

# 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**

**Create the  
Candidate  
Profile**

**Develop  
Candidate  
Pool**

**Select the  
Slate of  
Candidates**

**Phase A**

**Phase B**

**Phase C**

**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

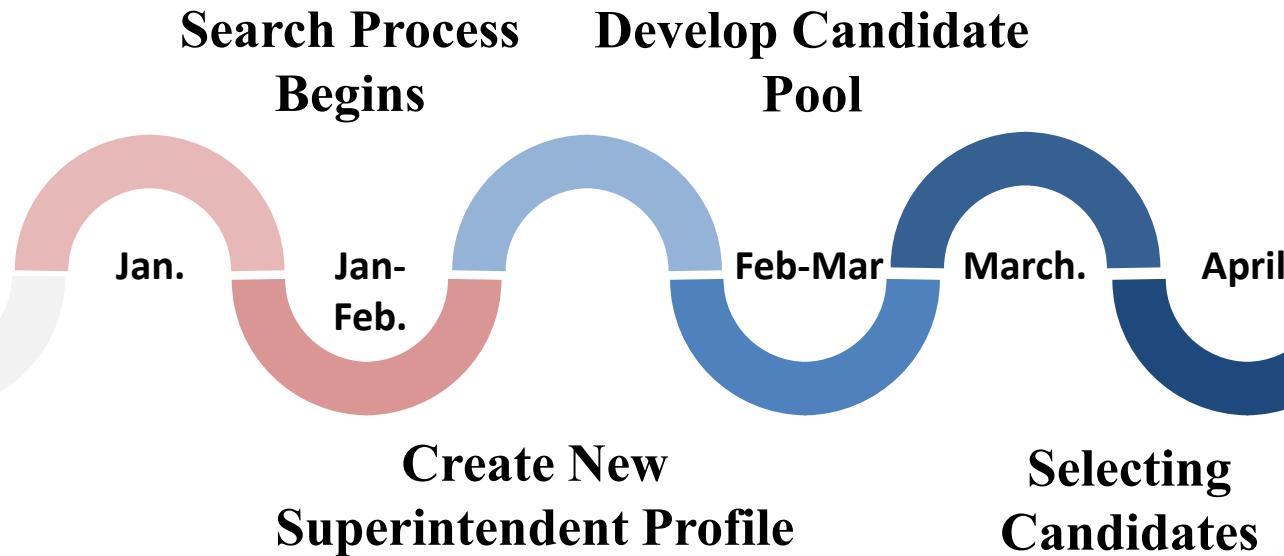
Consulting Fee  
\$21,500

Regular Expenses  
*Not to Exceed \$1,800*

Advertising  
(TBD)

Background Check  
(\$800)

# Proposed Search Timeline



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

# Questions?



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