



MCPHERSON & JACOBSON, LLC
EXECUTIVE RECRUITMENT & DEVELOPMENT

ESTABLISHED 1991

RECRUITING AND HIRING A QUALITY SUPERINTENDENT



The National Picture of Superintendent Search & Executive Consulting Firms



HUMAN CAPITAL ENTERPRISES
REDEFINING HUMAN RESOURCES LEADERSHIP

Ray & Associates
RECRUITING. DEVELOPING. ENGAGING.



HYA

Alma
Advisory Group

LA LEADERSHIP
ASSOCIATES

JG CONSULTING

GR Recruiting



**Mac-n-Jake has conducted over 1,000 successful superintendent searches
in 45 states with over 120 consultants across the United States.**

The McPherson & Jacobson Colorado Team



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Littleton



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Why are we here?

The Board of Education's **primary and most important responsibility** is to select the superintendent.

Selecting a new superintendent is one of the most important decisions a Board of Education makes. Finding and hiring the right chief executive for your leadership team is critical to the success of your students and your district.



Participant Outcomes

At the conclusion of this session, you should be able to:

- ✓ Recognize the complexities of conducting a superintendent search
- ✓ Discover when to seek assistance in conducting a superintendent search
- ✓ Identify the critical components of a superintendent search



Initial Considerations for the Board

Considerations for hiring a search consultant:

1. Does the Board wish to conduct an internal or external search for their next superintendent?
2. Does the Board have a structured, objective, and comprehensive process to follow in making this important decision?
3. Does the Board have the time, staff, resources, and expertise to conduct the search on its own?



Further Considerations for the Board

Some Boards...

- Retain a consultant strictly for a fresh look at the district, realizing that sometimes you “can’t see the forest for the trees”
- Prefer a consultant with intimate knowledge of the state or region in which they are located
- Employ consultants to support the Board with an unbiased and objective process including public engagement
- Utilize consultants to enlarge and enrich the candidate pool for diverse perspectives
- Desire the credibility a consultant can bring to the search process, both to applicants and the public



What Should the Board Expect?

An experienced search consultant can assist the Board with these best practices:

- Following a structured, transparent, and objective process from beginning to end
- Setting detailed timelines for the search
- Assisting the Board in developing search criteria
- Engaging with stakeholders
- Designing application and interview forms, postings, brochures and graphics, interview questions, and other materials needed for the process



What Should the Board Expect?

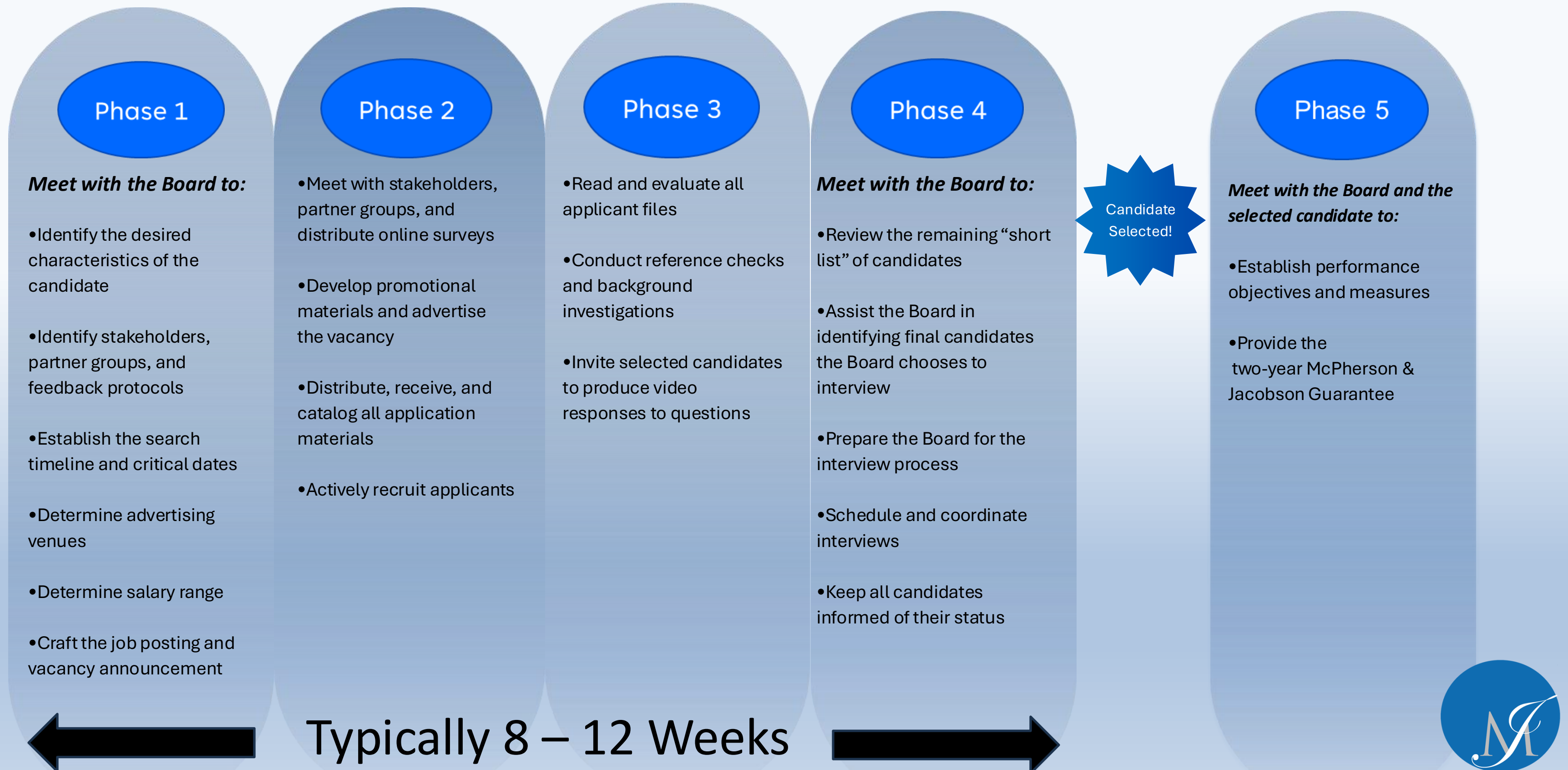
An experienced search consultant can assist the Board with these best practices:

- Communicating directly with all candidates throughout the process
- Navigating open meeting requirements, advertising and posting rules, and ensuring confidentiality
- Investigating and evaluating appropriate salary and benefits, recruitment/moving expenses, contract terms, etc.
- Recruiting and vetting candidates with an objective screening process.
- Verifying resumes and conducting reference and third-party background checks.



What Should the Board Expect?

Example: 5 Phases of a McPherson & Jacobson Search



Hiring a Search Consultant

When hiring a superintendent search consultant, ask:

- How many successful searches have you conducted?
- How much experience have you had in Colorado and our region?
- What has been your experience in a district like ours (size, location, demographics)?
- What does your engagement with stakeholders look like?
- How much information do you typically provide about applicants?
- What services does your fee include?
- What additional expenses might the Board incur beyond the basic fee?
- What other services does your firm provide *after* the search?

Ask for a list of recent searches and references... and call them!



THANK YOU.

