

Comprehensive Superintendent Search Proposal

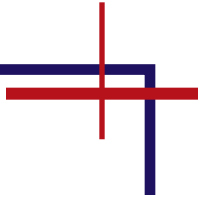
**Missouri School
Boards' Association**



Table of Contents

Letter of Introduction.....	3
Your Link to Success.....	5
Search Program Experience	6
Larger District Experience.....	7
Diversity Statement.....	8
Overview.....	9
The Process.....	10
Search Consultant.....	15
Search Responsibilities & Proposed Timeline	16
Superintendent Search Fees.....	17
<i>Appendix A – MSBA Clients with References.....</i>	<i>18</i>
Appendix B – Client Quotes.....	33
Sample National Advertising.....	34

Raytown C-2



July 20, 2021

Mr. Alonzo Burton, President
Board of Education
Raytown C-2 School District
6608 Raytown Rd
Raytown, Mo 64133-5265

Dear Mr. Burton,

Thank you for the opportunity to submit a superintendent search proposal to the Raytown C-2 Board of Education. If chosen for the search, our goal will be to assist your school board in acquiring a pool of viable candidates from which the next superintendent of the Raytown C-2 School District will be selected. MSBA is *your* association and has a vested interest and a strong desire to work closely with you in this important matter. MSBA will not be returning to another state when the search is completed, nor do we ask the district to commit to other services in the future. However, we are here for the “long run” and poised to work with your new superintendent and Board of Education when the search has been completed.

MSBA has been active in the conduct of superintendent searches since 1984 and has assisted school boards in over five hundred searches. Beginning on page eighteen of the enclosed proposal, a reference list shows MSBA superintendent search clients which you are free to contact.

Dr. Paul James and **Dr. Bob Watkins** will be the lead consultants for your search and will provide outstanding leadership throughout the search process. They will be supported by our member services staff as well as our IT and marketing teams at MSBA’s main office.

I want to emphasize that MSBA’s searches offer a national reach through our network and collaborative partnership with the ***National Affiliation of Superintendent Searchers***, as well as a host of colleges and universities in many states. Although our association title may imply otherwise, we do provide **national promotion** of the searches we conduct via multiple avenues as noted

within our proposal. Our history indicates that about 25% of our total applicants for a year are from outside the state of Missouri.

There are multiple phases in our comprehensive search process. A description of each phase is provided in the proposal.

Our experience has demonstrated the value of community and faculty/staff involvement in a superintendent search. Therefore, we are pleased to note our process is designed for the input phase to be used as an information gathering tool in order to assist in setting the final candidate profile and search parameters.

Once the applicants for the position have been screened by the consultant and the pool has been reduced by the BOE to a select group of candidates **based on qualifications set by the Board**, it will be the Board's responsibility to determine who is to be interviewed and to make the final selection.

Some common questions about our searches, and our responses, are:

- **How long will the search take?** Response: We generally recommend a timeline of approximately eight to ten weeks.
- **Where will it be advertised?** Response: The opportunity will be marketed nationally through various media.
- **What is the cost?** Response: Allowing for a review and clarification of the Board's expectations, our search fee for the Raytown C-2 District will be 7 percent as detailed in the proposal. If such are to be paid, the District will assume the travel, food, lodging, and other reasonable costs of the finalists to complete the selection process.

Again, thank you for the opportunity to submit this proposal. The selection of a superintendent is, perhaps, the most important decision a Board of Education will make. We look forward to an opportunity to work with you and your colleagues to secure the next leader of the successful Raytown C-2 School District.

Sincerely,



Michael Parnell
Associate Executive Director, Member Relations

Enclosures

Copies: Members, Board of Education

MSBA – Your Link To Success

A Competent Team

Search team members are available to assist the district's BOE and staff.

With Experience

Since 1984 MSBA has helped boards of education develop strategies to identify and secure their next superintendent. In the last five years, 70% of the initial candidates selected through the MSBA process are still in the position.

And Integrity

We ensure confidentiality of the process for all parties and compliance.

That Will Foster Positive Board Relations

Strategies to obtain community input and set a positive tone will be developed and implemented by the search team.

In A Structured Approach

The search will be tailored for your district/board and community's unique needs.

To Provide Quality Candidates

Qualified and certified candidates from across the nation apply annually online for MSBA searches.

Exclusively For Your Board

MSBA is your Board of Education's professional organization. Your consultants work exclusively for Boards from a board perspective.

With Follow-Up And On-Going Connectivity

*To ensure a solid start for the critical Board/Superintendent relationship, MSBA staff will conduct a workshop "**Effective Practices for Positive Board and Superintendent Relations**," free upon scheduling as prescribed.*

Search Program Experience

The selection of a new superintendent is often considered the most important decision a board of education will make. The Missouri School Boards' Association Superintendent Search Service (hereafter referred to as MSBA) was established in 1984 by school board officials experienced in the superintendent hiring process and supported by a number of consultants who had formerly served as superintendents or search consultants. In 2005, the MSBA search program acquired the former Midwest Superintendent Search Consultants (MSSC) group. The consultant team is comprised of six former Missouri superintendents with experiences ranging from leadership in small rural districts to large suburban districts. Since the program inception, MSBA has assisted Missouri School Board's in over 500 successful superintendent placements.

MSBA's process is designed to utilize competent, experienced personnel while ensuring the Raytown C-2 District Board of Education retains authority and control of the total search process and hiring decision.

In the last five years, 70% of the superintendents hired through the MSBA process are still in that position. This record exceeds the national average tenure of four years based on studies reported to MSBA by the Educational Research Service. We are proud of this success and believe the strength of our success has been our expertise in board operations, identifying candidates that are "good fits" and the ability to implement communication strategies with school boards and their communities.

We believe the Raytown C-2 School Board of Education will best benefit from an MSBA coordinated search because we:

- ◆ offer flexibility in our search process to **customize our work plan** to the needs of the district,
- ◆ **focus on finding the best candidate for the district, not a job for the candidate,**
- ◆ incorporate the **'Missouri Superintendent Standards'** that convey the expectations of performance for professional superintendents in Missouri,
- ◆ conduct a comprehensive **needs assessment,**
- ◆ implement an effective plan for **candidate recruitment/advertisement,**
- ◆ systematically **evaluate candidates' qualifications per district identified criteria,**
- ◆ conduct **reference reviews** both with listed references and alternatives,
- ◆ develop your Board of Education's **interview techniques,**
- ◆ provide assistance with the **employment process,**
- ◆ provide **a follow-up workshop** to enhance the BOE-superintendent working relationship,
- ◆ as your association, have **a vested interest and long-term commitment** to the successful operation of your district.

