



Time to Change the Superintendent Process

The world has changed dramatically in the last 50 years and education is in the midst of constant change and evolution. However, the Superintendent process has stayed basically the same for 50 years. The process is deeply flawed and the results are poor. Superintendents do not last for more than 3-5 years, School Board members often run on special interest areas and do not last more than one term.

The governance process in education is a major area of concern and does not receive enough attention in reform efforts. One part that must change now is the search for the CEO of educational institutions.

School Boards can control their own process but are not experienced in educational searches. Large search firms are capturing the market and passing around a pool of people from district to district and controlling the information. The search firms are not current on educational leadership and are only interested in placing candidates quickly and receiving their fee and moving on to the next search.

The search firms are about placement not success. They make their money from volume not from quality work. The pool of qualified candidates is decreasing, leaders often fail in the first 3 years, and the search fees are increasing.

FMS new approach:

We want to give back control to the School Boards. We are a leadership firm and will focus our skills on finding, placing, and positioning the Superintendent for success. We use the extensive research and the experience of Lyle Kirtman, CEO who is playing a national role in re-defining the competencies for Superintendents for today's and tomorrow's world not 50 years ago.

FMS will provide services in areas that provide added value to the search. The search mechanics can be handled by the district. This new approach will improve quality of superintendent candidates and save districts money.

Is this process a risk for School Boards?

No, not at all. FMS has led traditional searches in over 100 school districts. We have extensive materials, documents, agendas and guidelines for every step of the process that we will share with the School Board.

FMS will focus on the following added value areas:

- Defining the leadership profile for the next Superintendent based on our research and tailored to the short and long term needs of the community



- Recruitment of candidates from our actual work in districts with leaders not just a static pool of candidates
- Consultation on all aspects of the process with materials needed to be successful – *Best Practices*
- Reference checking – FMS goes beyond the normal references to get the real story on candidates – Background checks will be conducted by an outside firm at an extra cost, if needed
- Finalist complete 2 research based leadership assessments used in Lyle Kirtman's publications and districts nationally
- Direct assistance in helping the search committee select semi-finalists and finalist and selection of candidate
- Entry session on key leadership partnership between the School Board and new Superintendent

FMS will provide the following consultations via phone, email, or WebEx:

1. Materials including meeting agendas, focus group questions and formats, community survey sample questions, interview questions, draft advertisements for publication, forms for semi-finalist and finalist selection, interview questions, and standard forms as needed.
2. Instruction on the best practices for application collection and distribution to the selection committee.
3. Consultation on site visit process.
4. Orientation in the process of being a search committee and selection of candidates.
5. Assist the School Board on negotiating the contract with the finalist.

FMS On-Site Visits for Consultation/Training:

1. Both consultants review search process and research and findings on 7 Competencies for Highly Effective Superintendent.
2. Lead consultant meets with School Board to select the candidate and wording for the announcement.
3. Lead consultant facilitates the entry workshop.