



# OSBA Executive Searches

## The challenge

Finding the **right leader** for your district will be among the most significant decisions you make as a board. You are preparing to hire a superintendent or treasurer ... the two individuals most responsible for the ongoing success and health of your community's school district.

We encourage you to request a free in-person presentation with an OSBA search consultant to review and discuss the full customized OSBA executive search proposal. It's important that you make an informed decision!

## OSBA Executive Search Services

The successful executive search begins with a strong team of professional search consultants and ends with a solid, long-term relationship between the school district and their top administrative leaders. No one does it better than OSBA's search consultants!

For nearly 40 years, the OSBA search process has proven successful in more than 1,000 executive searches for Ohio's diverse school districts and other related organizations. We are proud of our track record and welcome requests for references. The OSBA executive search service reflects the organization's ongoing commitment to strong, mutually beneficial board-administrator relationships. Research shows that a strong, well-functioning school leadership team leads directly to higher levels of student achievement.

## Why choose OSBA?

- OSBA is a not-for-profit association focused on its members' long-term success. This allows us to provide the highest quality search for far less than many search firms.
- OSBA consultants are seasoned professionals, former board members and members of the National Affiliation of Superintendent Searchers (NASS). This partnership allows for direct connections to a national pool of candidates and ensures access to national best practices.
- OSBA consultants never substitute their judgment for that of the board. Guidance is always provided from the board's perspective, ensuring complete board control and a customized search using a proven model.
- Because search clients are our members, OSBA has a vested interest in providing the best customer service and respecting each district's unique needs and cultures.
- OSBA uses multiple technologies and formats to attract truly outstanding candidates – candidates who may not be actively “looking” until they learn of the opportunity in your district.
- As part of our search process, OSBA offers complimentary follow-up training for your new leadership team to help lay the foundation for new success.
- OSBA casts a wide net, both regionally and nationally, with support from trusted partner organizations, associations and agencies to support and enhance our process.
- OSBA's search services team includes not only its full-time consultants, but also professional administrative support to ensure success.
- OSBA has exclusive use of the Achiever, an online candidate assessment tool.

## OSBA guarantees your search

If in the very rare instance the search should not produce a candidate the board strongly supports, a second search will be conducted for no additional facilitation cost (i.e., expenses only).

**If retaining a successful, long-term leader is a priority for your district, rely on OSBA!**

## The cost

- **Superintendent search:** \$7,500 plus expenses
- **Treasurer search:** \$7,000 plus expenses

A typical search process takes about 3.5 months. However, OSBA will customize your time line to fit your needs without sacrificing quality results.

## OSBA's customized search process

- 1. Planning and profile development:** Establishing the essential criteria.
- 2. Advertising and recruitment:** Finding the right match through aggressive strategies.
- 3. Announcing vacancy:** OSBA, in conjunction with the board, will develop and distribute a search brochure describing the district, community, selection criteria, timetable and the application process.
- 4. Candidate screening:** A team approach to identifying who fits your district's profile.
- 5. Candidate evaluation:** Facilitated and guided interviews, reference checks and online Achiever candidate assessment.
- 6. Appointment:** Contract negotiation and board resolution to hire.
- 7. Transition:** Setting expectations through in-depth facilitated leadership training after the search.

To learn more, contact Cheryl W. Ryan at (614) 540-4000.