

A Proposal Prepared for

**Oak Park and River Forest
High School District 200
Oak Park, Illinois**

for

*The Search and Selection
of a Superintendent of Schools*

by

McPherson & Jacobson, L.L.C.
Executive Recruitment and Development



McPherson & Jacobson, L.L.C.

Executive Recruitment & Development

**When
Quality
Counts**

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Cover Letter



McPherson & Jacobson, L.L.C.

Executive Recruitment & Development

October 28, 2009

Board of Education
Oak Park and River Forest High School District 200
201 N. Scoville Ave.
Oak Park, Illinois 60302

Thank you for your RFP Request. The enclosed proposal will describe the services that McPherson & Jacobson can provide Oak Park and River Forest High School District 200 in assisting with your superintendent search.

Our firm has designed a five-phase protocol, which allows the board to concentrate on the most important segments, the interview and selection of the successful candidate. Simply stated, our team of consultants, working in conjunction with the board and the special interest groups you identify, will design a turnkey process that will culminate in the hiring of the most qualified candidate for your district.

McPherson & Jacobson has been conducting searches for Boards of Education since 1991 and has conducted numerous national searches. We have over 70 consultants across the United States.

Our business contact information:

McPherson & Jacobson, L.L.C.
7905 L St., Suite 310
Omaha, Nebraska 68127
Telephone: 402-991-7031/888-375-4814
Fax: 402-991-7168
Email: mail@macnjake.com

We would like the opportunity to meet with your Board of Education to present our proposal and discuss our search process. There is no obligation for us to meet with your board and make our presentation.

Sincerely,

Thomas Jacobson Ph.D.
McPherson & Jacobson L.L.C.

Introduction

This is a proposal submitted by McPherson & Jacobson, L.L.C. to the Oak Park and River Forest High School District 200, Oak Park, Illinois, Board of Education for conducting a national search for the position of Superintendent of Schools. The proposal for conducting the national search is divided into five sequential phases and is based upon a proven search protocol developed by McPherson & Jacobson L.L.C.

Included in this proposal are an overview of McPherson & Jacobson L.L.C. and a description of the five sequential phases, investment, timelines, list of professional consultants, and a complete list of references.

Background of McPherson & Jacobson L.L.C.

McPherson & Jacobson L.L.C. has been conducting searches for Boards of Education since 1991 and has conducted numerous national searches. McPherson & Jacobson has placed over 350 superintendents and other officials in public entities. In the June 2003 issue of "The School Administrator," 29 firms were identified that conducted superintendent searches. Based upon the number of searches conducted per year, McPherson & Jacobson is in the top five superintendent search firms.

During the last five years, 90% of the administrators placed by McPherson & Jacobson are still in the position for which they were hired. Sixty-five percent of superintendents placed are still in the position for which they were hired in the past ten years. Since our founding in 1991, over half of our placements are in the position for which they were hired.

McPherson & Jacobson has over 70 consultants across the United States. We are a full-time business and maintain an office located in Omaha, Nebraska, staffed with three employees.

McPherson & Jacobson L.L.C. does not hire superintendents. We provide the Board of Education a decision-making model. While we provide expert advice to the board, the board is in complete control of the process from start to finish.

McPherson & Jacobson L.L.C. represents Boards of Education and works strictly for them. McPherson & Jacobson L.L.C. does not represent potential candidates. However, McPherson & Jacobson consultants are aware of and track the careers of successful administrators. Once a board identifies the characteristics it desires in its new superintendent, the consultants from McPherson & Jacobson L.L.C. will identify and aggressively recruit, on a national level, candidates who match the board's identified criteria.

Five Phases of a Superintendent Search

Phase I

Working with the Board, and any groups identified by the Board, McPherson & Jacobson will:

- ✓ **Identify with the Board of Education the most important characteristics of the new superintendent.**

Using Nominal Group Technique, the consultants will assist the board in identifying the most important characteristics the board would like to have the new superintendent possess. These characteristics will be used as a template for recruiting and selecting candidates.

- ✓ **Establish appropriate timelines and target dates for the selection process.**

The consultants will prepare a proposed calendar for the search process. Dates for advertising the announcement of vacancy, closing date, dates for interviewing, a target date for selecting the new superintendent, and a date for the new superintendent to begin will be discussed.

- ✓ **Determine appropriate advertising venues.**

The consultants will assist the board in determining whether to conduct a national or regional search. Appropriate media venues (professional journals, trade papers, newspapers, and websites) will be presented and discussed. The consultants will discuss the cost of each media venue and anticipated return on investment.

Phase II

In Phase II McPherson & Jacobson will:

✓ **Meet with groups identified by the board to provide stakeholder input into the selection process.**

The consultants will meet with groups identified by the Board of Education to solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the characteristics they would like to see the new superintendent possess, and the issues facing the new superintendent. The results of these meetings are summarized by the consultants and presented to the board. The board chooses which groups it would like the consultants to meet with, but the most common groups include central office administrators, building administrators, teachers, classified staff, students, and community and business groups. The consultants will assist the board in choosing which groups it wishes to include.

✓ **Develop promotional literature and brochures announcing the vacancy.**

In order to get the best applicants to apply, it is important to promote your school system and community. The consultants will assist in preparing an announcement of vacancy that highlights the strengths of your school system and community. Our graphic artist will prepare a professional color brochure that highlights the school district and community and lists the selection criteria determined by the board, the board members, and the application procedures and timelines.

✓ **Prepare and place announcement of vacancy.**

McPherson & Jacobson's staff will prepare and place the announcement of vacancy. The announcement of vacancy will be sent to state school board and administrator associations, appropriate colleges and universities, and media venues selected by the board. McPherson & Jacobson maintains an interactive website (www.macnjake.com) that allows applicants to access all the application materials and apply on line.

✓ **Develop an application unique to your vacancy that reflects the selection criteria determined by the board.**

Application forms will be developed that reflect the selection criteria determined by the Board of Education. All applicants will be asked to describe in writing their particular strengths in each area. This will be one of the preliminary screening devices used by the consultants when assessing potential candidates.

✓ **Send out and receive all application materials.**

McPherson & Jacobson will send out and receive all application materials. No one from your office staff will be burdened with this task. In fact, we only need assistance from district personnel for two tasks: one task is providing information for the promotional brochure, and the other is coordinating dates between the consultants and the district.

✓ **Actively recruit applicants who will meet the district's needs.**

While McPherson & Jacobson does not represent candidates, we keep a data bank of quality candidates. Once the board has chosen its selection criteria, we will send the information to all of our consultants across the United States, asking them to nominate candidates who would be a good match. Those candidates will be invited to apply. Some of our best candidates may not be actively seeking another position and will need to be recruited.

McPherson & Jacobson stays current with trends in educational leadership by being an active participant in many educational conferences and being frequent presenters. We have participated in Job Central at American Association of School Administrators Conference since 1999; Résumé Review at the National Association of School Boards Conference since 1999; and we have attended the AASA Women's Leadership Conference twice.

✓ **Assist the board in determining compensation parameters.**

In order to recruit and select top candidates, compensation packages need to be competitive. The consultants will present data that indicates what districts in the same geographical region and similar size are paying superintendents. Whenever possible, they will also present compensation information for districts that recently hired a superintendent.

The consultants only provide data for the board to consider in making the decision on compensation parameters. Final compensation decisions will be determined by the board and the selected candidate.

✓ **Keep all applicants informed of their status in the selection process.**

During the application process, applicants will receive emails notifying them of the status of their application materials and what is still needed to complete the process. In some instances, recruits will receive phone calls from the consultants verifying their status in the process.

Phase III

In Phase III McPherson & Jacobson will:

✓ **Evaluate each applicant against the selection criteria.**

The consultants will read and evaluate all of the completed files submitted by applicants. They will read the application form and all of the additional material in each file and begin comparing it against the selection criteria.

