

SEARCHING FOR A NEW *Superintendent?*

OSBA has provided fully customized superintendent searches for more than 40 years.



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)

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.

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.

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.

"OSBA provided exceptional support throughout our superintendent search process. Their thorough approach, high-quality pool of candidates, and professional guidance led us to a unanimous decision on an outstanding new superintendent. Jefferson Local couldn't have asked for a better partner in this important work."

Whitney Duemmel, board member,
Jefferson Local (Madison)



**OHIO SCHOOL BOARDS
ASSOCIATION**

www.ohioschoolboards.org/osba-search-services

THE SEARCH PROCESS

1



Planning and profile development

2



Vacancy announcement

3



Advertising and recruitment

4



Focus groups

5



Screening and interviews

6



Selection of new superintendent

7



New leadership training

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, which allows them to apply easily to any OSBA search. Boards can easily evaluate each application and record private notes on their own time.

The Achiever Leadership Assessment

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

National search

OSBA has close ties with other state school boards associations within the National Affiliation of Superintendent Searchers. This partnership, as well as those with other public education organizations, allows OSBA to broadly advertise open positions on a national scale.

Background checks

We conduct comprehensive background screenings for up to three finalists in accordance with state and federal guidelines.

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.

OSBA Guarantee

Our guarantee is simple. In the unlikely circumstance you are unable to successfully appoint a candidate, OSBA will reopen the search and work with you until the right choice is made.