Larger District Experience

The following table offers a listing of superintendent searches conducted by MSBA for certain districts as noted since 2008. An extended listing of all searches conducted by MSBA is included in the reference section.

Urban/suburban & Larger Out-state Districts	Enrolled	Successful Candidate	Begin-End
1. Belton 124	4,959	Dr. Andrew Underwood Supt., Ava	7/10 -
2. Columbia 93	16,923	Dr. Peter Stiepleman Asst. Supt., Columbia	7/15 – 6/21
3. Fox C-6	11,564	Dr. Jim Wipke Exec. Dir. Secondary Ed, Rockwood	7/15 – 6/19
4. Fox C-6		Dr. Nisha Patel Asst. Superintendent, Fox C-6	7/19 – 6/21
5. Fort Osage R-I	4,913	Dr. Mark Enderle Supt., Fulton	7/09 – 6/15
6. Fort Osage R-I	4,868	Dr. Jason Snodgrass H.S. Prin., Fort Osage	7/15 -
7. Francis Howell R-III	20,395	Dr. Pam Sloan Chief Academic Officer Francis-Howell	7/10 – 6/16
8. Jefferson City	8,880	Mr. Larry Linthacum Supt., Maryville	7/15 -
9. Lindbergh	6,686	Dr. Tony Lake, COO Overland Park, KS	7/18 -
10. Mehlville R-IX	10,679	Dr. Chris Gaines Supt., Wright City	7/15 -
11. Nixa	5,947	Dr. Gearl Loden Supt., Tupelo, MS	7/18 -
12. Ozark R-VI	5,453	Dr. Kevin Patterson Asst. Supt., Ozark	7/13 – 6/18
13. Raymore-Peculiar R-II	5,950	Mr. Kari Monsees C.F.O., Wentzville	7/13 – 6/20
14. Raytown C-2	8,886	Dr. Richard Markley Supt., Logan-Rogersville	7/08 -
15. Riverview Gardens	5,888	Dr. Scott Spurgeon Director, IL; Asst. Supt. Northwest R-I	7/13 -
16. Rockwood	21,201	Dr. Mark Miles Asst. Supt., Indian Hill, Cincinnati, OH	7/19 – 6/21
17. Washington	3,610	Dr. Jennifer Kephart Associate Supt. Lee's Summit	7/21 -

Diversity

It should be noted that MSBA understands and supports the recruitment of candidates for superintendent vacancies that reflect diversity by race and gender. MSBA attempts to market to specific populations of potential candidates as much as possible. In recent years, we have seen an increase in the demographic variety of candidates for our searches.

In our continued effort to increase candidate diversity, we advertise with groups such as the Association of Latino Administrators and Superintendents (ALAS) and the National Alliance of Black School Educators (NABSE). As of this date it has been our experience that the traditional marketing avenues are the primary option for reaching all genders as no specific group has been identified for this purpose.

“The Board found this to be of immense value and would recommend you to any board when selecting a superintendent. Bob Watkins did an outstanding job for us. We were extremely pleased”.

Polo R-VII Board Member

Overview

We propose a multi-phased national search for candidates for the position of superintendent. Our recommended search procedures and cost estimates follow. The process outlined is prototypical for a search. Upon selection, we will meet with the Board to discuss the typical process/procedures and modify them to meet the unique needs of the Raytown C-2 School District and Board of Education.

The ultimate result is a good 'fit' between the Raytown C-2 Board of Education and your new superintendent.

Your search and selection process will be conducted courteously, professionally, and efficiently. MSBA's team will handle all aspects of the search, thereby allowing your board and staff to maintain their focus on current school operations and the students that are being served. The remainder of this proposal reviews MSBA's six-step process, the consultants, and the advantages to your district. *However, as your professional association we stand ready to meet your needs and will design and/or redesign the process in the best interest of the Raytown C-2 Board of Education.*

Goal

Our goal is for the Raytown C-2 Board of Education to select and hire the best possible superintendent.

Objectives

- ◆ To receive input.
- ◆ To create positive community, staff, and student relations.
- ◆ To attract qualified candidates that fit the characteristics you are looking for in a superintendent.
- ◆ To secure a highly qualified superintendent.

Upon completion of the next six steps, our experience indicates the new leadership team is positioned to be proactive and make quality public education your community's number ONE agenda.

"MSBA and Dr. Jerry Waddle did a great job overall! This is our district's 2nd time to use this service".

Poplar Bluff R-I Board Member

The Process:

I. Needs Assessment for Developing Candidate Characteristics

The Needs Assessment will be key in ensuring that the Raytown C-2 Board of Education finds the best candidate for the school district. We recommend investing time with many individuals to assure criteria utilized in the search process reflects the needs and desire of the district. Recommended examples include school board members, students, staff members and designated community leaders. MSBA consultants will spend a few days in the district to meet with various groups of individuals identified by the district.

In addition, an electronic version of the 'Needs Assessment' questionnaire can be posted on the district's website and/or emailed to constituents and stakeholders to gather community input. This is an effective tool to gather responses from a large number and range of constituents.

The various groups surveyed will be encouraged to provide information and identify desired characteristics they would like to see in the new superintendent. The overall purpose is to define what characteristics a successful superintendent should have in the eyes of the public/staff. As always, the Board makes the final determination as to what that criterion is.

A significant side benefit of the needs assessment process is to enhance perception of the Board, its willingness to listen to 'all' citizens and our ability to help you develop a public relations strategy, if needed.

At the beginning of this step, MSBA consultants will meet with the Board of Education to:

1. Review Board and consultant responsibilities and proposed timeline for each phase of the search.
2. Tailor the search to meet the needs of the district.
3. Determine the role of staff members and constituents in the search.
4. Consider Board options and preferences for publishing and advertising the superintendent search including statewide and national options.
5. Discuss the compensation package to be offered to the new superintendent.
6. Agree upon a communication plan to keep the Board abreast of the search progress and the consultants alerted to questions or issues which may arise during the conduct of the search.

STEP 1
Board-Community
Relations are
enhanced through
a needs
assessment.

The data collected from the interviews with Board members, staff and the various stakeholders will be compiled in a Focus Group Summary which will be presented to the Board in both oral and written formats. In consultation with the Board, specific profile characteristics will be developed from the results of the Focus Group Summary. These characteristics also will be incorporated into the recruitment material.

II. Candidate Recruitment

Based on data collected in Step 1, comprehensive materials and information will be developed to attract candidates to the position by presenting the community and district in the most positive way. In addition, our consultants and staff are active professionally in state and national organizations affording ongoing identification of emerging educational leaders with unusual talent and promise.

