

ED Search Firm Selection



- Received four proposals and interviewed all firms
- Asked consistent set of questions to all
- Checked references. All with positive results
- Downselected these two, with a unanimous recommendation

Firm	Pros / Things we Liked	Cons / Concerns	Other comments
EOS John Tarvin	+Local - knows AMSA +Timeline +Organizational assessment		Lowest cost. \$46k
K12 Search Group	+Organizational assessment +Selection process details +Timeline	-Approach on staff involvement	30% of compensation + T&E \$65k minimum

Common highlights: guarantee (12-mo typical), onboarding, negotiation