

Oswego Community Unit District 308



Superintendent Search Proposal



Dr. Kevin O'Mara Dr. Devon Horton

Proven Excellence

- ❖ Established in 2004 ~ Over 600 successful searches
- ❖ 60+ high quality consultants available across the country
- ❖ Hundreds of professional associates/contacts nationwide
- ❖ Every search has been completed on time and within budget
- ❖ 97% success rate defined as remaining in good standing with the school board after the first contract
- ❖ Strong list of references from quality school districts



Search Plan

**Open the
Search
Process**

Phase A

**Create the
Candidate
Profile**

Phase B

**Develop
Candidate
Pool**

Phase C

**Select the
Slate of
Candidates**

Phase D



SCHOOL EXEC  CONNECT

Our Search Process

1

**Advertise Locally &
Nationally**

2

**Engage Your
Community**

3

**Aggressively Recruit
& Attract Talent**

4

**Screen and Conduct
Interviews**

5

**Present a Slate of
Candidates to
Superintendent**

6

**Facilitate Staff
Training & Interviews**

7

**Thoroughly Screen
Candidates and
Support Hire**

8

**Provide Guarantees
of the Search Process**

Our Guarantees



#1

In the event the first slate of candidates does not produce a candidate the Board of Education wishes to hire, the Consultants will continue to bring candidates forward for actual expenses only.



#2

If the superintendent resigns or is dismissed for any reason within 24 months of the starting date, the Consultants will conduct a new search for no additional fee. The Board will pay only the actual expenses of the search.



#3

SCHOOL EXEC CONNECT guarantees that our consultants will not recruit your new superintendent for the duration of his/her first two contracts.

Search Costs

Consulting Fee
\$21,500

Regular Expenses
Not to Exceed \$1,800

Advertising
(TBD)

Background Check
(\$800)

Proposed Search Timeline

**Search Process
Begins**

**Develop Candidate
Pool**

Jan.

Jan-
Feb.

Feb-Mar

March.

April

**Create New
Superintendent Profile**

**Selecting
Candidates**

School Exec Connect will work with the Board of Education to finalize a search process timeline

Questions?



Please Contact:

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