To best ensure that the Raytown C-2 School District will find a candidate who meets the criteria on the Needs Assessment, the position will be advertised widely throughout Missouri, the mid-west, and nationally. We will utilize numerous marketing and advertisement tools including, but not limited to:

Missouri School Boards' Association Website - Within a few days of being awarded a search, the vacancy is posted on the Missouri School Boards' Association website at the designated 'Superintendent Search' webpage.

Other State and National Websites - In addition to the MSBA website, the superintendent vacancy is posted on websites such as moadminjobs.com via the Missouri Association of School Administrators (MASA) web link, the *National Affiliation of Superintendent Searchers* (NASS) found at www.nassonline.org, the MO Teaching Jobs (formerly Successlink) at moteachingJobs.com, k12jobspot.com, numerous university, state and national educational websites.

Superintendent Search District Brochure - The personalized search brochure is distributed to over 900 contacts consisting of leaders of state and national educational organizations; university officials; foundation executives; state education department personnel; individuals in business and industry who are active in school ventures; and superintendents. In addition, the brochure is linked to the district's posting on the MSBA website and to the district's superintendent search email broadcast.

Superintendent Vacancy Email Marketing - 'Superintendent Vacancy' notification e-mails are sent directly to recipients on the superintendent search database which consists of everyone receiving the brochure as noted in the prior section *plus* more than 1900 school principals in Missouri. Additionally, the position will be included in the *MSBA Weekly* e-newsletter which is distributed to approximately 2,500 people including superintendents, assistant superintendents, directors and BOE members included in our email distribution database.

STEP 2 MSBA will recruit nationally for top quality candidates.

Social Media Marketing – The vacancy is advertised through various social media venues enabling a national marketing promotion and resulting in a “viral notification.”

State Organizations – Superintendent vacancies are shared at the Missouri Association of School Administrators (MASA) district meetings via the MSBA monthly report of the MSBA representative. As appropriate with timing of the application period, vacancies are also distributed at the state conferences of the various school administrator associations – MASA, MASSP, MAESP and K-8 administrators.

Nationwide Connections

MSBA’s participation in the **National Affiliation of Superintendent Searchers** (NASS), a service reserved exclusively for state school board associations and their administrative search programs, affords our program access to consultants in 40 states. These connections create a truly national exposure for the district vacancy via the site k12JobSpot.com. Additionally, the opportunity will be marketed via Education Week and their web platform – topschooljobs.com plus other national education associations as appropriate.

Applications will be received and acknowledged by the consultants and a confidential file for each applicant will be created and maintained. During this phase of the search, we usually initiate communication with candidates and conduct preliminary reference checks with the most promising applicants in anticipation of an interview.

III. Candidate Evaluation

Candidate evaluation and the screening involves both MSBA search consultants and the Board of Education. The MSBA consultant(s), using the profile information garnered from the needs assessment process, will initially evaluate the materials presented by all the candidates, perform detailed phone interviews and check references, considering carefully the qualifications, experience and reputation of all applicants.

Our examination of the references of candidates reaches personal and professional references beyond those provided by the candidate in many cases. Our ability to provide information about the candidate beyond that appearing in the official file is attributable in part to the integrity of professional relationships with university professors, educational leaders, and professional peers not only in Missouri but throughout the country.

Following initial screening and candidate evaluation interviews, the consultants, in a closed meeting of the board of education, will present the applicants to the board for further consideration. The consultant will assist the board in identifying the candidates that best represent the "candidate profile" determined in Step 1, through a consensus building discussion. The number of candidates to be advanced for interviews by the Board of Education will be determined by the Board. Applicants not selected to be interviewed will be notified by MSBA that they were not selected.

STEP 3 MSBA will systematically evaluate candidates.

MSBA consultants provide your Board with professional expertise, knowledge of school operations and knowledge of the candidates. This expertise allows you to focus board time on evaluating candidates interested in your position.

We recommend that the district conduct a financial and criminal background check on the final candidates. MSBA does not provide this service; however, our consultants can assist the Board in identifying entities that can perform the service.

IV. Interviews

Working with the Board of Education, the consultant(s) will schedule applicants selected by the Board to be interviewed. Formal interviewing is an activity reserved for the Board of Education, however, the interview process may be modified to include MSBA staff at some level of assistance, if desired by the Board.

When the slate is presented, or in a separate advance session, the consultants will conduct a seminar for the Board designed to prepare you for candidate interviews and a Board visit to the community of the preferred candidate, if such a visit is desired. Our seminar will include written guidelines and protocols, which contain a set of interview questions incorporating the Missouri Superintendent Standards and developed to ensure informative, comprehensive interviews. Requiring about two hours, the seminar will facilitate a thorough Board assessment of each candidate through the final stages of the search. It will also assist the Board in deriving a set of interview questions tailored specifically to the needs of the district in the evaluation of each candidate. Finally, we will provide a selection matrix to assist the Board in gaining selection consensus.

If desired, we will advise the Board in arranging both the site visit and the visit to the finalist's community to make these as informative and productive as possible. The site visits are optional and remain the decision of the Board.

The interview techniques and questions will allow your Board to be fully prepared and organized for candidate interviews.

STEP 4 MSBA will prepare the Board for the interview.

V. Employment

Final selection and employment of a candidate is exclusively the School Board's responsibility. The MSBA consultant(s) will provide organizational assistance plus salary and compensation package suggestions if requested.

The School Board will select a candidate and authorize the terms to be offered. If desired, MSBA consultant(s) will facilitate the arrangement of contract negotiations with the preferred candidate and assist the School Board and the school district's legal counsel in identifying elements to be included in a draft contract. Consultants will not directly participate in contract negotiations without additional professional personnel charges beyond that enumerated in this document. In no case will consultants be considered as the "legal representative" of the district in such negotiations.

After the successful candidate accepts the offer and appropriate announcements have been made, MSBA will contact all candidates interviewed by the Board announcing the appointment and extending the Board's appreciation for their interest in the position. We suggest that the Board President also send letters to the candidates interviewed by the Board. The application materials of the successful candidate will be retained by the Raytown C-2 School District; application materials of the other candidates will not be retained by the district but will be retained by MSBA for the requisite period.

Upon request, services include counsel concerning media relations at each stage of the search.

Your Board of Education will receive competent professional information and advice structured from a Board perspective from professionals whose only responsibility is to the Board.

VI. MSBA Workshop

Once the new superintendent has been selected, the Board may schedule a workshop available from MSBA's Leadership Development Team to assist the Board and new superintendent in promoting superintendent/board relationships that impact student achievement. MSBA's workshop **"Developing a Positive Board and Superintendent Relationship"** includes specific team building and student achievement components. The cost for this workshop is valued at \$500 and is included in the search fee when MSBA is contacted within 3 months of the new superintendent contract date to schedule the workshop.