✓ **Conduct reference and background checks.**

We understand that applicants do not submit references who will not speak highly of them. We begin with the references given and ask them a list of questions relevant to the selection criteria. After asking those questions, we ask each reference to give us the names of other people who can speak of the applicant's qualifications. We then call those individuals and ask them the same set of questions, including asking them to give us the names of other people who could speak of the applicant's qualification. We repeat the process until we have complete knowledge of the applicant's strengths and weaknesses.

✓ **Review candidates with the board and assist the board in determining which candidates it will interview.**

The consultants will present a complete list of applicants to the board for its review. We do not eliminate any applicants. We will submit a short list of those applicants who we feel most closely meet the district's criteria and will present a written analysis for each.

Upon reviewing the applicants, the consultants will assist the board in determining which applicants it wishes to consider as candidates for interviews.

✓ **Assist the board in developing a set of interview questions that reflect the identified selection criteria and characteristics.**

The consultants will present an extensive list of potential interview questions that reflect the selection criteria and characteristics from which the board may select. The consultants will also assist the board in creating interview questions that are unique to specific interests.

The goal is to write questions that are open-ended, so board members may accurately assess each candidate's knowledge and background in each area. It is also a concern to assure that the questions are legal and in compliance with Affirmative Action.

✓ **Send a letter to all applicants who will not be interviewed.**

Once the board has selected its final candidates, all other applicants will receive a letter on behalf of the board thanking them for taking the time to complete the application materials and notifying them that they are not a finalist.

Phase IV

In Phase IV McPherson & Jacobson will:

✓ **Coordinate interview and visitation procedures.**

The consultants will assist the board in establishing the interview schedule. Working with the board, the consultants will set up an interview schedule that will give the candidate a tour of the district and community. The consultants will also help the board identify groups for each candidate to meet. Typically, the same groups the consultants met with to receive input into the selection process will also spend time with each candidate. Finally, the consultants will help coordinate the formal and informal interview process with the board.

✓ **Assist the groups identified by the board in procedures for meeting each candidate and providing feedback to the board.**

A representative group of eight to twelve people will be selected to represent each of the groups identified by the board. The consultants will meet with a chairperson for each group to discuss their roles and responsibilities. The purposes of these groups are two-fold: one, to promote the school district and community to the candidate; and two, to form an impression of each candidate, which they will share with the board. The consultants will coach each group on how to conduct the meeting with each candidate and what questions they can or cannot ask. The consultants will also provide the chairpersons with a form in which, using group consensus, they will record their impressions of each candidate. The forms will be sealed in an envelope after meeting with each candidate and turned in to the district contact person. Upon completing the interview process with all candidates, the board will receive and open the forms from each group.

✓ **Coordinate visitation procedures for the candidate's spouse.**

In most instances the candidates are married and this, therefore, becomes a two-person decision. We encourage boards to invite spouses to attend the interview day. The consultants will coordinate a portion of the interview day for the spouse to have an expanded visitation of the community. Areas of interest typically include available housing, medical facilities, churches, recreational opportunities, and shopping. Other areas of interest unique to your community will also be included.

✓ **Assist the board in making final arrangements for each candidate's visit.**

In most states it is common for the district to pay for the interview expenses for the candidates and their spouses. In order to assure expenses stay within established guidelines, the consultants will assist in making lodging and travel arrangements for each candidate.

✓ **Contact all finalists and schedule their interview dates.**

The consultants will contact each finalist candidate; notifying them they are a finalist for the position and scheduling their interview date. The consultants will be the contact for answering any questions and coordinating the candidates' visits to the district.

✓ **Personally contact each finalist who wasn't hired.**

Once the board has offered a contract to the final candidate, and it has been accepted by the candidate, the consultants will call each of the other final candidates and thank them on behalf of the board for interviewing for the position. *Final candidates are not notified until a contract has been signed.* If by chance you lose your top candidate, we want to keep viable candidates available.

Phase V

In Phase V McPherson & Jacobson will:

✓ **Establish performance objectives for new superintendent.**

Working with the board and new superintendent, the consultant will use Nominal Group Technique to assist in the establishment of performance objectives for the new superintendent. Outside of the day-to-day operation of the school district, the board will identify two or three areas that they want the superintendent to focus on during the first year. Once the performance objectives have been identified, board members will be asked what evidence they will accept that the superintendent is making progress towards the accomplishment of the identified performance objectives.

The superintendent will take the information generated from this session and develop an action plan for accomplishing the performance objectives. The action plan will be presented to the board for formal approval and forwarded to McPherson & Jacobson's home office.

✓ **Provide evaluative procedures for a six-month and one-year evaluation.**

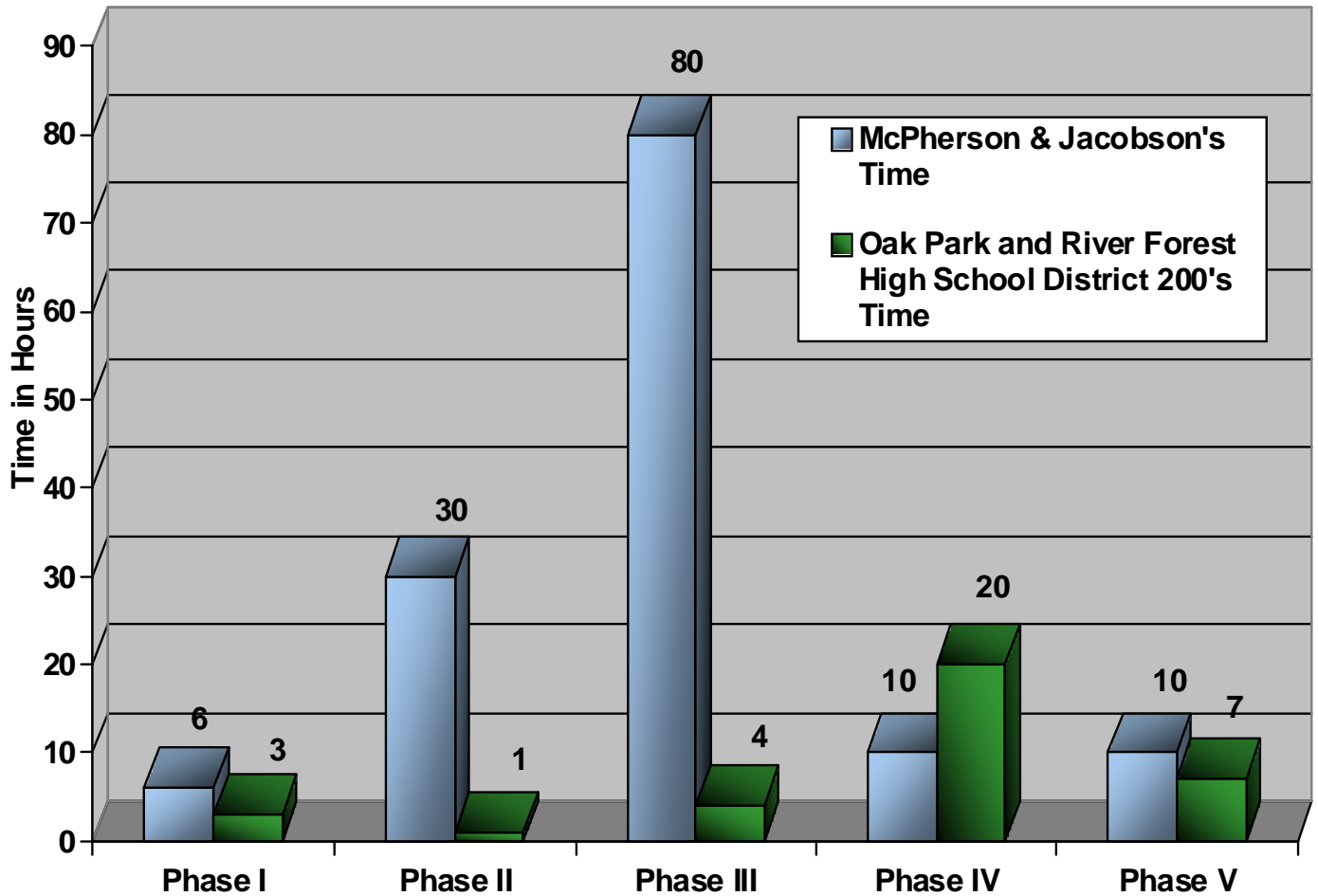
At the six-month interval of employment and again at one year, McPherson & Jacobson will send out evaluation forms to the Board President to distribute to the Board Members. Upon completing the evaluation forms, the board will have the six-month and year-end evaluation of the superintendent.

