SCSBA superintendent search services handle the details so board members can focus on choosing the best person for the job.
Since 2001, 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.

“Selecting a new superintendent is without a doubt the most important job any school board will ever have. Finding the person who has the background, qualifications and is the right fit for your district can be overwhelming for a board. That’s why our district and the South Carolina School Boards Association manage the administrative details of our search. The SCSBA advertised, collected résumés, and provided us with a list of the top 3 candidates. After our board decided on the candidates we wanted to interview, the SCSBA helped us decide on interview dates and times and arranged those who would be interviewed. The SCSBA was with us every step of the way. They made sure that we adhered to legal and ethical hiring practices and walked us through every detail we needed to follow when we contacted and offered the job to our new superintendent.”

Jeremy Oram, Anderson District Two School Board of Trustees Chair
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. 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 fewer than 500 students, to districts with more than 45,000 students. Our staff and consultants work alongside local boards to facilitate the process, advise and handle the many details of this critical task swiftly and professionally. Our consultants include retired SC superintendents and administrators.

SCSBA mission
The mission of the South Carolina School Boards Association is to be the leading voice advocating for quality public education, while ensuring excellence in school board performance through training and service.

SCSBA, a non-profit organization, serves as a source of information and a state-wide voice for boards governing all of South Carolina’s public school districts.

Our superintendent search services include:
- Establishing a timeline
- Attracting the best pool of candidates
  - Personalized recruitment
  - Advertising, recruitment, and application procedures
  - 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 a compilation of all desired qualities and qualifications
Screening applicants
- Working with school districts and consultants, SCBA staff screen applications and provides a list of qualified candidates for the board to consider interviewing.
- Conduct preliminary reference checks.
- Prepare initial screening by the school board to select semi-finalists.

Arranging semi-finalist interviews
- Handle logistical arrangements for semi-finalist interviews.
- Advise board members on developing interview questions.

Handling finalist visits and interviews
- Handle logistical arrangements for finalist interviews and community tours.

Assisting with the final selection
- Assist with contract development.
- Help prepare media announcements.
- Advise on transition plan.

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

Superintendent Search fees
- SCBA charges a competitive base fee for every traditional search it conducts. In addition, administrative costs to cover travel and other expenses may be协商ed with a school board client before a contract is signed.
- If a school board conducts its own search, an SCBA consultant can assist the board to discuss the process. Consultant travel expenses are the only charges.
- SCBA is also available to help boards find interim superintendents. If it’s too late in the year to conduct a full search, SCBA will work with a board to identify potential interim candidates.

SCBA is an active member of the National Affiliation of Superintendent Searchers (NASS).
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 1993, Scott was an associate with the Columbia law firm of Tompkins and McElratty. Before being named executive director in 2005, Scott was general counsel and chief lobbyist at SCSBA for 13 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 1981. He is a former newspaper reporter who worked daily and weekly newspapers in South Carolina and North Carolina. Scott became the lead consultant for superintendent searches for SCSBA in 2013, when he was named executive director.

Judy J. LeGrand

Judy LeGrand is the executive assistant to the executive director and board of directors for the South Carolina School Boards Association (SCSBA). Judy has worked at SCSBA since 1997. She has worked on superintendent searches for SCSBA since 2005 and became the superintendent search coordinator in 2020.

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. Gene Moore

Dr. Gene Moore has served as a superintendent search consultant for the South Carolina School Boards Association (SCSBA) since 1996. Prior to that, he served as the superintendent of Lancaster County School District in Lancaster, S.C. for 11 years; superintendent of Cleveland County School District in Shelby, N.C., for seven years; and superintendent of Bradley County School District in Alabaster, N.C., for five years. He began his career as a math teacher in the Winston-Salem/Forsyth County School District in Winston-Salem, N.C., where he also served as an assistant principal, a principal, and as an assistant superintendent for strategic planning. He earned a bachelor’s, master’s and doctorate at the University of North Carolina at Greensboro, after attending Wingate Junior College.