





South Carolina School Boards Association
Superintendent
Search
Service




South Carolina School Boards Association
Searching
for a
Superintendent?



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*




Session Objectives

- The vacancy
- The process
- The transition



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!




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?



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



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



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



The Process



Attracting Candidates

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




The Process

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



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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The Transition

- Contract development
- Transition period
- New leadership
- Teambuilding



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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?