

Welcome!
The IASB Executive Search Process Webinar
 Thursday, March 16, 2023
 12:00-1:00 p.m.

EXECUTIVE SEARCHES
 A service of the Illinois Association of School Boards

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EXECUTIVE SEARCHES
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Presenters

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Why choose IASB?

Responsible to only the Board of Education

Retention rate (2019-2022 Search Years)
62 of 65 superintendent positions filled through IASB Search Services are still in their position (95.4%) for the past three years

- Statement of assurance
- Guarantee of services
- National presence
- Over 55 years of search experience
- Experience in Illinois
 - From 2001-2022:
 - 78 different counties
 - 604 school districts served

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- The Illinois Association of School Boards is **your** advocate.
- We share your passion for selecting and supporting high quality Superintendent-Board of Education Teams.

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We are the only organization whose primary goal is to serve Illinois boards of education and Illinois public schools.

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EXECUTIVE SEARCHES
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- **Market leader**
- IASB has over 60 years of search experience with over 1000 searches conducted
- Current Consultants have over 300 years collective years in education and have been involved in over 330 searches.
- Equal opportunity employment search agency
- IASB's Foundational Principles of Effective Governance are the board's job description

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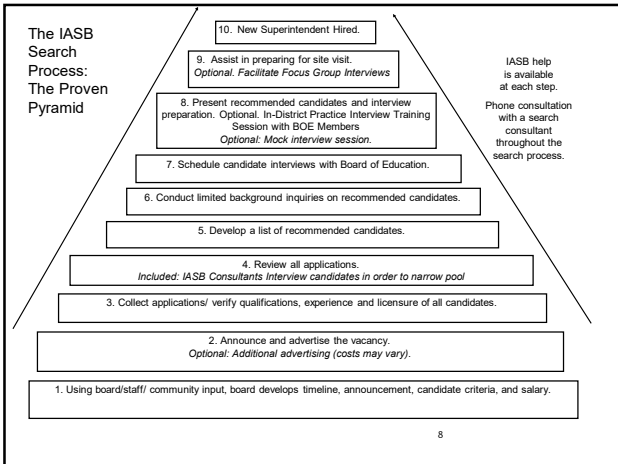
**Superintendent Search
Begins and Ends
With Board Action**



Principle 3: The board employs a superintendent.

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**The IASB Search Process:
The Proven Pyramid**

#1

**Using board/staff/community input,
board develops timeline, announcement,
candidate criteria,
and considers possible compensation.**

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**Superintendent
Online
Search Survey**

- Parents and Community Members
- District Staff
- Board of Education




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**Consultants Conduct
In-District Focus Groups**
(Optional item with additional fee)

- **Focus groups may include: staff members; students; parents; and community members**
- **Desired superintendent characteristics identified and used in recruitment materials**



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**The IASB Search Process:
The Proven Pyramid**

#2
**Announce and advertise
the vacancy.**
(Optional item with additional fee)
**Additional advertising
(costs may vary).**

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Recruitment

- IASA Events
- National Affiliation of Superintendent Searchers
- COSSBA Nation Conference
- AASA National Conference on Education
- AASA Women in School Leadership Forum
- IASB/IASA Professional Advancement
- NSBA's CUBE (Counsel of Urban Boards of Education)
- Higher Logic Outreach > 7,000+
- ALAS (Association of Latino Administrators and Superintendents)

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Advertising/Recruitment

ASB ILLINOIS ASSOCIATION OF SCHOOL BOARDS

IASA ILLINOIS ASSOCIATION OF SCHOOL ADMINISTRATORS

NASS NATIONAL AFFILIATION OF SUPERINTENDENT SEARCHERS

AASA THE SCHOOL SUPERINTENDENTS ASSOCIATION

K12JOBSPOT See Spot. Spot jobs.

ALAS ASSOCIATION OF LATINO ADMINISTRATORS AND SUPERINTENDENTS

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The IASB Search Process: The Proven Pyramid

#3
 Collect applications and
 verify qualifications,
 experience and
 licensure of all candidates.

