



Searching for a new superintendent?

“OSBA went beyond all expectations we could have imagined. The process allowed us to think about our district’s future. Our staff and community were very pleased with the amount of involvement afforded to them. Thanks to our consultant and OSBA, we hired a person who also believed in our district vision.”

— Pamela Freshour, Pleasant Local (Marion)

The Ohio School Boards Association has provided fully customized superintendent searches for more than 40 years.

Board members have many obligations, but one of the most critical is choosing the district’s next educational leader. OSBA understands the importance of allowing the board to own its search process. Our search consultants expertly guide the board as it makes this key decision. We handle details and communications, so your board can focus on selecting a candidate and ensuring a smooth transition to new leadership.

Give us a call! An OSBA consultant will meet with your board and share our longstanding, proven process for finding your district’s next leader. OSBA offers high-quality superintendent search services using several proprietary tools at a reasonable, competitive price. Most importantly, each search is completely customized to your district’s needs.

Throughout the process, our team works closely with your board. OSBA’s goal for every superintendent search is that your board makes the best possible choice for your district.

Let us share how we can help your board.

- ✓ **Professional search consultants with school board experience**
- ✓ **Customized to your district’s needs**
- ✓ **Affordable and competitive pricing**
- ✓ **OSBA guarantee***
*See reverse for details.

OSBA Search Services

8050 N. High Street, Suite 100 • Columbus, Ohio 43235

(614) 540-4000 or (800) 589-OSBA • www.ohioschoolboards.org/osba-search-services



**Ohio School
Boards Association**

The search process



What sets OSBA apart from the rest?

Revelus online search application

— OSBA's proprietary search software enables candidates to confidentially create and store a professional profile and application. Once candidates have applied, you will have the opportunity to see and evaluate each individual candidate. As your professional search consultants, we will help guide you in choosing candidates to interview that best fit the profile your board created.

The Achiever Leadership Assessment —

With exclusive rights to the Achiever online assessment tool, OSBA provides board members objective information to help them understand their finalists' unique skills.

National search — Through our membership in the National School Boards Association and National Affiliation of Superintendent Searchers (NASS), each OSBA search can be scaled nationally. OSBA is the only search group in Ohio with membership in NASS. This partnership, as well as strong relationships with other public education organizations, allows us to broadly advertise without significant additional costs for districts.

Recruiting — Because we value and respect the relationship we have with our district members, we use multiple strategies to attract outstanding professionals and make each search known to qualified candidates.

Board and district focused — Your board knows the needs of its local community. Every search is unique, and we customize the search from the board's perspective. Each search consultant has served on a school board, providing them with a distinct understanding of your board's needs.

Cost-effective — OSBA's high-quality search services are kept affordable as a service to our members.

New Leadership Team Workshop — A post-search team-building workshop to help lay the foundation for success is included in the cost of your OSBA search (\$900 value).

OSBA Guarantee — Our guarantee is simple. In the unlikely circumstance you are unable to make a clear decision, OSBA will reopen the search and work with you until the right choice is made.

We have used the expensive 'headhunter' firms in the past, but we had a better experience and better results using the OSBA search team for our last superintendent search. ... Our district felt OSBA is very well connected in Ohio to be able to recruit the best matches for our school district.

— Randy Smith,
Forest Hills Local (Hamilton)



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