.

Dr. Sheila Quinn

Dr. Sheila Quinn, Clover School District Superintendent

Superintendent Search Fees

SCSBA charges a competitive base fee for every traditional search it conducts. In addition, administrative costs to cover travel and other expenses may be negotiated with a school board client.

If a school board conducts its own search, an SCSBA consultant can meet with the board to discuss the project. Consultant travel expenses are on the local board.

In addition, administrative costs to cover travel and other expenses may be negotiated with a school board client.

“"This was my first superintendent search and I was completely unprepared. I quickly realized that there was a strong initial vetting process before the actual interview stage. Additionally, communications with candidates before, during, and after the final negotiations was professional, courteous and sufficient to meet my needs.”

Dr. Sheila Quinn, Clover School District Superintendent

Shaynene Glass, Spartanburg School District Three Board of Trustees

SCSBA is an active member of the National Affiliation of Superintendent Searchers (NASS)
### Superintendent Search Services Include:

<table>
<thead>
<tr>
<th>Service</th>
<th>Description</th>
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<tbody>
<tr>
<td>Establishing a timeline</td>
<td>Facilitate meetings with board and staff to determine desired qualifications</td>
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<tr>
<td>Attracting the best pool of candidates</td>
<td>Conduct focus groups and/or an online survey for public input</td>
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<tr>
<td>Personalized recruitment</td>
<td>Provide board with list of qualified candidates for the board to consider interviewing</td>
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<tr>
<td>Advertising, recruitment, and application process</td>
<td>Assist the board to discuss the process</td>
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<tr>
<td>Deadline for applications (4-6 weeks to collect applications)</td>
<td>Identify potential interim candidates and assist the board to conduct preliminary reference checks</td>
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<tr>
<td>Determining selection criteria</td>
<td>Conduct preliminary reference checks and, when needed, legal training</td>
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<tr>
<td>Assist with the final selection</td>
<td>Help prepare media announcements</td>
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<tr>
<td>Assist with contract development</td>
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<tr>
<td>SCSBA staff visits newly hired superintendent</td>
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<tr>
<td>Follow-up training with new superintendent/board</td>
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### Professional Qualifications

**Scott T. Price**

Scott Price is the executive director of the South Carolina School Boards Association (SCSBA). Prior to joining the association in October 1996, Scott was an associate with the Columbia law firm of Tankersley and McLaurin. Before being named executive director in 1996, Scott was general counsel and chief lobbyist at SCSBA for 12 years. A member of the SC Bar Association, Scott received a law degree from the University of South Carolina School of Law in 1984, and a Bachelor of Arts degree from USC’s College of Journalism in 1980. He is a former newspaper reporter who worked at daily and weekly newspapers in South Carolina and North Carolina. Scott served as the lead consultant for superintendent searches for SCSBA in 2015.

**Judy J. LeGrand**

Judy J. LeGrand is the executive director of the South Carolina School Boards Association (SCSBA). Prior to joining the association in October 2007, Judy was an active member of the South Carolina School Boards Association (SCSBA) and the South Carolina School Boards Association (SCSBA). Prior to joining the association in October 2007, Judy was the executive director of the South Carolina School Boards Association (SCSBA). Judy has worked at the association for 20 years. She has served as the executive director of SCSBA since 2007, and is a member of the South Carolina School Boards Association (SCSBA)’s executive board.

**Shannon Gault, Cloister School District Superintendent**

“SCSBA was tremendous help in facilitating the screening process of the application review for our district’s superintendent search. This allowed us to bring quality candidates to the board for consideration. I highly recommend using their services.”

**Scott Price, Clover School District Superintendent**

“This was my first superintendent search with SCSBA and I am very impressed by the professionalism, expertise and complete confidentiality. I would use them again for my next superintendent search.”

**Judy J. LeGrand, District Three Board of Trustees**

“My district decided to conduct a superintendent search in 2015. The SCSBA team provided us with their services and we used them to their fullest extent. The SCSBA team provided us with high-quality candidates and we were able to find the right person for our district.”

**Judy LeGrand, Clover School District Superintendent**

“This was my first superintendent search with SCSBA and I am very impressed by the professionalism, expertise and complete confidentiality. I would use them again for my next superintendent search.”

**Dr. Sheila Quinn, Clover School District Superintendent**

“This was my first superintendent search with SCSBA and I am very impressed by the professionalism, expertise and complete confidentiality. I would use them again for my next superintendent search.”

### Superintendent Search Fees

- **SCSBA** charges a competitive base fee for each traditional search it conducts. In addition, administrative costs due to COVID-19 protocols may be negotiated with a school board client on a case-by-case basis.
- If a school board conducts its own search, an SCSBA consultant can meet with the board to discuss the process. Consultant travel expenses are the only charges.

SCSBA is also available to help boards finalize interim superintendents. If it’s too early to begin the search or if a full search has not been completed, SCSBA will work with the board to identify potential interim candidates.
As a member of the National Affiliation of Superintendent Searchers (NASS), we are a part of the most experienced network of executive search professionals in the country. Supported by the National School Boards Association, this national network for state school boards associations is the best resource for finding and recruiting qualified school superintendents.

SCSBA search professionals are uniquely qualified to provide a highly specialized, well-organized search that will attract quality candidates and adhere to the highest standards of ethics and effective school governance.

We customize every search to meet the needs of school boards and communities. We have successfully conducted searches for small, medium and large districts in our state, from districts with under 900 students, to districts with more than 45,000 students.

Our staff and consultants work alongside boards governing all of South Carolina's public school districts.

SCSBA mission
The mission of the South Carolina School Boards Association is to be the leading voice advocating for quality public education through excellence in school board performance through training and service. SCSBA's member organizations, as a source of information and as a statewide voice for school boards and communities, work with more than 45,000 students.

Our superintendent search services include:

- Establishing a timeline
- Attracting the best pool of candidates
- Professional recruitment
- Advertising, recruitment and application processes
- Deadline for applications (4-6 weeks to collect applications)
- Determining selection criteria
- Facilitate meetings with your board and staff to determine desired qualifications
- Conduct focus groups and/or an online survey for public input
- Provide the board with compilation of all desired qualities and qualifications

Our superintendent search services include:

- Screening applicants
  • Working with veteran educators and consultants, SCSBA staff screens applications and provides a list of qualified candidates for the board to consider interviewing
  • Facilitate initial screening by the school board

- Arranging semi-finalist interviews
  • SCSBA recognizes that arrangements for semi-finalist interviews
  • All汰-board members involved in determining desired qualities

- Handling finalist visits and interviews
  • Hands-on liaison and assistance for final interviews and community tours
  • Assist board visits to communities of finalists (optional)

- Assisting with the final selection
  • Assist with contract development
  • Mediate media announcements
  • Support your board through the entire superintendent search

- Following up with newly hired superintendent and board
  • SCSBA staff visits newly hired superintendent
  • Follow-up training with new superintendent/board team on roles and responsibilities, board retreats, meeting management and, when needed, legal training

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Professional Qualifications

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Recruiting your association, Judy served as the office manager for a church in Sumter, SC. She has an associate degree in office administration.

Superintendent Search fees

• SCSBA charges a competitive base fee for traditional superintendent search. In addition, administrative costs to cover travel and other expenses may be negotiated with a school board client prior to signing an agreement.

• If a school board conducts its own search, an SCSBA consultant can meet with the board to discuss the process. Consultant travel expenses are the only charges.

• SCSBA is also available to help boards find interim superintendents. If it’s too late in the year to conduct a full search, SCSBA will work with a board to identify potential interim candidates.