

BWP & ASSOCIATES, LLC

PROVIDING DIRECTION FOR OUTSTANDING LEADERSHIP

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OSWEGO CUSD #308
Superintendent Search Presentation
February 1, 2023

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- Our presentation includes the responses to the 8 topics that district provided
- These responses are noted according to topic number
- Feel free to ask questions throughout presentation

WHO IS BWP?

- 9 Partners and 40 Associates
 - Superintendents – active and retired
 - University faculty
 - Former Board of Education members
 - 45% of BWP partners are women and minorities
- National firm with main office in Illinois...sub offices in Texas, Virginia, and South Carolina
- Strong connections with national and state professional organizations, such as: AASA, NBSE, ALAS, MSSA, ASCD, MSSA, IASA, IASB, IASCD, ASBO, IASBO
- Founded in 2006 through merger of 4 national firms
- Has conducted searches of districts ranging from 600 students to 350,000 students (Chicago Public Schools)

BWP'S TRACK RECORD SETS US APART FROM OTHER FIRMS: Topic #6

- 98% of candidates placed since 2006 have completed minimum of 3 successful years
- 95% of candidates placed since 2006 offered successor contracts
- BWP consultants received 95% satisfaction ratings from school board members and superintendent candidates on anonymous surveys following search process
- Not a single candidate placed since the founding of the company has been found to be negligent/criminal in performance of duties
- BWP consultants are highly skilled in leading productive and engaged focus groups
- Our personalized search process, extensive recruiting, thorough vetting of candidates, and commitment and expertise of our firm's consultants enable BWP to stand out from other firms

BWP GUARANTEE: Topic #7

- BWP will be “on call” throughout the search process and during the following year
- Mentoring/coaching for Superintendent and Board of Education ‘at no cost’ for at least 1 year (a BWP exclusive!)
- If the selected candidate does not complete two years, BWP will repeat search for expenses only
- BWP will not slate a previously placed candidate in another search for term of initial contract

SEARCH PROCESS: Topics #1, 5, 8

1. Planning Meeting with Board (February 2023)

- Establish search parameters
- Set timeline and establish frequency of periodic updates to Board
- Identify any customized services to be provided
- Determine search status: traditional 'in person', hybrid or remote

2. Launch Recruitment Efforts: (February 2023)

- Implement marketing campaign at local, state, and national levels
- Post position on proven websites such as: AASA, NASBE, ALAS, IASA, Ed Week, LinkedIn, Indeed in order to expand beyond Elementary & Secondary Education sector
- Open electronic, web-based application system

3. Conduct Audit and Develop Ideal Candidate Profile (February 2023)

- Interview Board Members
- Survey stakeholders
- Interview constituent groups
- Verify profile with Board of Education

SEARCH PROCESS: Topics # 1, 5, 8

4. Recruit Quality Candidates (February 2023)

- Contact highly successful school leaders whose experience, background, and talents match the District's candidate profile
- Review applications and applicant credentials (internal and external)

5. Screen Candidates to Identify 5 – 6 for Board Interviews (March 2023)

- Interview 10 - 12 applicants who best match District candidate profile
- Conduct extensive research into candidate's background, including online profile (the school district must also conduct a criminal background check for final candidate prior to employment)

6. Present Slate of Top Candidates to Board of Education (March 2023)

- Review candidates and qualifications

SEARCH PROCESS: Topics # 1, 5, 8

7. Prepare Board of Education for Interviewing Candidates (March 2023)

- Outline process for interviews
- Identify key questions to ask and rubrics to evaluate and rate responses
- Review what is and what is not permissible in an interview
- Provide strategies for building consensus around finalists

8. Board Interviews: 1st Round 4-6 candidates, 2nd Round 1-3 finalists (March/April 2023)

- Create tools and instruments for Board interviews of finalists
- Determine process and schedule
- Provide strategies for building consensus around a choice

9. Employing a New Superintendent (April 2023)

- Onboarding support (contract discussions, transition planning)
- Help planning the presentation to staff, students, stakeholders, media

INCLUDE DIVERSE HIGH POTENTIAL CANDIDATES: TOPIC #2

- Since 2016, BWP has presented just over 100 underrepresented or women candidates for Boards to consider
- BWP has placed 46 women and minority superintendents in past 5 years
- Consultants personally contact known diverse candidates to seek their interest and recommendation of others
- Network nationally with BWP consultants to identify additional diverse candidates and personally contact them
- Some BWP consultants are active in NABSE and ALAS and know diverse candidates, also advertise on organizations' sites

BWP FEES: Topics # 3, 4

- Consultant Fees: \$28,500; Includes: admin. & office expenses, stakeholder focus groups engagement, electronic survey in English & Spanish, verification of candidates' credentials, due diligence reference and electronic checks, Gallup's StrengthsFinder 2.0 Assessment (Strengths Based Leadership)
- Expenses for reimbursable consultant travel expenses: \$600 (estimate)
- **Not to Exceed Amount: \$29,100**
- Other Potential Costs
 - Advertisement (based on the approach the Board selects)
 - Candidate travel (if finalist is from outside of the area)
 - Deep dive background search with private company, if desired

WHY CHOOSE BWP?

- Record of search success
- Consultants have completed 100+ searches, 40+ years experience as superintendents
- Customized, clear, transparent search process
- Consultants skillfully engage a wide variety of stakeholders
- Proven recruitment strategies – high quality, diverse, deep pool of candidates
- Extensive vetting of candidates
- Consultants collaborate with Board to provide continuous support and guidance
- Ongoing commitment and dedication to Oswego CUSD #308