Following the new superintendent's appointment, MSBA desires to continue supporting the development of a positive relationship with the School Board and the superintendent. MSBA will remain available to support the School Board, superintendent, and district.

STEP 5
MSBA provides
employment
assistance.

STEP 6
MSBA works
exclusively to
strengthen your
governance team.

Search Consultant

The MSBA team has the experience to ensure the Raytown C-2 Board of Education is presented with quality superintendent candidates. Both as practicing superintendents and consultants, the MSBA team provides outstanding leadership throughout the search process.

For the Raytown C-2 search, **Dr. Paul James and Dr. Bob Watkins will be authorized to represent MSBA in the search.** It is estimated that Dr. James and Dr. Watkins will devote a minimum of 100 hours to the project.

Dr. Paul James **Search Consultant**

Dr. James served 34 years as an educator in Missouri schools, 20 of those as a superintendent of schools. He was superintendent of the Fort Osage Schools in Independence from 1993-2002. He served as President of the Missouri Association of School Administrators and was the 2000 Missouri Superintendent of the Year. Dr. James also served as President of the Mid-America Association of School Administrators in 2001. He continues as an active member of the MAASS and the Midwest Superintendents Association. He was also active in the American Association of School Administrators. Dr. James received his B.S. and M.Ed. from Northeast Missouri State University and his Ed. Spec. and Ed.D. from the University of Missouri-Columbia.

Dr. Robert Watkins **Search Consultant**

During Dr. Watkins' 34 year career in public education, he spent 23 years as a central office administrator in the Independence Schools including superintendent from 1991-99. Dr. Watkins was active in the American Association of School Administrators, the Mid-American Association of School Superintendents, the Midwest Superintendents Association, and the Missouri Association of School Administrators. He currently is the Director of the Kansas and Missouri Superintendents Forum sponsored by the Ewing Marion Kauffman Foundation and the Kansas Health Foundation. Dr. Watkins is a senior fellow, Yale Bush Center at New Haven Connecticut. He has served as Dean of Graduate studies at Park University and a visiting Community Professor at the University of Missouri-Kansas City. Dr. Watkins completed his undergraduate work at Southwest Missouri State University and earned a M.Ed. and Ed.D. from the University of Missouri-Columbia.

"Paul James and Bob Watkins were wonderful leaders in our process.
They provided quality assistance."

Fort Osage R-I Board Member

Search Responsibilities and Proposed Timeline

Following a sample timeline. The actual schedule for an individual district will be established in consort with the Board of Education.

<i>The Process:</i>	<i>Needs Assessment</i>	<i>Recruitment</i>	<i>Evaluation</i>		<i>Interview</i>	<i>Employment Process</i>	<i>Team-building Workshop</i>
MSBA Search Consultant(s)	BOE Focus Group Community Focus - Businesses - Parents - Teachers - Administrators Candidate Characteristics	Develop Marketing	Contact Prospective Candidates	Telephone Interviews Reference Follow-up Rate Candidates	Develop Interview Questions Interview Techniques	Employment Information	
MSBA Search Office Staff	Compile the focus group data. Develop Advertising Flyer and Brochure	Begin distribution of Advertising Materials - Flyer - Brochure - E-blast - Website - Other Distribute Focus Group Summary to the Board	Receive application requests Mail Materials to Prospective Candidates - Application - Brochure - Flyer - Portfolio Tips Organize Materials - Application copies - Interview booklets for BOE review Send Follow-Up Letters		Finalized Interview questions to BOE		Team-building
Board of Education	Interview by Consultant		Screening of Candidates		Interviews	Employment	Team-building
Approximate Time Frame	Week 1 to 2	Week 2 - 4	Week 2 to 8		Week 8 to 10		Follow-up
Key Dates Determined by Board	Date: _____	Date: _____	Date: _____		Date: _____		Date: _____

“The Board found this to be of immense value and would recommend you to any board when selecting a superintendent. Bob Watkins did an outstanding job for us. We were extremely pleased”.

Polo R-VII Board Member

Cost

The total estimated cost to the Raytown C-2 School District for the execution of the superintendent search is detailed below:

Professional Services Fee	7% of the initial salary of the superintendent-elect but not to exceed 8% of the salary of the current superintendent
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Note: The salary figure used for this calculation will be the contracted salary of the superintendent for the 20-21 fiscal year. Our survey indicates that was \$247,257.

The fee for using MSBA's Superintendent Search service covers all professional expertise and organizational assistance to conduct your search as well as marketing costs. In addition, this *includes the "Developing a Positive Board and Superintendent Relationship" workshop* from MSBA (as outlined in Step VI of the MSBA search process).

DISCOUNT – As a repeat client, a \$500 discount will be applied to the final invoicing.

Billing and Payment

One-half of the projected services fee charge would be due to MSBA upon execution of a contract for the conduct of the superintendent search and receipt of an invoice from MSBA. The remaining balance of the services fee would be due to MSBA upon the (successful) completion of the search and receipt of an invoice from MSBA.

The fee for professional services is fixed as stated above — from the time that MSBA would be engaged by the Raytown C-2 District by formal contract to conduct a search until a superintendent is employed. If there is a need to reopen a search because candidates interviewed chose not to come to the district or because the School Board desired to see more or different candidates, the additional search activities would be provided at no increased cost to the district (except for actual reimbursable expenses attributable to the reopened search).

Furthermore, if within one year of the new superintendent commencing his/her responsibilities, the School Board terminates the superintendent's contract per said contract; MSBA will conduct a new search for the board for no fees, other than actual reimbursable expenses to conduct the search.

Reimbursable Expenses Defined

Reimbursable expenses include travel, publishing, advertising, and mailing/distribution expenses.

- Travel expense is limited solely to travel costs for professional personnel of the offeror. The District will be responsible for travel expenses for superintendent search candidates to the district, if such practice is desired.
- Publishing, advertising, and mailing expense is an estimated figure. The offeror reserves the right to increase, or decrease, this estimate following specific discussions with the District pertinent to the scope of the superintendent search.

APPENDIX A

SUPERINTENDENT SEARCH CLIENTS

2011 through 2021

The following reference list shows MSBA's Superintendent Search clients and the Board of Education President during their search process. A complete reference list since 1988 is available upon request from the MSBA office.

Since 2011, there have been over 175 superintendent searches conducted by MSBA. **Bold-faced** districts were **repeat clients** during that time. References for similarly size districts are **highlighted** for quick identification.