✓ **Provide a one-year guarantee.**

If the board chooses to use our complete service, we will guarantee our process for one full year. If the person selected leaves the position, **FOR WHATEVER REASON**, within one year of being hired, we will repeat the process at no charge except actual expenses.

We are convinced that our process of identifying your important selection criteria, using an open process of involving stakeholders, screening candidates against the criteria, using a research-based assessment of candidates skills and characteristics, and being able to work with you during the critical first year, will allow us to make a good match every time!

Comparison of Time Requirements for a Superintendent Search



McPherson & Jacobson has designed a protocol, which allows the board to concentrate on the most important segment, the interview, and selection of the successful candidate.

Our mission is to provide your board a hassle-free superintendent search. We will take care of all the drudgery, which will free your board to concentrate on the decision-making process.

Timeline

The timeline for the search process is established when we meet with the board so we can tailor it to the unique needs of the district. However, from our first meeting with the board until the finalist is selected is typically a minimum of two to three months.

An example timeline:

- As soon as our firm is selected
 - Advertising begins
 - Work is started in identifying the qualities for the superintendent
 - An application form is created
 - A formal timeline is formulated to meet the needs of the district and the board
 - A brochure is created to advertise the district and the vacancy
- At the time designated by the board
 - Stakeholder Group/Community Meetings are held
 - A summary of community input is presented to the board
- As applications arrive in our office
 - A database is started to track all the applications as they come in
 - The candidates are notified of what items they still need to complete the application process
- After the closing date
 - Files for all candidates who completed the application process are forwarded to the consultants for their review
 - The consultants begin the review and pre-interview process
- Approximately two to four weeks after the closing date
 - The consultants meet with the board to present summary profiles on their final candidates and provide information to the board on all candidates who completed the application process
 - The board selects the candidates they would like to interview
 - McPherson & Jacobson contacts each candidate who completed the application process to notify them they have not been selected as a final candidate
- At a time designated by the board (usually the week after the finalists are presented to the board)
 - The board interviews their final candidates
 - The board selects their new superintendent
 - McPherson & Jacobson contacts each candidate who was interviewed to notify them they have not been selected

Résumés of McPherson & Jacobson Consultants for Oak Park and River Forest High School

Philip H. Schoo

718 Westminster Place
Lincoln, NE 68510
Phone: 402-730-1925

phschoo@earthlink.net

Academic Training

1962	B.A.	Calvin College
1962-1965	Graduate Studies	California State College
1968	M.A.	University of Michigan
1970	Ph.D.	University of Michigan
1981	Post-Doctoral Study	Western Michigan University
1982-1990	Post-Doctoral Study	Appalachian State University

Professional Experience

2005-Present	Consultant	McPherson & Jacobson, L.L.C. Executive Recruitment & Development --- Omaha, Nebraska
2004-2007	Executive Director	Nebraska Center for Excellence in Education
2004	Superintendent Emeritus	Lincoln Public Schools—Lincoln, Nebraska
1985-2004	Superintendent	Lincoln Public Schools—Lincoln, Nebraska
1981-1985	Superintendent	Pueblo School District No. 60—Pueblo, Colorado
1977-1981	Superintendent	Forest Hills Public Schools—Grand Rapids, Michigan
1975-1977	Associate Superintendent	Southfield Public Schools—Southfield, Michigan
1972-1975	Assistant Superintendent	Holland Public Schools—Holland, Michigan
1971-1972	Middle School Principal	Trenton Public Schools—Trenton, Michigan
1968-1971	Educational Consultant	University of Michigan
1966-1968	Teacher	Birmingham Public Schools—Birmingham, Michigan
1962-1966	Teacher	Glendale Unified Schools District—Glendale, California

Selected Professional Activities

Member, McREL (Mid-Continent Regional Educational Laboratory) Board of Directors, 1999-2009
At Large Member of Executive Committee, McREL, 2001-2003
Chair Elect, McREL Board of Directors, 2003-2005
Chair, McREL Board of Directors, 2005-07
Past Chair, McREL Board of Directors, 2007-09
IDEA Fellow, 26 summer institutes for school leaders, Charles F. Kettering Foundation, 1976-2003
Participant, 38th Annual Superintendents Work Conference, Columbia University, 1979
Liaison administrator, Project Leadership, Colorado Association of School Executives, 1983-1985
Treasurer, Nebraska Center for Excellence in Education, 1987-2004
Member, Nebraska Special Education Advisory Council, 1989-1993

Selected Professional & Community Awards

1985	First Governor's Award for Excellence in Education, State of Colorado
1988, 2004	Friend of Education Award, Lincoln Education Association
1991	McKee Award, National Association of Partnerships in Education
1999, 2004	Recognition & Appreciation for Dedication to Multicultural Education, N.A.A.C.P.
2001-02	Nebraska Superintendent of the Year
2000	Administrator of the Year, Nebraska Council for Exceptional Children

Randy A. Nelson, Ed.D.
2907 Skunk Hollow
Seward, Nebraska 68434
402/640-9226 (Cell)

Education:

University of Nebraska- Ed.D. Degree in Educational Administration. (August, 1989)
Lincoln

University of Nebraska- M.A. Degree with K-12 Endorsement in Educational Administration
Kearney (May, 1981)

University of Nebraska- B.A. Degree in Music with K-12 Endorsement (1972)
Kearney

Professional Experience:

Career Academy Partnership Grant Administrator *ESU #6* *2007-present*
Milford, Nebraska

Superintendent *Norfolk Public Schools* *1992-2007*
Norfolk, Nebraska
4000 students

Superintendent *Lexington Public Schools* *1986-1992*
Lexington, Nebraska
2000 students

Elementary Principal *Bryan Elementary School* *1981-1986*
K-6 Lexington Public
Lexington, Nebraska

Instrumental Music Director *Holdrege Public Schools* *1976-1981*
Holdrege, Nebraska
Superior Public Schools *1972-1976*
Superior, Nebraska

Organizations, Honors, and Accomplishments:

- ◆ 2003 *Nebraska Superintendent of the Year*
- ◆ 2001-02 *President of Nebraska Schoolmasters*
- ◆ 2003-05 *NASA/NCSA Executive Board Member*
- ◆ 2004-Present *NELI – Nebraska Educational Leadership Institute – Coach/Founding Member*
- ◆ 1992-Present *Greater Nebraska Superintendents – Member and Past President*
- ◆ 2000-Present *UN-L President’s Advisory Council Member*
- ◆ 2001 *North Central Association – State Board President*

Availability of McPherson & Jacobson

The consultants proposed are not engaged in any searches or other projects that would affect the timeline of a superintendent search for Oak Park and River Forest High School District 200.

McPherson & Jacobson has over 70 consultants located across the United States; this allows us to tailor each search to the timeline that best meets the needs of the board—while still giving the search our utmost attention.

Applicant Diversity

McPherson & Jacobson has over 70 consultants across the United States, 23% of McPherson & Jacobson consultants are minorities or female. We use our consultant network to track the careers of successful administrators. Once a board identifies the characteristics it desires in its new superintendent, the consultants from McPherson & Jacobson, L.L.C. will identify and aggressively recruit, on a national level, candidates who match the board's identified criteria. We also work closely with universities, colleges, and professional organizations that represent and promote minority and female applicants.

