



EXECUTIVE Search Service



Selecting the chief executive officer is your **most important job** as a board member.

**Coquille School District
Superintendent Search 2021-2022**

Can't do the job without ...

... a superintendent



And the research says ...



- Tenure
- Quality of relationship
- Impact on student success



Collaborative Governance

- Effective partnerships
- Mutual trust/respect
- Shared vision & mutual accountability



Overview

- Relationships
- Search Process
- Recruiting
- Results
- Transition Plan



Relationships





Search Process Overview

- Planning
- Qualifications
- Advertising
- Recruitment
- Screening
- Interviews
- Selection
- Transition



Planning Phase



- **Search Calendar**
- **Salary Comparison**
- **Declare Vacancy**
- **Advertising**
- **Application Requirements**



A high-angle, top-down photograph of a diverse group of people standing in a circle on a light-colored wooden floor. Their arms are extended towards the center, and their hands are stacked on top of each other in a unified gesture. The individuals are wearing various casual and business-casual clothing, including denim jackets, patterned shirts, and blouses. The lighting is bright and even, highlighting the textures of the clothing and the wood floor. The overall mood is one of collaboration and shared purpose.

Community Engagement

Qualifications Phase



SURVEY



MEETINGS



QUALITIES AND
QUALIFICATIONS
(Q&Q) REPORT



ADOPT
Q&QS







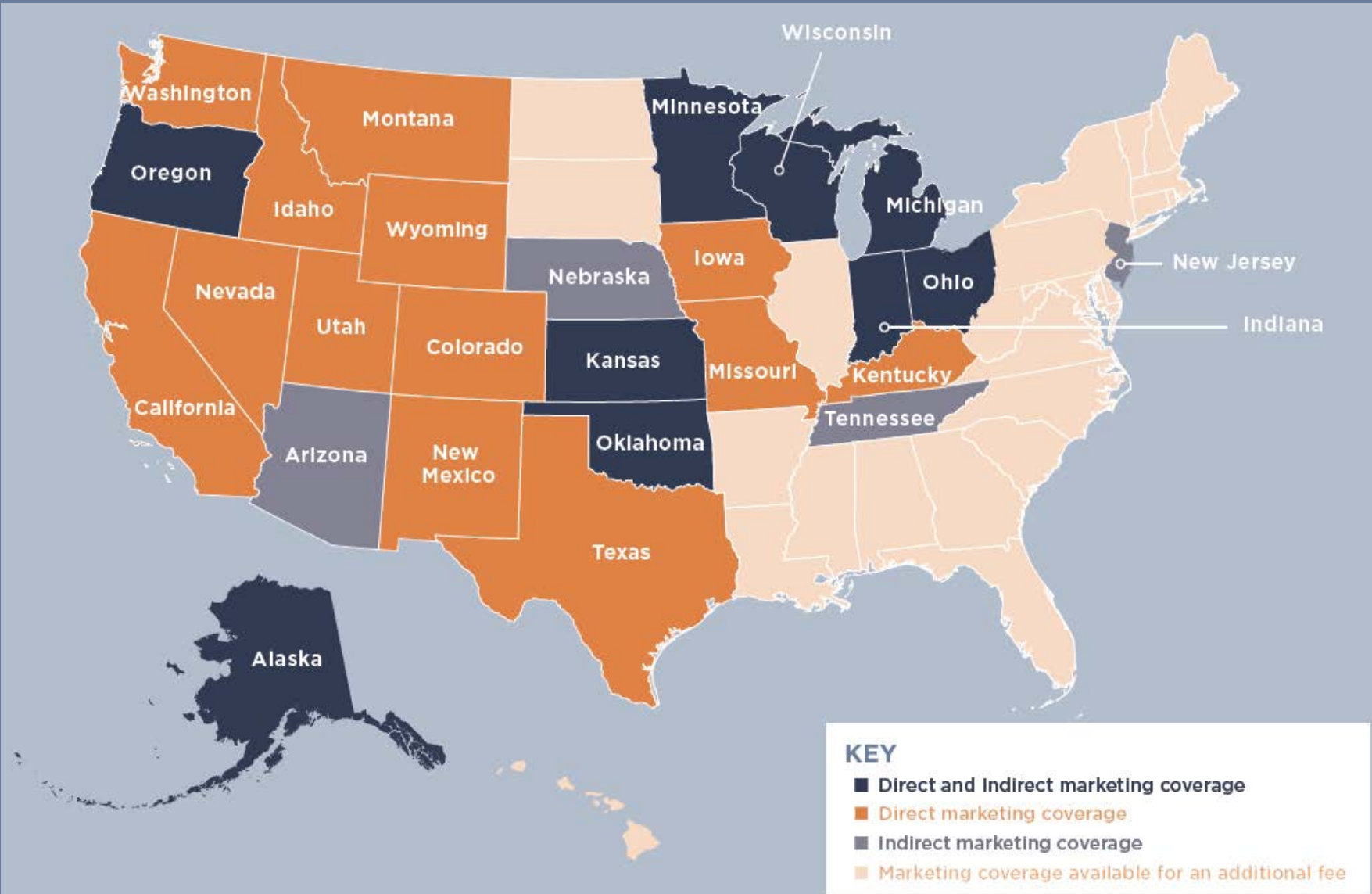
Advertising Phase

- Electronic flyer
- Post on webpages
- Oregon superintendents
- Twitter and Facebook
- Other





Marketing Coverage



Recruitment Phase



- Applications
- Candidates
- Results





Screening Phase

- Training
- Ranking
- Debrief
- Interview selection



Interview Phase



- **1st Round interviews**
- **Deliberation**
- **Identify Finalists**



Finalist Phase

- Reference checks
- Site visits
- Finalist forum
- Final interviews





Selection Phase

- **Contract negotiation**
- **Announce selection**
- **Vote to approve contract**



Growing Partnership



Transition Plan

- **Communication protocols**
- **Expectations**
- **Roles & Responsibilities**
- **Superintendent Evaluation**
- **Mentoring**



Summary

- Critical task
- Takes time
- Hard work
- Partnership



Questions?



Sarah Herb

**Executive Search & Events
Specialist**

sherb@osba.org

503-400-3047

Steve Kelley

**Director of Board Development
& Executive Searches**

skelley@osba.org

503-588-2800

