



*The Gold Standard  
of  
Executive Searches*



## *Assisting school boards in hiring Superintendents, Assistant Superintendents, Business Managers and Principals*

Selecting a superintendent is the most important decision you will make as school board members. You determine the policies for your district, but without a talented, personable visionary to translate those policies into everyday management decisions, your policies will be irrelevant. Hiring other key administrators is a crucial component of the superintendent's function. Identifying and finding the right person can consume a considerable amount of time and effort.

It makes sense to choose the most professional assistance possible when making these crucial choices. The Executive Searches service of the Illinois Association of School Boards is the most experienced search service in the state. IASB has conducted superintendent searches for member districts for 50+ years. IASB staff have facilitated searches for hundreds of districts. It places the majority of superintendents for districts that hire a search firm or consultant. IASB staff is acquainted with the business of how school boards and school districts function; this detailed knowledge is a powerful tool in the evaluation of candidates for superintendent, assistant superintendent, business manager or principal positions.



# IASB Executive Searches advantages

When you engage IASB's Executive Searches, you get not only a highly qualified lead consultant with whom to work, but an entire team of professionals. Our consultants work closely with IASB field services directors who provide in-depth knowledge of districts and staff in this state and beyond. This enhances our ability to attract and recruit out-of-state candidates. Visit our web site [www.iasb.com](http://www.iasb.com) to view a list of our recently completed searches. In addition:

- Each IASB search is customized to meet individual district needs.
- IASB advertises the search, receives and evaluates applications and interviews semi-finalists.
- The search team sets up interviews with finalists and the board of education and offers assistance to the board in preparing for those interviews.
- IASB's dedication to maintaining confidentiality in the search process allows us to attract quality candidates who otherwise might be reluctant to submit an application.
- IASB's search price is competitive; districts receive a "will not exceed" quote.
- When the search is over, our service to you continues. IASB offers a workshop, at no additional charge, for the new board-superintendent team up to six months after the employment date.
- IASB is an active member of the National Association of Superintendent Searchers.
- If the board isn't satisfied, IASB will reopen the search. Our reputation is based on your satisfaction, which is *guaranteed*.



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