McPherson & Jacobson's minority/female placements are listed below:

<u>Search Year</u>	<u>School District/Entity</u>	<u>Person Placed</u>
2008-2009	Leland School District, MS	Dr. Janice McKinnie Monroe
2008-2009	Central Dauphin School District, PA	Dr. Luis Gonzalez
2008-2009	Greenville School District, MS	Dr. Harvey Franklin
2008-2009	St. John the Baptist Parish, LA (asst. supt. position)	Dr. Leigh Ann Beard
2008-2009	Blair Community Schools, NE	Dr. Jane Stavem
2008-2009	Northland ISD #118, Remer, MN	Ms. Theresa Meyers
2008-2009	Orting School District, WA	Ms. Michelle Corker-Curry
2008-2009	North Thurston Schools, Lacey, WA	Mr. Rajinder Manhas
2008-2009	Dubuque CSD, IA	Dr. Larie Godinez
2008-2009	Culpeper County Schools, VA	Dr. Bobbi Johnson
2008-2009	Ipswich School District, SD	Ms. Beverly Myer
2007-2008	Selma City Schools, Selma, AL	Dr. Austin Obasohan
2007-2008	PCM CSD, Prairie City, IA	Ms. Jane Hartz Babcock
2007-2008	Radnor Township, PA	Dr. Linda Grobman
2007-2008	St. John the Baptist Parish, LA	Dr. Courtney Millet
2007-2008	Arlington School District, WA	Dr. Kristine McDuffy
2007-2008	Tukwila School District, WA	Ms. Ethelda Burke
2007-2008	Clover Park School District, WA	Ms. Debbie LeBeau
2007-2008	Wynne School District, AR	Dr. Benjamin Perry
2007-2008	Shaw Island School District, WA	Dr. Marie Phillips
2007-2008	East Union CSD, IA	Ms. Pam Armstrong-Vogel
2006-2007	East Grand, Granby, CO	Ms. Nancy Karas
2006-2007	Anselmo-Merna Schools, NE	Ms. Sue McNeil
2006-2007	Hot Springs, AR	Ms. Joyce Craft
2006-2007	Bondurant-Farrar CSD, IA	Ms. Peggy Huisman
2006-2007	Chariton CSD, IA	Ms. Paula Jo Wright
2006-2007	East End, AR	Ms. Myra Graham
2006-2007	Rochester School District, MN	Dr. Romain Dallemant
2006-2007	Todd County School Dist., SD	Dr. Margo Heinert
2006-2007	Washington Pavilion of Arts & Science, Sioux Falls, SD	Ms. Mary Guerra

2005-2006	Pulaski County School Dist., AR	Mr. James Sharpe
2005-2006	Rapid City Catholic Schools, SD	Ms. Barbara Honeycutt
2005-2006	Garden County Schools, NE	Dr. Paula Sissel
2005-2006	Madison Parish, LA	Mr. Michael Johnson
2004-2005	Fordyce Public Schools, AR	Ms. Pam Blake
2004-2005	Intermediate School District 287, MN	Ms. Sandra Lewandowski
2004-2005	Madison Parish, Tallulah, LA	Mr. Michael Johnson
2004-2005	Lyons USD #405, KS	Ms. Anne Lassey
2004-2005	Holdrege Public Schools, NE	Ms. Cynthia Wendell
2004-2005	Stuttgart School District, AR	Dr. Laura Bednar
2003-2004	Davenport CSD, IA	Mr. Julio Almanza
2003-2004	NE CAP Exec. Dir., KS	Ms. Jackie Hanglely
2003-2004	Banner County, NE	Ms. Lana Sides
2003-2004	Wagner, SD	Ms. Susan Smit
2002-2003	Humboldt CSD, IA	Ms. Joyce Judas
2002-2003	Newcastle, NE	Ms. Vickie Caldwell
2002-2003	Hope, AR	Mr. Thomas Muldrew
2002-2003	Carlsbad, NM	Ms. Charlotte Neill
2001-2002	Plattsmouth School District, NE	Dr. Renee Jacobson
2001-2002	Parsons, KS	Dr. Deborah Perbeck
2001-2002	Walnut Grove R-V, MO	Ms. Tanya Hunter
2001-2002	Iroquois School Dist., SD	Ms. Lori Wehlander
2000-2001	Texarkana, AR	Ms. Katherine Lease
1999-2000	Bison School District, SD	Ms. Sharon Soehren
1999-2000	Montrose School Dist., SD	Ms. Mary Austad
1997-1998	Ralston, NE	Dr. Virginia Moon
1997-1998	Randolph, NE	Dr. Marlene Uhing
1994-1995	Clarks, NE	Ms. Delores Raider

Selected References

Search year	Enrollment	District
2008-2009	7,300	Culpeper County Public Schools 450 Radio Lane Culpeper, Virginia 22701 District Phone: 540-825-3677 Board Chair: George Dasher, 540-825-4309
2008-2009	4,000	Great Valley School District 47 Church Rd. Malvern, Pennsylvania 19355 District Phone: 610-889-2100 Board President: Elizabeth McGarrigle, 610-889-9516
2007-2008	5,000	Marshalltown Community School District 317 Columbus Drive Marshalltown, Iowa 50158 District Phone: 641-754-1000 Board President: Adrienne Macmillan, 641-750-7432
2008-2009	5,294	Mt. Lebanon School District 7 Horsman Drive Pittsburgh, Pennsylvania 15228 District Phone: 412-344-2077 District Contact: Cissy Bowman, 412.344.2026 Board President: Alan Silhol, 412-561-4834
2008-2009	13,500	North Thurston Public Schools 305 College St. NE Lacey, Washington 98516 District Phone: 360-412-4400 Board President: Mr. Aaron Owada 360-459-9416

Investment

The investment for conducting the superintendent search is \$22,500 for Phases I-IV. If the board chooses to add Phase V, the investment is an additional \$2,500.

McPherson & Jacobson is committed to working with the school district until a superintendent is identified and hired. If a second round of candidate selection is necessary, the only cost to the district would be the additional expenses, there is not an additional fee.

Expenses in addition to the consulting fee are: cost of media advertisement selected by the board; long distance telephone charges for reference checks, and travel and expenses for consultants in district visits. All expenses will be explained and agreed to prior to the commitment of the search process.

Estimate of expenses:

The following expenses are an estimate of expenses. McPherson & Jacobson is willing to negotiate a maximum fee that includes expenses.

I. Advertising Expenses	\$5,500*
II. Travel Expenses	\$4,000**
III. Office Expenses	\$ 900***
IV. Criminal/Financial Background Checks (\$125/candidate)	\$ 600****

* Advertising expenses will not exceed \$5,500 without approval from the board

** Includes airfare, lodging & meals for all consultants

*** Includes development and printing of Announcement of Vacancy, copying costs, long distance telephone, and postage

**** Assuming four candidates are interviewed as finalists

Total maximum investment (fee plus expenses) \$36,000

(assuming the board does not choose advertising media that exceeds \$5,500)

Additional Services:

In addition to the basic services provided, McPherson & Jacobson can provide at no additional charge the following services:

- Assist the board in revising and updating the superintendent's job description.
- Assist the board in developing an effective contract.
- Provide assistance in negotiating the contract with the finalist.
- Schedule an on-site visitation to the finalist's home district.

Required Forms

Following are the forms required by the RFP

Section V—Proposal Requirements Form

Section VII—Non-Collusion Affidavit

Section VIII—Project Qualification Form

Summary

McPherson & Jacobson L.L.C. provides a complete search process. Some of the highlights of our process are:

- Our process is a complete process; we do everything except interview the candidates. School district personnel are used only to help coordinate the visitation of the consultants with the various groups identified by the board.
- We will stay with the school district until a superintendent is hired and in place.
- Confidentiality is of prime concern in our process. To attract top candidates, we treat all applications with utmost confidentiality.
- We will take the entire board through a consensus-building process to identify the top criteria for the selection of the new superintendent.
- We will meet with stakeholder groups to provide stakeholder input into the selection process. The consultants will summarize that information and present the results to the board.
- We are recruiters of quality applicants. Once the board has established its selection criteria, McPherson & Jacobson will actively recruit candidates that meet the identified criteria. If the board desires, McPherson & Jacobson will recruit non-traditional candidates.
- We do not maintain a stable of candidates to bring to each search. However, we do maintain a database of quality applicants from which we will recruit applicants who meet your criteria.
- Once the board has established the characteristics it desires in its new superintendent, our consultants will identify and aggressively recruit candidates who match the board's identified criteria.
- Phase V provides a one-year commitment to work with your board and new superintendent. Working with the board and new superintendent, we will help establish annual performance objectives for the new superintendent's first year and provide six-month and one-year evaluations. We have found the acceptance of this phase to be very positive as it helps provide a good transition.
- McPherson & Jacobson guarantees our services. We are so confident of our ability to identify the district's criteria, select, and screen applicants against those criteria, and assist during the transition period, that we will guarantee our service.