<u>District</u>	<u>Enrolled</u>	<u>Successful Candidate</u>	<u>Began Position</u>	<u>Reference</u>
1. <i>Adrian R-III</i>	719	Mr. Don Lile II	7/14	Mr. David Knuth 816-297-8727
2. <i>Affton 101</i>	2,455	Dr. Steve Brotherton	7/11	Mr. Ron Becher 314-842-5155
3. <i>Albany R-III</i>	446	Mr. Dustin Freeman	7/20	Mr. Kent Wilson 660-425-1763
4. <i>Bevier C-4</i>	199	Dr. Zacharri Bruner	7/21	Ms. Debbie J. Yount 660-773-6778
5. <i>Bolivar R-I</i>	2,749	Dr. Richard Asbill	7/21	Ms. Paula Hubbert 417-399-5360
6. <i>Bolivar R-I</i>	2,702	Mr. Terry Berry	7/17	Mrs. Mona Coleman 417-326-4580
7. <i>Bolivar R-I</i>	2,849	Dr. Jason Dial	7/13	Mrs. Mona Coleman 417-326-4580
8. <i>Bowling Green R-I</i>	1,349	Mr. Darin Powell	7/12	Mr. Tim Gamm 573-324-5228

9. <i>Brentwood</i>	795	Dr. Brian Lane	7/17	Mr. Keith Rabenberg 314-954-2543
10. <i>Bronaugh R-VII</i>	240	Mr. Lyle Best	7/12	Mr. Chris Baker 417-944-2113
11. <i>Brookfield R-III</i>	986	Dr. Kyle Collins	7/16	Mr. Jeff Vogel 660-258-3292
12. <i>Buchanan Co. R-IV</i>	344	Mr. Travis Dittmore	7/13	Ms. Christy Weigel 816-244-6684
13. <i>Butler R-V</i>	1,011	Mr. Darin Carter	7/13	Mr. Bryan Tippie 660-679-6970
14. <i>Cameron R-I</i>	1,836	Mr. Matt Robinson	7/11	Dr. Doug Wyckoff 816-632-1322
15. <i>Cape Girardeau 63</i>	3,965	Dr. Neil Glass	7/17	Mr. Jeff Glenn 573-651-8735
16. <i>Carrollton R-VII</i>	863	Dr. Jonathan Oetinger	7/13	Mr. Craig Linneman 660-542-3439
17. <i>Carrollton R-VII</i>	827	Mr. Danny Dewitt	7/19	Mr. Jeremy Payne 660-542-2769
18. <i>Carthage R-IX</i>	4,395	Dr. Sean Smith	7/15	Ms. Lee Elliff Pound 417-625-9355
19. <i>Center 58</i>	2,327	Dr. Sharon Nibbelink	7/15	Mr. Joe Nastasi 816-506-2880
20. <i>Centralia R-VI</i>	1,400	Dr. Steven Chancellor	7/19	Mr. Justin Romine 573-682-3018
21. <i>Chadwick R-I</i>	274	Mr. Michael Wallace	7/21	Mr. Dan Gardner

22. <i>Chaffee R-II</i>	679	Mr. Brad Blackman	7/18	Mrs. Jamie Nix 573-887-4293
23. Charleston R-I	943	Mr. Jeremy Siebert	7/20	Mr. Hamil Corse 573-380-6177
24. <i>Charleston R-I</i>	943	Dr. Tammy Hutchison Lupardus	7/16	Mr. David Harris 573-683-6484
25. <i>Clever R-V</i>	1,097	Mr. Steve Carvajal	7/15	Ms. Marla Shuler 417-369-1787
26. <i>Chillicothe R-II</i>	1,753	Mr. Daniel Wiebers	7/19	Mr. Brent Turner 660-646-1200
27. Climax Springs R-IV	208	Mr. Caleb Petet	7/20	Mr. Josh Wolfe 573-347-2583
28. <i>Climax Springs R-IV</i>	235	Mr. Nathan Barb	7/13	Mr. Carl Clark 573-345-3426
29. Clinton	1,642	Mr. Destry Brown	7/18	Mr. Parker Mills 660-924-3876
30. <i>Clinton</i>	1,666	Dr. Adam Willard	7/16	Mr. David Garnett 660-351-2966
31. <i>Clinton County R-III</i>	788	Dr. Marcus Stucker	7/11	Mr. Jamie Grayson 816-930-0005
32. <i>Columbia 93</i>	16,923	Dr. Peter Stiepleman	7/14	Ms. Christine King 573-234-1326
33. Crane R-III	657	Dr. Chris Johnson	7/15	Mr. Mark Lander
34. <i>Crane R-III</i>	667	Mr. Travis Shaw	7/12	Mr. Stacy Estes 417-723-8033

35. <i>Crawford Co. R-I</i>	907	Dr. Kyle Gibbs	7/19	Mr. Stephen Waldron 573-465-2093
36. <i>Crawford Co. R-II</i>	1,497	Mr. Jonathan Earnhart	7/16	Mr. Dan Hawkin 573-885-7634
37. Crocker R-II	588	Mr. Heath Waters	7/21	Mr. Kris York 573-736-5977
38. <i>Crocker R-II</i>	518	Mr. Gary Doerhoff	7/13	Mr. John Riffe 573-736-5000
39. <i>Crystal City 47</i>	525	Lowell Barnes	7/19	Mr. Kenneth Holdinghausen 636-937-3686
40. <i>Dallas Co. R-I</i>	1,667	Dr. Timothy Ryan	7/15	Mr. David Beltz 417-345-8956
41. <i>Delta R-V</i>	256	Ms. Mellisa Heath	7/16	Mr. Ken Cook 573-794-2012
42. <i>Dexter R-XI</i>	2,081	Mr. Mitchel Wood	7/15	Mr. Kevin Bishop 573-421-7609
43. <i>Drexel R-IV</i>	313	Mr. Terry Mayfield	7/16	Mr. Chris Collins
44. <i>East Buchanan Co. C-1</i>	700	Mr. John Newell	7/19	Mr. Rodney Kenagy 816-344-9860
45. <i>East Prairie R-II</i>	1,084	Mr. Charles A. Counts	7/14	Mr. Timothy Wagner 573-649-5337
46. Excelsior Springs 40	2,903	Dr. Travis Hux	7/21	Mr. Charles Harkins III 816-260-0637
47. <i>Excelsior Springs 40</i>	2,606	Dr. Dan Hoehn	7/17	Mr. Charles Harkins III 816-260-0637

