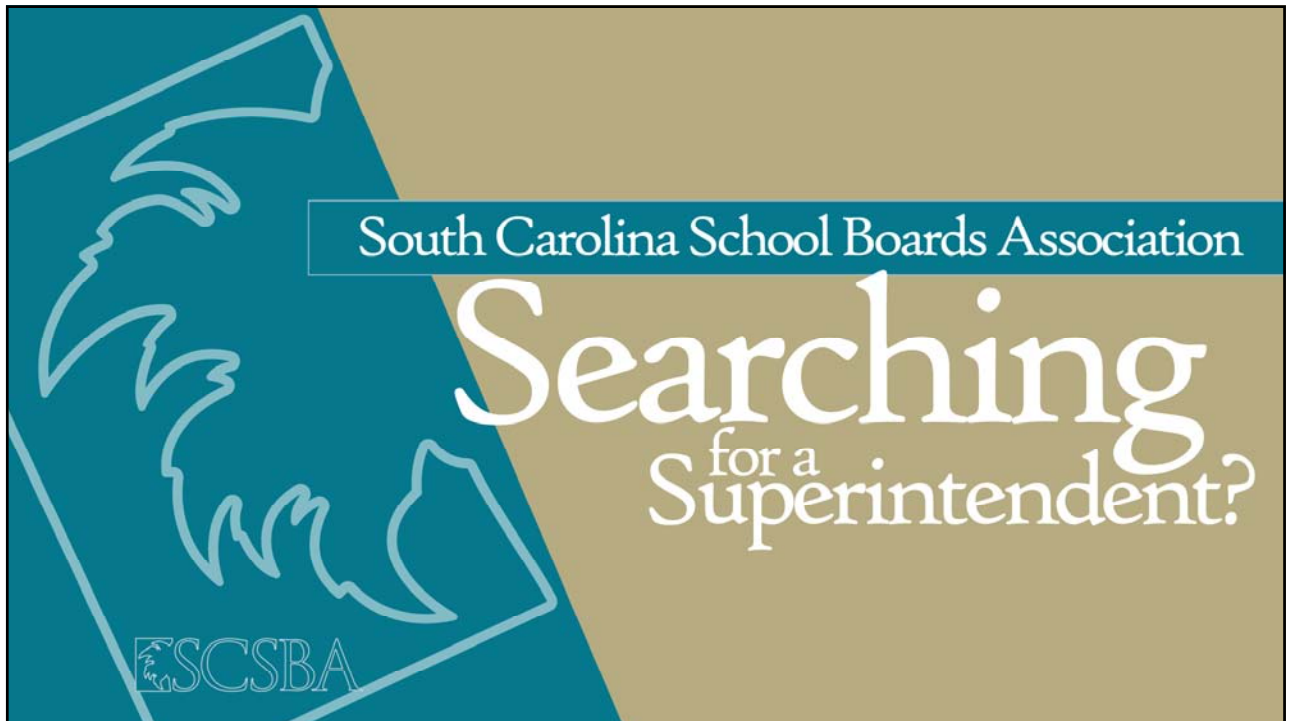




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The SCSBA Search Team

- Scott T. Price, *Executive Director/Lead Search Consultant*
- Judy LeGrand, *Executive Assistant and Superintendent Search Coordinator*
- Dr. Gene Moore, *Search Consultant*
- Dr. Frank Vail, *Search Consultant*

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Session Objectives

- The vacancy
- The process
- The transition


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The Vacancy

SCSBA has 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!

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The Vacancy...to search or not to search...

Options

- Name an interim
- Internal candidate
- Knowledge of candidate in another district
- Conduct your own search
- Use a Superintendent Search Service

SCSBA knows SC regulations and statutes better than any out-of-state firm!

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The Vacancy: *considerations*

- Does the Board want a search?
- Is there an “heir apparent”?
- What time of year did vacancy occur?
- What direction is your district taking? Where does the Board want to go?
- Do you want to look nationally? Regionally?
- Community input
- What qualities in a new superintendent?

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The Vacancy: *considerations*

- Buy out?
- Overlap in service?
- Transition period
- Is your house in order?

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The Vacancy

Superintendent Selection must be done right!

- Educational team for the district
- Best fit for your community and schools
- Advocate for public schools in district and state
- Tailored process meets the needs of your board
- Attention to details
- Community engagement

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The Process

Nuts and bolts

- Typically search is a 4-6 month process
- Focus groups, surveys
- Pool of candidates → semi-finalists → finalists
→ superintendent
- Background checks
- Interviews
- On-site visits
- Base fee + administrative costs

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The Process – the SCSBA Plan

- Identify board needs
- Organize the process
- Determine criteria
- Establish timeline
- Post the position
- Determine ideal candidate
- Confidentiality
- Understand state law
- Manage media

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The Process

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

“The South Carolina School Boards Association was a critical and important partner in our Superintendent search, they handled all of the administrative details — from collecting résumés to travel arrangements for final interviews. Having SCSBA handle these tasks not only ensured 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 District Board of Trustees

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Superintendent
Search
Service

The Process

Attracting Candidates

- Recruitment: state, regional, national
- Retain national and state consultants
- Advertising: AASA, SCASA
- National Affiliation of Superintendent Searchers (NASS)

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Superintendent
Search
Service

The Process

- Application Process
 - Information and communication
 - Application review
- Interview Process
 - Reference / background inquiries
 - Interview
- Hiring Process
 - Media announcements
 - Contract development

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NASS by the Numbers...

- 40 state school board associations
- 20 plus years serving school boards
- 110 plus search consultants
- Decades of educational experience
- 100's of searches conducted each year

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NASS Consultant Profile

- **State citizens** with a passion for public education and matching quality leaders with quality districts
- Knowledge of **state laws** affecting hiring process
- Work with **school boards** nationwide
- **Collaborate** with each other on searches
- **Recruit and consult** to identify **highly qualified candidates** nationwide
- Share vital **background** and **professional references**
- **Proven track record** of lasting placements

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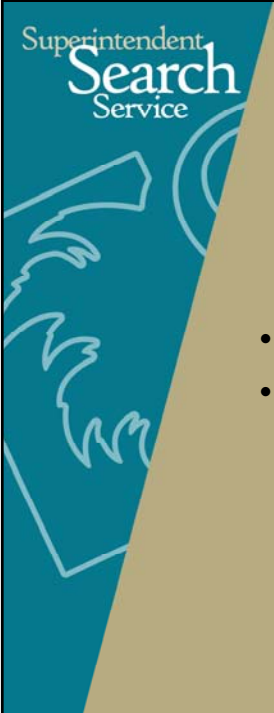


Superintendent
Search
Service

The Transition

- Contract development
- Transition period
- New leadership
- Teambuilding

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Superintendent
Search
Service

The Transition

- 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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Testimonials

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

Shannon Gault, Spartanburg School District Three Board of Trustees

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Questions?

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