McPherson & Jacobson L.L.C. Consultants

McPherson & Jacobson L.L.C. maintains a vast cadre of professionally trained consultants across the United States. All of our consultants are actively involved in recruiting quality candidates for all searches.

All of our professionally trained consultants are involved with education. Every consultant believes that every child in every district is entitled to the highest quality educational opportunities. They also believe that quality education begins with quality leadership.

Following is a list of all of our consultants, listed by state:

Dr. Thomas Jacobson, owner
McPherson & Jacobson L.L.C.
Omaha, Nebraska

Alabama Consultants

Dr. Sammy Lee Felton
Retired Superintendent
Anniston, Alabama

Alaska Consultants

Mr. Harry Rogers
Retired Superintendent
Petersburg, Alaska

Arizona Consultants

Dr. Mary Kamerzell
Superintendent
Catalina Foothills School Dist.
Tucson, Arizona

Dr. Robert Neely
Retired Professor
Sun Lakes, Arizona

Arkansas Consultants

Dr. Laura Bednar
Superintendent
Stuttgart School District
Stuttgart, Arkansas

Mr. Ronnie Greer
Asst. Superintendent
Riverview School Dist.
Searcy, Arkansas

Mr. Bobby Lester
Retired Superintendent
Jacksonville, Arkansas

Dr. Tony Prothro
Superintendent
Benton, Arkansas

Mr. Steven Singleton
Retired Superintendent
Conway, Arkansas

Dr. Kieth Williams
Associate Professor
Director, Educational Leadership
Harding University
Beebe, Arkansas

Colorado Consultants

Mr. Henry Gonzales
Asst. Supt. of Human Resources
Fountain Fort Carson Dist. 8
Pueblo, Colorado

Dr. Mary Barter
Retired Superintendent
Durango, Colorado

Ms. Peg Portscheller
Educational Consultant
Aurora, Colorado

Idaho Consultants

Dr. William Dean
Retired Superintendent
Post Falls, Idaho

Ms. Barbara Dean
Retired from AASA
Post Falls, Idaho

Iowa Consultants

Mr. Dennis Bahr
Retired Superintendent
Webster City, Iowa

Dr. Paul Gausman
Superintendent
Sioux City Comm. Schools
Sioux City, Iowa

Mr. Jack Hill
Board Member
Eldridge, Iowa

Dr. Leslie Huth
Professor Emeritus
Waverly, Iowa

Dr. Wayne Rand
Retired AEA Administrator
Urbandale, Iowa

Dr. Richard Sundblad
Retired Superintendent
Urbandale, Iowa

Dr. Deb Van Gorp
Superintendent
Saydel CSD
Des Moines, Iowa

Mr. Richard Vande Kieft
Board Member
Cedar Falls, Iowa

Dr. Steve Williams
Retired Superintendent
Monticello, Iowa

Kansas Consultants

Dr. John Burke
Superintendent
Haysville Unified School District #261
Haysville, Kansas

Dr. James Christman
Dean, College of Education
Pittsburg State University
Pittsburg, Kansas

Mr. Von Lauer
Retired Superintendent
Sabetha, Kansas

Mr. Howard Shuler
Retired Superintendent
Topeka, Kansas

Dr. Rob Winter
Superintendent
Salina, Kansas

Louisiana Consultants

Dr. Gerald Cobb
Retired Superintendent
Choudrant, Louisiana

Ms. Lorethie Dunn
Board Member
Bastrop, Louisiana

Dr. Gerald Keller
Past Superintendent/Board Member
Reserve, Louisiana

Mrs. Stella Lasseigne
Board Member
Thibodaux, Louisiana

Mr. C.H. 'Sonny' Savoie
Board Member
Paradis, Louisiana

Maryland Consultants

Ms. Sharon Cox
Montgomery County Board Member
Germantown, Maryland

Dr. Betty Morgan
Supt., Washington County Public Schools
Baltimore, Maryland

Minnesota Consultants

Mr. Phil LeBeau
Retired, North Central Association
Burnsville, Minnesota

Dr. Gary Schnellert
Professor
University of North Dakota
Sartell, Minnesota

Missouri Consultants

Dr. James Christman
Dean, College of Education
Pittsburg State University
Carl Junction, Missouri

Nebraska Consultants

Dr. Jerry Ehlers
Retired Superintendent
Ainsworth, Nebraska

Mr. Don Hague
Superintendent
Gering, Nebraska

Dr. Steve Joel
Superintendent
Grand Island, Nebraska

Dr. Mike Lucas
Superintendent
York, Nebraska

Mr. John McLane
Retired Superintendent
Kearney, Nebraska

Mr. Glen Morgan
Superintendent
Neligh, Nebraska

Dr. Randy Nelson
Retired Superintendent
Seward, Nebraska

Dr. James Ossian
Professor
Wayne State College
Wayne, Nebraska

Dr. Philip Schoo
Superintendent Emeritus
Lincoln, Nebraska

Dr. Norbert J. Schuerman
Retired Superintendent
Omaha, Nebraska

Dr. Dallas Watkins
Superintendent
Benkelman, Nebraska

New Jersey Consultants

Mr. Ron Bolandi
Superintendent
East Windsor Regional School District
Hightstown, New Jersey

Dr. Louis R. Centolanza
Professor
Montclair State University
Upper Montclair, New Jersey

Dr. David E. Weischadle
Professor
Montclair State University
Upper Montclair, New Jersey

New Mexico Consultants

Dr. James Anderson
Retired Superintendent
Los Alamos, New Mexico

Mr. Vernon Asbill
Retired Superintendent
Carlsbad, New Mexico

Mr. Jim Nesbitt
Retired Superintendent
Truth or Consequences, New Mexico

North Dakota Consultants

Mr. Mike Connell
Superintendent
Wahpeton, North Dakota

Mr. Robert Marthaller
Superintendent
Harvey, North Dakota

Ms. Marcia Olson
Board Member
Bismarck, North Dakota

Dr. Gary Schnellert
Professor
University of North Dakota
Fargo, North Dakota

Pennsylvania Consultants

Dr. Michele Bortner
Educational Consultant
York, Pennsylvania

Dr. Robert Hassler
Superintendent
North Penn School District
Lansdale, Pennsylvania

Mr. Joe Rodella
Former Board Member
Mt. Lebanon School District
Pittsburgh, Pennsylvania

Dr. Glenn Smartschan
Educational Consultant
Pittsburgh, Pennsylvania

South Dakota Consultants

Dr. Henry Kosters
ASBSD Assistant Executive Director
Pierre, South Dakota

Dr. Robert Mayer
Professor
University of South Dakota
Sioux Falls, South Dakota

Dr. Robert Neely
Retired Professor
University of Sioux Falls
Sioux Falls, South Dakota

Mr. Donald Quimby
Retired Superintendent
Brandon, South Dakota

Washington Consultants

Ms. Carol Andreasen
Retired Superintendent
Port Townsend, Washington

Dr. Michael Boring
Retired Superintendent
Olympia, Washington

Dr. Al Cohen
Retired Superintendent
Olympia, Washington

Dr. Richard Eisenhauer
Retired Superintendent
Tulalip, Washington

Washington DC Consultants

Ms. Beatrice Gordon
Former Board Member
Washington DC

Wyoming Consultants

Dr. William Berube
Professor
University of Wyoming
Laramie, Wyoming

Dr. Chuck Grove
Retired Superintendent
Pinedale, Wyoming

McPherson & Jacobson L.L.C. References

(last five years of searches)