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**The IASB Search Process:
The Proven Pyramid**

**#4
Review all applications.**

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**Structured Candidate Interviews
Conducted by Consultants**

- **Consultants screen and identify approximately 12 to 15 candidates.**
- **Consultants interview the narrowed pool via Zoom.**

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**The IASB Search Process:
The Proven Pyramid**

**#5
Develop a list of
recommended candidates.**

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**The IASB Search Process:
The Proven Pyramid**

#6
**Conduct limited
background inquiries
on recommended candidates.**

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**The IASB Search Process:
The Proven Pyramid**

#7
**Schedule candidate interviews
with Board of Education.**

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**The IASB Search Process:
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#8
**Present recommended candidates
and interview preparation.**

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In-District Board of Education Interview Training Session

(Optional item with additional fee)

- **Search Consultant stands in as a practice candidate and interviews with the Board of Education.**
- **Interview session is critiqued with Board members.**

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Consultant-Facilitated Stakeholder Interviews of Finalists

(Optional item with additional fee)

- **Consultants available to facilitate in-district stakeholder interview groups with the final candidates.**
- **Consultants compile results of the “potential for success” ratings from in-district interviews and shares summary with Board of Education.**

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The IASB Search Process: The Proven Pyramid

#9

Assist in preparing for site visit.

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New Superintendent Hired

#10

- Board of Education Conducts Background Checks
- Additional background check service providers are available for additional fee
- Board of Education deliberates to select the preferred candidate
- Board of Education works with Board Attorney on Contract

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Follow-up Training

When the search is over, our service to you continues.

- Complimentary follow-up training for the new board-superintendent team up to six months after the employment date with your district's Field Services Director.



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Other Key Administrative Searches

The IASB Executive Search Consultant works directly with the district Superintendent throughout this process.

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Fee Structure
(includes expenses - additional searches discounted)

Enrollment	Fee in FY 2022-2023
1-599	\$6,400
600-1,199	\$6,900
1,200-3,299	\$7,900
3,300-5,399	\$8,900
5,400-10,999	\$9,900
11,000-16,499	\$12,900
16,500-21,999	\$13,900
22,000 or more	TBD

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Optional items with additional fees

Staff and/or community In-District interviews (\$1,500 per day per consultant)

Additional advertising, i.e.: Education Week, AASA, etc. (at actual cost)

Practice Interview Session with the Board of Education (\$1,500)

Stakeholder interviews with semi-finalists identified by the Board (\$1,500 per day per consultant)

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**IASB Superintendent Searches
(July 1, 2023 Start)**

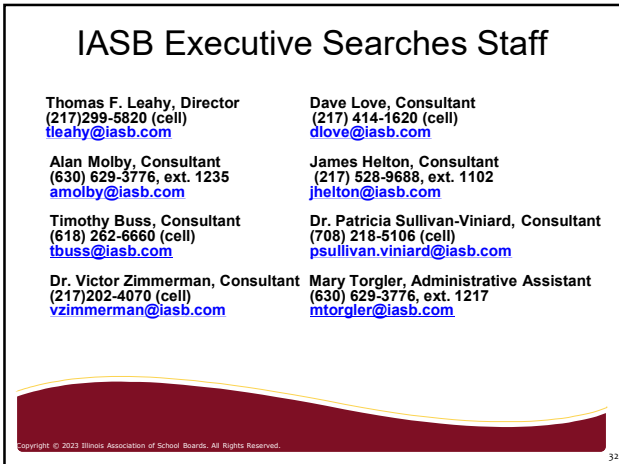
Beach Park CCSD 3 (McHenry County)	Fieldcrest CUSD 6 (Woodford County)	PORTA CUSD 202 (Menard County)
Beardstown CUSD 15 (Cass County)	Fox River Grove CSD 3 (McHenry County)	Princetonville CUSD 326 (Peoria County)
Central CUSD 4 (Iroquois County)	Harmony-Emge SD 175 (St. Clair County)	Riley CCSD 18 (McHenry County)
Cerro Gordo CUSD 100 (Platt County)	Knoxville CUSD 202 (Knox County)	Roanoke-Benson CUSD 60 (SP) (Woodford County)
CHSD 155 (Crystal Lake) (McHenry County)	Martinsville CUSD 30 (Clark County)	Salt Creek SD 48 (DuPage County)
DeLand-Weldon CUSD 87 (Platt County)	Mascoutah CUSD 19 (St. Clair County)	St. Joseph CCSD 189 (Champaign County)
El Paso Gridley CUSD 11 (Woodford County)	Oak Lawn CHSD 229 (Cook County)	Westmont CUSD 201 (DuPage County)

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