48. <i>Farmington R-VII</i>	3,930	Mr. Mathew Ruble	7/13	Ms. Angela Hahn 573-756-6344
49. <i>Fayette R-III</i>	654	Dr. Tamara Kimball	7/13	Mrs. Michelle Howell 660-248-2067
50. <i>Fort Osage R-I</i>	4,868	Dr. Jason Snodgrass	7/15	Ms. Diana Rice 816-796-2736
51. <i>Fox C-6</i>	11,564	Dr. Jim Wipke	7/15	Mr. John Laughlin 636-282-9484
52. Fox C-6	11,270	Dr. Nisha Patel	7/19	Mrs. Dawn Mullins 314-799-2754
53. Gasconade County R-I	960	Dr. Scott Smith	7/18	Ms. Becky Whithaus 573-294-6670
54. <i>Gasconade County R-I</i>	926	Dr. Tracey Hankins	7/15	Ms. Brenda Bader 573-252-4298
55. <i>Green Ridge R-VIII</i>	374	Dr. Jamie Burkhart	7/17	Mr. Barry White 660-527-3552
56. <i>Hancock Place</i>	1,657	Dr. Kevin Carl	7/11	Mr. Kevin Johnson 314-638-3198
57. <i>Hannibal 60</i>	3,513	Mrs. Susan Johnson	7/14	Dr. David Jackson 573-248-1188
58. <i>Hardin-Central C-2</i>	243	Mr. Michael Cohron	7/15	Mr. Kyle Foster 660-398-4834
59. Hardin-Central C-2	208	Mr. Trey Cavanah	7/16	Mr. Kyle Foster 660-398-4834
60. <i>Harrisonville</i>	2,755	Dr. Bryan McDonald	7/11	Mr. Chad Reynolds 816-380-2259

61. <i>Henry Co. R-I</i>	692	Mr. Kevin Sandlin	7/11	Mrs. Cathy Roberts 660-647-2726
62. Henry Co. R-I	697	Dr. Kristee Lorenz	7/16	Mr. Steven Eggers 660-6475515
63. <i>Higbee R-VIII</i>	245	Mr. Gene Hay	7/11	Ms. Susan Ware 660-458-7553
64. <i>Hillsboro R-III</i>	3,414	Dr. Jon Issacson	7/19	Mrs. Lisa Welker 636-253-6320
65. Holden R-III	1,170	Dr. Michael Hough	7/17	Mr. David Loveall 816-726-8504
66. <i>Holden R-III</i>	1,352	Dr. Wade Schroder	7/12	Mrs. Pat Zvacek 816-732-2257
67. <i>Hollister R-V</i>	1,368	Dr. Brian Wilson	7/14	Mrs. Lisa Westfall 417-334-7610
68. <i>Iron Co. C-4</i>	428	Mr. Blane Keel	7/13	Mr. Shawn Pratt 573-244-5446
69. <i>Jefferson City</i>	8,880	Mr. Larry Linthacum	7/15	Dr. Dennis Nickelson 573-680-1319
70. <i>Kingston K-14</i>	830	Dr. Lee Ann Wallace	7/20	Mr. Lee Patterson 573-631-4015
71. <i>Kirksville R-III</i>	2,457	Dr. Damon Kizzire	7/14	Mr. Jeff Brawner 660-665-1687
72. Kirksville R-III	2,440	Mr. Robert Webb	7/19	Mrs. Nan Davis 660-665-7355

73. <i>Kirkwood R-VII</i>	6,038	Dr. David Ulrich	7/20	Mr. Darnel Frost 314-909-4783
74. <i>Laclede Co. C-5</i>	414	Ms. Rochelle Jennings	7/19	Mr. Levi Angst 417-533-2271
75. <i>Laclede Co. R-I</i>	826	Mrs. Tanya Vest	7/13	Mr. Craig Huckaby 417-589-6799
76. <i>Ladue</i>	4,223	Dr. Jim Wipke	7/19	Mr. Andy Bresler 314-432-0383
77. <i>Lafayette Co. C-1</i>	1,074	Mr. David Figg	7/11	Dr. Richard Cole 660-584-7085
78. <i>Lakeland R-III</i>	440	Mitchell Towne	7/12	Mr. Jeff Dull 417-644-7405
79. <i>Laquey R-V</i>	659	Mrs. Anita Studdard	7/21	Mr. Ron R. Bowling 417-594-0723
80. <i>Lebanon R-III</i>	4,444	Dr. David Schmitz	7/16	Mr. Robert O'Neil 417-533-5115
81. <i>Lewis Co. C-1</i>	967	Mr. John French	7/14	Mr. Randall Sharpe 573-215-2429
82. <i>Lexington R-V</i>	897	Dr. Dan Hoehn	7/14	Ms. JoAnn Swartz 660-259-4560
83. <i>Lexington R-V</i>	973	Dr. Robert Newhart	7/13	JoAnn Swartz 660-259-4560
84. <i>Lindbergh Schools</i>	6,686	Dr. Tony Lake	7/18	Mrs. Karen Schuster 314-989-1188
85. <i>Lone Jack C-6</i>	605	Mr. Bryan Prewitt	7/12	Mr. John Murkin 816-697-2699

86. <i>Macon R-I</i>	1,324	Mr. Charles Stockton	7/12	Mr. Jim Rehard 660-385-3459
87. <i>Macon R-I</i>	1,326	Mr. Scott Jarvis	7/16	Mr. Donny Wyatt 660-239-4687
88. <i>Maries Co. R-II</i>	810	Dr. Patrick Call	7/13	John Withouse 573-646-3462
89. <i>Maries Co. R-II</i>	798	Mr. Gary Doerhoff	7/12	Mr. Roe Slinkman 573-646-3231
90. <i>Marshall</i>	2,323	Mr. Ryan Huff	7/12	Ms. Kathy Green 660-886-8882
91. <i>Maryville R-II</i>	1,382	Ms. Becky Albrect	7/15	Mr. Frank Grispino 660-562-7908
92. <i>Maryville R-II</i>	1,463	Mr. Larry Linthacum	7/11	Ms. Elaine Wilson 660-582-3225
93. <i>Maysville R-I</i>	598	Mr. Chris Heslinga	7/20	Mr. Tom McManus 816-393-5571
94. <i>Mehlville R-IX</i>	10,679	Dr. Chris Gaines	7/15	Mr. Ronald Fedorchak 314-845-0141
95. <i>Meramec Valley R-III</i>	3,091	Dr. Jonathan Mulford	7/18	Mr. Tim Richardson 636-742-3636
96. <i>Mexico 59</i>	2,325	Mr. Kevin Freeman	7/12	Dr. Peter Perll 573-581-2228