Search Year: 2008/09

District	Enrollment	Board President	Phone (h)-home;(c) cell (d)-school district
Alliance Public Schools Alliance, NE	1,737	Cindy Bunnell	308-762-7717 (h)
Atlantic Community School District Atlantic, IA	1,430	Philip Hascall	712-243-3191 (h)
Bettendorf Community School District Bettendorf, IA	4,538	Barry Anderson	563-359-5981 (h)
Blair Community Schools Blair, NE	2,416	Mic Pinguoch	402-426-8182 (h)
Blytheville Public Schools Blytheville, AR	3,140	Marrietta Jerome	870-763-8492 (h)
Bonesteel-Fairfax/Burke School Districts Bonesteel/Burke, SD	378	Jason Jons Peggy Glover	605-654-2115 (h) 605-775-2846 (h)
Central Dauphin School District Harrisburg, PA	11,750	Kathy Stone	717-579-7999 (c)
Cheylin USD 103 Bird City, KS	143	David Frisbie	785-538-2419 (h)
Clarksville School District Clarksville, AR	2,500	Danny Hughes	479-970-4681 (c)
Columbus USD 493 Columbus, KS	1,221	Lori Billesbach	620-429-1382 (h)
Culpeper County Public Schools Culpeper, VA	7,300	George T. Dasher	540-825-4309 (h)
Dubuque Community School District Dubuque, IA	10,500	Larry Loeppke	563-556-5959 (h)
Eagle Grove Community School District Eagle Grove, IA	876	Randy Hansen	515-448-5211 (h)
Franklin Public Schools Franklin, NE	329	John Siel	308-425-3254 (h)
Great Valley School District Malvern, PA	4,000	Elizabeth McGarrigle	610-889-9516 (h)
Greenville Public Schools Greenville, MS	6,920	Rev. Tommy Benson	662-378-1089 (h)
Gurdon School District Gurdon, AR	824	David Williams	870-353-4000 (h)

Search Year: 2008/09 (cont.)

District	Enrollment	Board President	Phone (h)-home;(c) cell (d)-school district
Huron School District 2-2 Huron, SD	2,000	John Halbkat III	605-352-0339 (h)
Ipswich Public School District Ipswich, SD	385	Dale Hodson	605-426-6349 (h)
Lakeview Community Schools Columbus, NE	750	Eugene Goering	402-246-5424 (h)
Laurel-Concord Public Schools Laurel, NE	351	Garry Anderson	402-584-2506 (h)
Leland School District Leland, MS	1,058	Mrs. Evelyn Murray	662-686-4749 (h)
Lisbon Community School District Lisbon, IA	607	Eric Krob	319-455-9919 (h)
Marion School District Marion, AR	3,925	Mr. A. Jan Thomas, Jr.	870-739-4141 (h)
Marysville USD #364 Marysville, KS	709	Betty Temple	785-562-2729 (h)
McLaughlin School District 15-2 McLaughlin, SD	450	Joe White Mountain	605-823-2307 (h)
Mt. Lebanon School District Pittsburgh, PA	5,294	Alan Silhol	412-561-4834 (h)
Murray Community School District Murray, IA	300	Dennis Jeter	641-447-2028 (h)
North Butler (Allison-Bristow & Greene CSDs) Allison/Greene, IA	600	Eric Bixby Troy Feldman	319-267-2021 (h) 641-823-5543 (h)
North Polk Community School District Alleman, IA	1,115	Keith Muehlenthaler	515-965-8966 (h)
North Thurston Public Schools Lacey, WA	13,500	Aaron Owada	360-459-9416 (h)
Northland Community Schools--ISD #118 Remer, MN	435	Tom Dollins	218-363-3241 (h)
Oelrichs School District 23-3 Oelrichs, SD	139	Berline Fleming	605-424-6330 (h)
Orting School District Orting, WA	2,100	Ms. Robin Martin	360-893-7250 (h)
Pawnee City Public Schools Pawnee City, NE	280	Lisa Hunzeker	402-859-4536 (h)
Phoenixville Area School District Phoenixville, PA	3,251	Mark Cassaday	610-415-0620 (h)

Search Year: 2008/09 (cont.)

District	Enrollment	Board President	Phone (h)-home;(c) cell (d)-school district
Skykomish School District Skykomish, WA	60	John Robinson	360-677-2562 (h)
St. Francis Indian School St. Francis, SD	560	Byron Wright	605-856-2536 (h)
Winfield--Mount Union Comm. School District Winfield, IA	450	Mrs. Robin Therme	319-257-6853 (h)

Search Year: 2007/08

District	Enrollment	Board President	Phone (h)-home;(c) cell (d)-school district
AGWSR Community Schools Ackley, IA	700	Greg Lindeman	641-869-3606 (h)
Arlington School District Arlington, WA	4,950	Kay Duskin	360-435-5201 (h)
Bowdle School District 22-1 Bowdle, SD	130	Joell Bieber	605-285-6646 (h)
Bridgeport Public Schools Bridgeport, NE	510	George Chikos	308-262-1538 (h)
Cheylin USD 103 Bird City, KS	143	Hal Antholz	785-538-2361 (h)
Clover Park School District Lakewood, WA	11,879	Carole Jacobs	253-582-7009 (h)
Drew Central School District Monticello, AR	1,000	Curley Jackson	870-469-5425 (h)
Dunkerton Community School District Dunkerton, IA	547	Mark Brandes	319-822-2406 (h)
East Union Community Schools Afton, IA	508	Mr. Lynn Kruse	641-347-8790 (h)
East Valley School District Spokane, WA	4,000	Kerri Lunstroth	509-226-2222 (h)
Elkins Public Schools Elkins, AR	1,151	Bryan Delozier	479-643-2274 (h)
ESU #13 Scottsbluff, NE	14,400	Mark Sinner	308-635-9813 (h)
Forrest City School District Forrest City, AR	3,600	Dr. Wayne Jones	870-633-6328 (h)
Fremont County School District 2 Dubois, WY	250	Mike Harrell	307-455-3012 (h)
Grant-Deuel School District 25-3 Reville, SD	180	Kathy Roggenbuck	605-623-4220 (h)
Hebron Public Schools Hebron, ND	165	Debra Wanner	701-878-4568 (h)
Huron School District 2-2 Huron, SD	2,000	John Halbkat III	605-352-0339 (h)
Janesville Community School District Janesville, IA	358	Sandi Carroll	319-987-2658 (h)
Kittitas School District Kittitas, WA	748	Mark Hansen	509-968-3922 (h)

Search Year: 2007/08 (cont.)

District	Enrollment	Board President	Phone (h)-home;(c) cell (d)-school district
Linton Public School Linton, ND	320	Dan Weber	701-254-4717 (d)
Maize USD 266 Maize, KS	6,423	Arlan Sunderman	316-722-0614 (d)
Marshalltown Community School District Marshalltown, IA	5,000	Adrienne Macmillan	641-752-2223 (h)
PCM Community School District Prairie City, IA	1,019	John Woestman	641-259-2799 (h)
Radnor Township School District Wayne, PA	3,500	Kathy Fisher	610-527-4742 (h)
Selma City Schools Selma, AL	4,140	Barbara Stapp-Hiouas	334-418-4703 (h)
Silver Lake USD 372 Silver Lake, KS	720	Susan Runyan	785-582-5201 (h)
Sioux City Community School District Sioux City, IA	13,879	Ron Jorgensen	712-276-0470 (h)
St. John the Baptist Parish Public Schools Reserve, LA	6,350	Dr. Gerald Keller	985-536-6570 (h)
Stockton USD 271 Stockton, KS	350	Patrick Lingg	785-425-6041 (h)
Tenino School District Tenino, WA	1,435	Debra Lund	360-264-6103 (h)
Tukwila School District Tukwila, WA	2,558	Mary Fertakis	206-767-6053 (h)
Washburn Public Schools Washburn, ND	277	Steve Reiser	701-462-3228 (d)
Wynne School District Wynne, AR	3,000	Gene Boeckmann	870-238-8510 (h)

