

A Presentation for:

Alameda Unified School District

The Search and Selection
of a Superintendent

by



Background of McPherson & Jacobson, L.L.C.

- ◆ Leading National Search Firm
- ◆ California Network of Experienced Consultants
- ◆ Sustainability in Leadership
- ◆ CSBA Endorsed Firm

Background of McPherson & Jacobson, L.L.C. (cont.)

- ◆ WE BELIEVE every student is entitled to a high quality education. We strongly believe quality education is dependent upon quality leadership.
- ◆ OUR MISSION is to ensure each search results in quality leadership for education excellence.

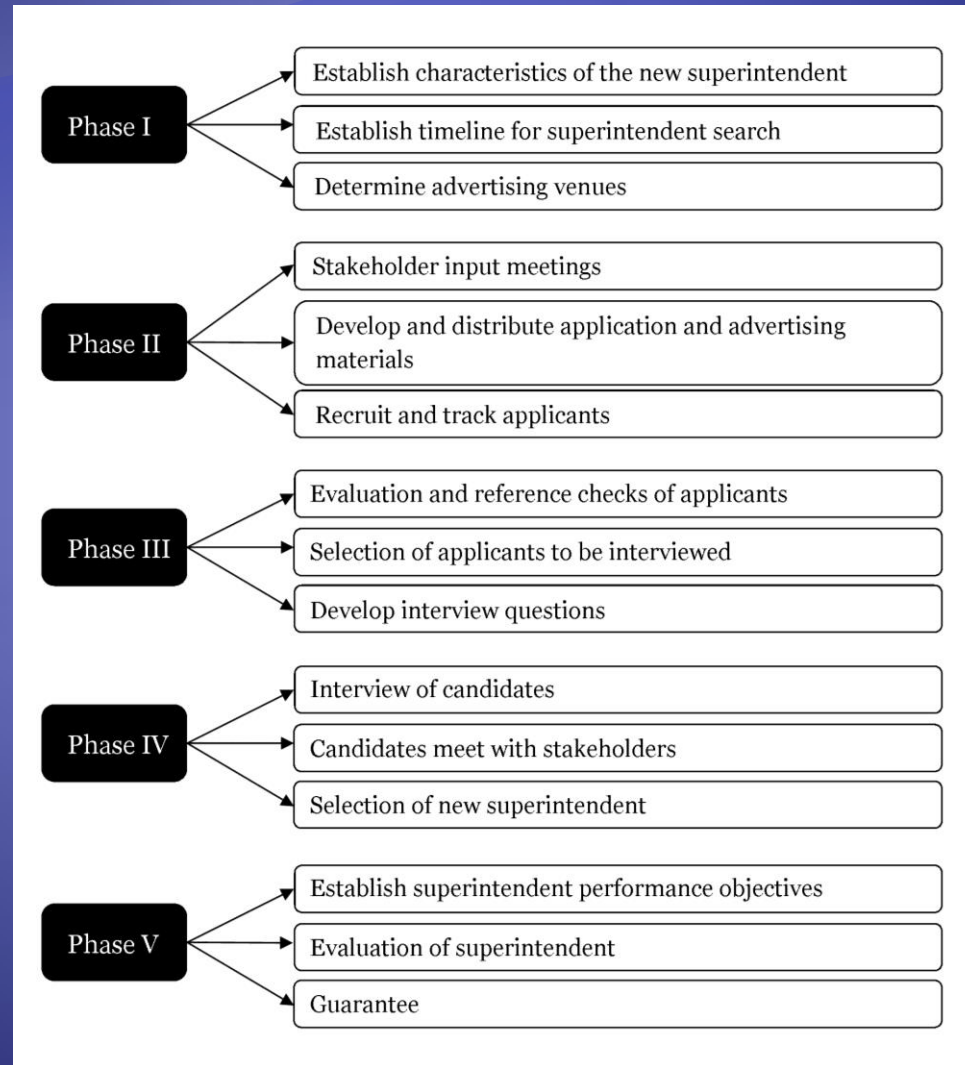
Background of McPherson & Jacobson, L.L.C. (cont.)

- ◆ McPherson & Jacobson L.L.C. uses a criteria driven selection process that engages your stakeholders
- ◆ McPherson & Jacobson L.L.C. represents Boards of Education and works strictly for them.
- ◆ McPherson & Jacobson, L.L.C. consultants are recruiters of talent with a network of connections in California and the nation.
- ◆ McPherson & Jacobson's recruitment rates:
 - Over 80 percent for the past 5 years are still in their position
 - 60 percent for the past 10 years nation wide

Your Consultants

- ◆ Robert Ferguson - Superintendent for 10 years, principal for 12 years, officer with Northern Superintendents Association, facilities consultant
- ◆ William Huyett- Superintendent for 17 years, California Lead Consultant for M&J, WASC consultant, consultant for school facilities, Board and superintendent coaching.

Five Phases of a Superintendent Search



The Board Chooses the Interview Process

- ◆ Traditional Confidential Board Interview- The Board only interviews the finalists and may call back one or two finalist for a second interview.
- ◆ Board Interview and Social Interaction with Input from Confidential Stakeholder Panel- This process is a confidential process that uses a single panel of stakeholders to give input to the Board in addition to the traditional confidential Board interview. The Board has a meal with each candidate interviewed.
- ◆ Open Process Using Multiple Stakeholder Panels- In addition to the above process this utilizes 2 to 5 stakeholder committees in an open setting to give input to the Board.

Additional Services

(provided without an additional fee)

- ◆ Assist the board in revising and updating the superintendent's job description.
- ◆ Assist the board in developing an effective contract.
- ◆ Provide assistance in negotiating the contract with the finalist.
- ◆ Arrange for on-site visits to finalist's home community

Timeline

- ◆ The timeline for the search process is established when we meet with the board so we can tailor it to the unique needs of the district. However, from our first meeting with the board until the finalist is selected is typically a minimum of two to three months.

Investment

- ◆ The investment for Phases I-V is a \$19,500 fee
- ◆ Total including expenses not to exceed \$24,900
 - Media advertising (selected by the board)
 - Copying costs
 - Postage
 - Long distance telephone charges
 - Travel and associated expenses for consultants in district visits
 - Fees for criminal/financial background checks (background check for selected candidate is included)
 - Video interviews if desired
 - The Board can request a cap on expenses

The McPherson & Jacobson Difference

- ◆ Board Designed Process
- ◆ Criteria Driven
- ◆ Sustainability of leadership
- ◆ High involvement of stakeholders