97. <i>Mid-Buchanan Co. R-V</i>	742	Mr. Jay Albright	7/19	Mr. Chad Eddins 816-392-3437
98. Midway R-I	429	Angela Gibson	7/20	Mr. Chris Hillman 816-517-6731
99. <i>Midway R-I</i>	551	Mr. Gordon Myers	7/11	Mr. Chris Hillman 816-517-6731
100. <i>Milan C-2</i>	663	Dr. Ben Yocum	7/14	Mr. Jeremy Mosley 660-265-2290
101. <i>Moberly</i>	2,282	Dr. Matthew Miller	7/16	Mr. Matthew Crist 660-263-8466
102. <i>Montgomery Co. R-II</i>	1,225	Dr. Tracy Bottoms	7/20	Mrs. Marie Stille 573-929-3906
103. Morgan Co. R-I	627	Mr. Steven Weinhold	7/14	Mr. Tom Chandler, Jr. 573.377.4870
104. <i>Morgan Co. R-I</i>	664	Mr. John French	7/11	Mr. Richard Goetze 573-377-2295
105. <i>Morgan Co. R-II</i>	1,359	Mr. Lowell Barnes	7/20	Mr. Dwayne Schad 573-378-5686
106. <i>Neosho R-V</i>	4,490	Mr. Dan Decker	7/13	Mr. Brett Day 417-451-7003
107. <i>New Franklin R-I</i>	424	Mr. Brian Cordel	7/18	Mr. Travis Hundley 573-698-3098
108. <i>New Madrid Co. R-I</i>	1,532	Dr. Sam Duncan	7/16	Mr. Ryan Eddy 573-748-0768
109. <i>Niangua R-V</i>	340	Mr. Joshua Hume	7/21	Mr. Aaron K. York 417-844-2506

110. <i>Nixa</i>	5,919	Dr. Hubert Loden	7/18	Mr. Scott McDonald 417-343-9164
111. <i>Normandy Schools Collaborative</i>	3,236	Mr. Marcus Robinson	7/20	Ms. Sara Foster 314-493-0403
112. <i>North Callaway R-I</i>	1,166	Ms. Nicole Kemp	7/20	Mr. Regan Love 573-386-2424
113. <i>North Callaway R-I</i>	1,134	Mr. Brian Garner	7/18	Mr. Regan Love 573-386-2424
114. <i>North Nodaway Co. R-VI</i>	228	Mr. James Simmelink	7/11	Mrs. Melody Bix 660-778-3741
115. <i>Northwest R-I</i>	6,220	Dr. Desi Kirchofer	7/17	Ms. Retta Tuggle 636-938-4226
116. <i>Oak Grove R-VI</i>	1,981	Dr. Bryan Thomsen	7/18	Ms. Sue Alexander 816-690-3516
117. <i>Odessa R-VII</i>	2,014	Dr. Jon Oetinger	7/19	Mr. Peter Rorvig 816-633-8153
118. <i>Orchard Farm R-V</i>	1,548	Dr. Thomas Muzzey	7/13	Mr. Elmer Dwyer 636-940-0522

119. <i>Osceola</i>	472	Mr. Danny DeWitt	7/14	Mr. Eric Brockus 417-646-2758
120. <i>Osceola</i>	474	Mr. Michael Gransen	7/19	Mr. Eric Brockus 417-646-2758
121. <i>Ozark R-VI</i>	5,728	Mr. Chris Bauman	7/18	Mr. Shane Nelson 417-861-4556
122. <i>Ozark R-VI</i>	5,453	Dr. Kevin Patterson	7/13	Mr. Chuck Fugate 417-582-0150
123. <i>Perry Co. 32</i>	2,290	Mr. Andrew Comstock	7/16	Ms. Kathy Carron 573-768-1838
124. <i>Plato R-V</i>	599	Mr. Jeffrey Chappell	7/14	Mr. Dewayne Baker 573-453-6498
125. <i>Polo R-VII</i>	366	Mr. Donald Wilburn	7/14	Mr. Allen Henry 660-354-2107
126. <i>Poplar Bluff R-I</i>	5,127	Mr. Scott Dill	7/16	Mr. John Scott 573-429-6081
127. <i>Purdy R-II</i>	664	Dr. Steven Chancellor	7/12	Mr. Randy Henderson 417-442-3138
128. <i>Raymore-Peculiar R-II</i>	6,408	Dr. Michael Slagle	7/20	Ms. Ruth Johnson 913-549-8790

129.	<i>Raymore-Peculiar R-II</i>	5,950	Mr. Kari Monsees	7/13	Ms. Kim York 816-388-3008
130.	<i>Reeds Spring</i>	1,766	Dr. Cody Hirschi	7/19	Mr. Earl Johnson 417-3336-1605
131.	<i>Rich Hill R-IV</i>	319	Mr. Heath Oates	7/17	Mr. Landon Swope 417-395-4420
132.	<i>Rich Hill R-IV</i>	438	Mr. Jeff Blackford	7/13	Mr. Shawn Breckenridge 417-395-4788
133.	<i>Riverview Gardens</i>	5,888	Dr. Scott Spurgeon	7/13	Dr. Lynn Beckwith Jr. 314-837-4085
134.	<i>Rockwood R-VI</i>	21,201	Dr. Mark Miles	7/19	Mrs. Lorelee Mondt 314-277-5940
135.	<i>Salem R-80</i>	1,455	Dr. Lynn Reed	7/20	Dr. Bernard Sirolas Jr. 573-729-8498
136.	<i>Salem R-80</i>	1,479	Mr. Steve Carvajal	7/12	Mr. Chris Heavin 573-729-9336
137.	<i>Salisbury R-IV</i>	455	Mr. Troy Clawson	7/16	Mrs. Andrea Binder 660-388-5974
138.	<i>Savannah R-III</i>	2,313	Mr. Eric Kurre	7/17	Mr. James Vega 816-364-0277
139.	<i>Savannah R-III</i>	2,390	Dr. David Brax	7/11	Mr. Roger Wolken 816-324-5736
140.	<i>School of the Osage</i>	1,900	Dr. Brent Depee'	7/11	Mr. James Edwards 573-392-3448