Search Year: 2006/07

District	Enrollment	Board President	Phone (h)-home;(c) cell (d)-school district
Alliance Public Schools Alliance, NE	1,737	Cindy Bunnell	308-762-7717 (h)
Bellevue Community School District Bellevue, IA	714	Gary Griebel	563-872-4045 (h)
Bondurant-Farrar Community School District Bondurant, IA	1,100	Bill Elson	515-967-7565 (h)
Brookings School District Brookings, SD	2,650	Amy Dunkle	605-692-5057 (h)
Centura Public Schools Cairo, NE	550	Larry Patten	308-226-2283 (h)
East End School District Bigelow, AR	677	Wayne Olles	501-759-2853 (h)
East Grand School District Granby, CO	1,300	Tom Sifers	970-887-1643 (h)
Harrisburg School District Harrisburg, SD	1,071	Jon Loos	605-767-5135 (h)
Harvey Public Schools Harvey, ND	464	Ken Schild	701-324-2512 (h)
Hebron Public Schools Hebron, ND	165	Debra Wanner	701-878-4568 (h)
Hettinger School District Hettinger, ND	313	Dave Honeyman	701-567-2841 (h)
Holcomb USD 363 Holcomb, KS	900	Tim Miller	620-277-2411 (h)
Hot Springs School District Hot Springs, AR	3,667	Ann Hill	501-318-0905 (h)
Hot Springs School District Hot Springs, SD	830	Gerald Thorson	605-745-6748 (h)
Ipswich Public School District Ipswich, SD	385	Ron Makela	605-426-6637 (h)
Kinsley-Offerle USD #347 Kinsley, KS	316	Mark Anderson	620-659-2538 (h)
Madison Central School District Madison, SD	1,200	Kelly Johnson	605-256-6241 (h)
Meridian Public Schools Daykin, NE	200	Gary Mussman	402-749-1932 (h)

Search Year: 2006/07 (cont.)

District	Enrollment	Board President	Phone (h)-home;(c) cell (d)-school district
Mill Creek Valley USD 329 Alma, KS	480	Ron Yocum	785-765-3909 (h)
Monticello Community School District Monticello, IA	1,060	Lee Hein	319-465-5744 (h)
Mt. Lebanon School District Pittsburgh, PA	5,436	Joe Rodella	412-303-6313 (h)
Oberlin USD 294 Oberlin, KS	427	Dewayne Jackson	785-693-4316 (h)
Park Christian School Moorhead, MN	465	Mike Slette	218-233-8259 (h)
Republic County USD 109 Belleville, KS	511	Ron Evert	785-527-5322 (h)
Rochester School District Rochester, MN	16,300	James Pittenger	507-285-0264 (h)
Shannon County School District Batesland, SD	1,100	Angie Eagle Bull	605-867-5094 (h)
Southeast of Saline USD 306 Gypsum, KS	700	Joe Ryan	785-819-2050 (h)
Todd County School District Mission, SD	2,000	Marlin Leneagh	605-856-4579 (h)
WSSDA--Dir. Of Leadership Development Services Olympia, WA		Marilee Scarbrough	360-493-9231 (d)

Search Year: 2005/06

District	Enrollment	Board President	Phone (h)-home;(c) cell (d)-school district
Anamosa Community School District Anamosa, IA	1,375	Jim Mitchel	319-462-2300 (h)
Ballard Community School District Huxley, IA	1,422	Jean Saveraid	515-597-3665 (h)
Brandon Valley School District 49-2 Brandon, SD	2,800	Michael Klumpp	605-575-1053 (h)
Carrington Public Schools Carrington, ND	647	Kent Gussiaas	701-674-3282 (h)
Central Cass Public Schools Casselton, ND	827	Michelle Weber	701-238-9609 (h)
Crete Public Schools Crete, NE	1,465	Matt Hanson	402-826-4835 (h)
Cross County School District Cherry Valley, AR	693	Mr. Kelly Phipps	870-697-2013 (h)
Doniphan-Trumbull Public School Doniphan, NE	517	Brent Rainforth	402-744-2029 (h)
Easton USD 449 Easton, KS	700	Jerry Barnes	913-773-8394 (h)
Enderlin Public School Enderlin, ND	312	Cyndee Chesley	701-437-2088 (h)
Garden County Public Schools Oshkosh, NE	289	Joe VanNewkirk	308-772-3081 (h)
Hebron Public Schools Hebron, ND	165	Debra Wanner	701-878-4568 (h)
Highland USD#425/Midway USD#433 Highland/Denton, KS	440	Bill Hargis Douglas Johnson	785-442-5569 (h) 785-359-6789 (h)
Hill City School District 51-2 Hill City, SD	538	Owen Wiederhold	605-574-2336 (h)
Lexington Public Schools Lexington, NE	2,762	Ann Luther	308-324-2617 (h)
Lisbon Community School District Lisbon, IA	634	Scott Morningstar	319-455-2419 (h)
New Town School District New Town, ND	704	Cary Enno	701-627-3650 (d)
Park River School District Park River, ND	416	Jim Chyle	701-284-6539 (h)

Search Year: 2005/06 (cont.)

District	Enrollment	Board President	Phone (h)-home;(c) cell (d)-school district
Piper USD 203 Kansas City, KS	1,469	Neal Palmer	913-721-5459 (h)
Pulaski County Special School District Little Rock, AR	18,500	Pam Roberts	501-851-0507 (h)
Scott County USD 466 Scott City, KS	965	Linda Frick	620-872-2042 (h)
St. Elizabeth Seton Catholic School System Rapid City, SD	823	Susan Thompson	605-348-3840 (h)
Wall School District 51-5 Wall, SD	251	Marty Huether	605-279-2247 (h)
Washington Parish Public Schools Franklinton, LA	4,949	Richard Thomas, Jr.	985-848-5918 (h)
West Monona Community School District Onawa, IA	668	Robert Skelton	712-423-3414 (h)
Wishek Public School Wishek, ND	240	Rod Burgad	701-452-2139 (h)

Search Year: 2004/05

District	Enrollment	Board President	Phone (h)-home;(c) cell (d)-school district
Benton Public Schools Benton, AR	4,405	Phil Jones	501-776-1700 (h)
Bettendorf Community School District Bettendorf, IA	4,366	Barry Anderson	563-359-5981 (h)
Boone Central Schools Albion, NE	654	Karen Kayton	402-395-2235 (h)
Caney Valley USD 436 Caney, KS	890	Jackie Freisberg	620-879-2542 (h)
Center Point-Urbana Comm. School District Center Point, IA	1,207	Todd Ramsey	319-443-2938 (h)
Chambers Public Schools Chambers, NE	203	Steve Gottsch	402-482-5660 (h)
Coffeyville USD #445 Coffeyville, KS	5,000	Cathy Shald	620-252-8802 (h)
Dorchester Public Schools Dorchester, NE	218	Marvin Kohout	402-946-6531 (h)
Douglas County West Community Schools Waterloo, NE	720	Tom Grimm	402-359-2558 (w)
Fordyce Public Schools Fordyce, AR	1,200	John Daniel	870-352-5575 (h)
Fort Madison Community School District Fort Madison, IA	2,445	Dan Davis	319-372-0200 (h)
Hamburg Community School District Hamburg, IA	310	Jim Lechner	712-382-1705 (h)
Harmony Community School District Bonaparte, IA	435	Matt Mitchell	319-592-3429 (h)
Holdrege Public Schools Holdrege, NE	943	Vickie Lawrence	308-995-6834 (h)
Hubbard-Radcliffe Community School District Hubbard, IA	490	Carol Balvanz	641-864-2423 (h)
Independence USD #446 Independence, KS	2,000	Jeff Chubb	620-331-0462 (h)
Kaw Valley USD #321 St. Marys, KS	1,046	Bill Mulligan	785-437-2174 (h)
Lead-Deadwood School District No. 40-1 Lead, SD	1,054	Teri Adler	605-578-1627 (h)

Search Year: 2004/05 (cont.)