141. <i>Scotland Co. R-I</i>	580	Mr. Ryan Bergeson	7/13	Mr. George Koontz 660-328-6356
142. <i>Sedalia 200</i>	4,970	Mr. Steve Triplett	7/18	Ms. Lisa Hammerly 660-829-6460
143. <i>Seneca R-VII</i>	1,637	Dr. Steve Wilmoth	7/11	Mr. Joe Caputo 417-776-1682
144. <i>Sikeston R-6</i>	3,353	Dr. Anthony Robinson	7/19	Mr. Matt Tanner 573-472-9771
145. <i>Smithville R-II</i>	2,453	Dr. Todd Schuetz	7/13	Mr. Russell Fries 816-532-8724
146. <i>South Callaway R-II</i>	833	Mr. Kevin Hillman	7/13	Mr. Ryan Arrowood 573-642-8732
147. <i>South Harrison Co. R-II</i>	847	Mr. Dennis Eastin	7/14	Mr. C.F. Rainey 660-425-8601
148. <i>South Nodaway Co. R-IV</i>	184	Mr. Johnnie Silkett	7/14	Mr. Rick Holtman 660-652-4003
149. <i>Southern Boone Co. R-I</i>	1,510	Mr. Chris Felmlee	7/13	Ms. Ellen Kesterson 573-6577-9036
150. <i>St. Joseph</i>	11,473	Dr. Fred Czerwonka	7/13	Dr. Dan Colgan 816-233-9816
151. <i>St. Clair</i>	2,102	Mr. Kyle Kruse	7/16	Mr. David Berkel 636-629-1233
152. <i>Stanberry R-II</i>	344	Dr. Adam Willard	7/13	Mr. Jeff Osborn 660-783-0017

153. Stanberry R-II	306	Mr. Brian Garner	7/16	Mr. Jeff Osborn 660-783-0017
154. <i>Ste. Genevieve R-II</i>	1,931	Dr. Shelley Jokerst	7/12	Ms. Martha Resinger 573-883-5640
155. <i>Stewartsville C-2</i>	211	Mr. Jay Albright	7/15	Mr. Brandon Hovenga 816-669-8241
156. <i>Strafford R-VI</i>	1,173	Mr. Brett Soden	7/18	Mr. Jack Graves 417-736-3469
157. <i>Sweet Springs R-VII</i>	410	Mrs. Lori Price	7/18	Mr. Brian Vogelsmeier 660-641-4939
158. <i>Tipton R-VI</i>	657	Mr. Daniel Williams	7/16	Ms. Nancy Bookout 660-433-5708
159. <i>Trenton R-IX</i>	1,199	Mr. Mike Stegman	7/19	Mr. Doug Franklin 660-653-3003
160. <i>Valley Park</i>	901	Dr. Tim Dilg	7/19	Mr. Dave Fowler 314-393-7488
161. <i>Van Buren R-I</i>	475	Ms. Sonja Kuessner	7/12	Mr. Kenny Burke 573-323-4774
162. Van-Far R-I	642	Mr. John Fortney	7/20	Ms. Joni Barnett 573-473-5938
163. <i>Van-Far R-I</i>	608	Dr. Stephen Hunter	7/13	Mrs. Christina Nelson 573-594-6527
164. <i>Van-Far R-I</i>	598	Mr. Anthony DeGrave	7/19	Ms. Dana Keller 573-473-4812
165. <i>Walnut Grove R-V</i>	265	Mr. Adam Willard	7/18	Ms. Dawna Miller 417-818-7929

166. Warren County R-III	3,141	Dr. Gregg Klingensmith	7/18	Mr. John Clinger 636-699-8631
167. <i>Warren County R-III</i>	3,035	Mr. Thomas Muzzey	7/11	Ms. Teresa Scott 636-456-3854
168. <i>Warsaw R-IX</i>	1,278	Mr. Scott Downing	7/14	Mr. Mark Newman 660-438-2954
169. Warsaw R-IX	1,203	Mr. Shawn Poyser	7/16	Mr. James Miller 660-723-0212
170. <i>Washington</i>	4,503	Dr. Jennifer Kephart	7/21	Mr. John Freitag 636-390-4702
171. <i>Wellington-Napoleon R-IX</i>	409	Ms. Melinda Hampton	7/16	Mr. David Twente 816-934-2748
172. <i>West Plains R-VII</i>	2,475	Dr. Lori Wilson	7/18	Mr. Jim Thompson 417-256-9504
173. <i>West Platte Co. R-II</i>	594	Dr. Jerrod Wheeler	7/12	Mr. John Collier 816-640-2465
174. Worth Co. R-III	336	Dr. Matthew Martz	7/13	Mr. Jubal Summers 660-786-2338
175. <i>Worth Co. R-III</i>	385	Mr. Mike Rennells	7/11	Mr. Jubal Summers 660-786-2338
176. Wright City R-II	1,677	Mr. Chris Berger	7/20	Mr. Austin Jones 636-745-2954
177. <i>Wright City R-II</i>	1,528	Dr. David Buck	7/15	Mrs. Alice Klem 636-745-3651

What have previous clients had to say about MSBA Superintendent Search Services?

"Paul James and Bob Watkins were wonderful leaders in our process. They provided quality assistance."

Fort Osage R-I Board Member

"Dr. Brent Underwood did an outstanding job. He was meticulous in his work, collaborated with assigned District personnel in a positive manner, kept the Special Administrative Board fully informed as the search process unfolded and expended a great deal of time in researching and interviewing candidates to ensure that the District had an ample number of qualified candidates from which to choose."

Riverview Gardens Special Administrative Board Member

"MSBA and Jerry Waddle did great job overall! This is our district's 2nd time to use this service."

Poplar Bluff R-I BOE member

"Dr. Brent Underwood was very thorough and well planned."

Warren County R-III Board Member

"Dr. Underwood helped make a very daunting task much more simple. His insight and knowledge were what we needed to narrow down our search."

Orchard Farm R-V Board Member

"Paul James did a great job. Well pleased with the outcome."

Jefferson City Public Schools Board Member

"Brent did an outstanding job for us."

Gasconade County R-I Board Member

"The process was smooth and allowed us to make decisions on deadline."

Lindbergh Board Member

"The majority of our current board has gone through two superintendent hiring's in the last 5 years. The first one was without the benefit of MSBA's Search and the most recent experience was with MSBA. I would never want to go through a search without the assistance of MSBA again. Dr. Watkins was wonderful."

Bolivar R-I Board Member

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Lindbergh Schools in suburban St. Louis, MO, a state and nationally acclaimed district, seeks a proven visionary leader to team with a Board of Education, also recognized multiple times for outstanding leadership, to lead a district of 6,800 students. Required: Ed. D. or PhD; Central office experience, and superintendent certification. The successful candidate's salary will be competitive with a minimum of \$200,000 based upon experience and qualifications plus excellent benefits are offered.

For information: www.msbanet.org/member-services/superintendent-search/
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Application Deadline: November 10, 2017
Missouri School Boards' Association

PH: 573-445-9920; ext. 308 Email: suptsearch@msbanet.org



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 10/30/2017 | Boston Public Schools | Boston-MA-USA

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