District	Enrollment	Board President	Phone (h)-home;(c) cell (d)-school district
Lyons USD #405 Lyons, KS	925	Bob Spielman	620-257-5288 (h)
Madison Parish School District Tallulah, LA	2,329	Joseph Candler	318-574-1587 (h)
Madison Public Schools Madison, NE	566	Leon Wieland	402-454-2129 (h)
Mountain Home Public Schools Mountain Home, AR	3,925	Neal Pendergrass	870-492-4576 (h)
Pender Public Schools Pender, NE	353	Carla Urbanec	402-385-3120 (h)
Riley County USD #378 Riley, KS	700	Dan Russell	785-485-2633 (h)
Sioux Central Community School District Sioux Rapids, IA	600	Kevin Ehlers	712-283-2565 (h)
Skyline Schools USD #438 Pratt, KS	438	Robert Howell	620-893-2425 (h)
Stuttgart School District Stuttgart, AR	1,868	Rick Newton	870-673-4722 (h)
Wapello Community School District Wapello, IA	779	Don Hordin	319-523-4231 (h)
West Central School District No. 49-7 Hartford/Humboldt, SD	1,140	Bahne Bahnson	605-526-4204 (h)

TESTIMONIALS



McPherson & Jacobson L.L.C.

Executive Recruitment and Development

"The community continues to express their delight in the process that was used and the professionalism that the search firm displayed."

MOREHOUSE PARISH, LOUISIANA

"The efficiency of the process allowed us to use our time in an effective manner so that we were not distracted by detail. I am convinced that the involvement of so many stakeholders made the process highly valid and removed uncertainties from the deliberations. The data-rich process allowed us to focus on salaries, etc. with a precision we could not have otherwise had."

LAMONI, IOWA

"This is one of the best processes we as a board have done."

Carolyn Erickson, ARLINGTON, WASHINGTON

"I was very pleased with the overall quality of your service. You brought us great candidates and I believe we made a great choice. The involvement of the community will help us in supporting our decision."

Carol Brown, WYNNE, ARKANSAS

"Process was well executed. Very professional. Good rapport with the board members. I am very pleased with our selection of superintendent-elect."

LAFOURCHE PARISH, LOUISIANA

"Your service was the greatest that a Board could ask for. They did so much of your legwork. All we had to do was set the dates and pick our guy. Your service was greatly appreciated."

HOLTON, KANSAS

"I liked how professional you are. You were great with helping the board develop criteria and handling background checks. I'm really glad we hired your firm. Your service is outstanding. I like having the community, school, and staff involved."

WISNER-PILGER, NEBRASKA

"The Board worked together due to the leadership of McPherson & Jacobson representatives."

BRYANT, ARKANSAS

"Relieved political pressure with selection process."

Dr. Gerald J. Keller, ST. JOHN THE BAPTIST PARISH, LA

7905 L St., Suite 310
Omaha, Nebraska 68127
Phone (402) 991-7031
or 1-888-375-4814
Fax (402) 991-7168
Email: mail@macnjake.com
Web page: www.macnjake.com

TESTIMONIALS



McPherson & Jacobson L.L.C.
Executive Recruitment and Development

"Very organized and the process flowed very well. McPherson & Jacobson took charge and I as a board member felt we needed that help. Overall the service was excellent. Thank you!"

Brad Sheldon, WASHBURN, NORTH DAKOTA

"I would not hesitate to recommend them to others."

ARKANSAS CITY, KANSAS

"Well organized, thorough, accommodating. We would never have found such an accomplished candidate to hire on our own."

IBERVILLE, LOUISIANA

"You're easy going and fun to work with!"

Brucie Rapoport, RADNOR TOWNSHIP, PENNSYLVANIA

"Everything worked so well together. When you got done with one step, the next step almost fell right into place. I felt this worked well because of the number of candidates we got and the positive feedback from the teachers and community. I would recommend this to any school district if they want to get the BEST person out there. I am very happy that I had the chance to work with McPherson & Jacobson on our superintendent search. Keep up the good work."

KILLDEER, NORTH DAKOTA

"We are all very busy with our day to day lives/jobs and could never have done this job that well! Totally liked the program with all the different support groups; got everyone involved and also gave us a clearer picture of the candidates. Some of them told each group something different."

Joell Bieber, BOWDLE, SOUTH DAKOTA

"Your group saved board members many hours of searching, contacting, screening, not to mention recruiting."

MIDWAY USD#433, KANSAS

"You really knew and understood the district and our needs. You listened to our board and did what we asked. Prompt, efficient, organized information on candidates."

WILBER-CLATONIA, NEBRASKA

"I enjoyed the process very much and feel like we got the best candidates within our timeframe."

Patrick J. Connelly, CENTURA, NEBRASKA

7905 L St., Suite 310
Omaha, Nebraska 68127
Phone (402) 991-7031
or 1-888-375-4814
Fax (402) 991-7168
Email: mail@macnjake.com
Web page: www.macnjake.com

TESTIMONIALS



McPherson & Jacobson L.L.C.

Executive Recruitment and Development

"With any group of people time is always a rare commodity. Our schedule was set to move forward on a timely scale without being rushed or over extended."

BRYANT, ARKANSAS

"I believe that our community was very pleased with the way everyone was involved. Students, teaching staff, community, and business leaders all had opportunities to meet the candidates."

MOREHOUSE PARISH, LOUISIANA

"I will be the first to say you people are very professional, helpful, and the community was very impressed. Everyone felt involved, so for that reason, I would recommend your company."

HARVEY, NORTH DAKOTA

"In no way could the board have accomplished the services that your firm provided. The politics were removed and the board was able to do the job it was selected to do. We are thankful for the thoroughness and professionalism that was provided."

MOREHOUSE PARISH, LOUISIANA

"The process was excellent. We all came to the table with different priorities but developed a profile that satisfied everyone and established criteria for our district's next leader."

Josephine Posti, MT. LEBANON, PENNSYLVANIA

"This is the cheapest money our district has ever spent."

GREEN FOREST, ARKANSAS

"Your service was a breath of fresh air. Things went very smoothly and I am very grateful for having had the opportunity to work with you. Thank you."

Jane Klemme, HARRISBURG, SOUTH DAKOTA

"We could not have asked for a better group of applicants. Any one of these candidates (could) do the job of superintendent. We simply chose the one that best suited the district needs and seemed to be the total package that would match our district."

Wayne Olles, EAST END, BIGELOW, ARKANSAS

"Our board's first concern was that the community would feel involvement in the selection process. There were opportunities galore for community input. Proof of this is in the wide acceptance of the board's choice."

BRYANT, ARKANSAS

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McDherson & Jacobson L.L.C.

Executive Recruitment and Development

"I would highly recommend their services to any school searching for a superintendent or principal. They research their candidates and offer only the best! Thanks for helping us through a difficult time."

OBERLIN USD #294, KANSAS

"Your firm did an excellent job of assessing our needs, and really understanding our district. The people we worked with were professional, yet able to quickly establish a rapport with our board. You also did an exceptional job of establishing our focus groups."

Gale Delphia, EAST GRAND, COLORADO

"You did the legwork! I certainly did not have time to sift, sort, check, double-check, etc. I certainly appreciated that they solicited quality candidates! The consultants were un-biased, and were great resources. They stayed neutral throughout the process. Extremely professional. Highly recommend!!"

LANSING, KANSAS

"The entire process is tremendous! The process involves everyone, tends to pull everyone together and is handled very professionally. The process is tremendously beneficial to our school, community and our superintendent candidates. They truly have an interview that enables them to really get to know our school/community and base their decision on an overall impression. This is a great start to a new superintendent/school relationship. This process made us look good at every step—Thank you!!"

NORTHERN CASS, NORTH DAKOTA

"Very personable—as a board member you rarely would go through this process—they helped us each step of the way."

Kim Bailey, BONDURANT-FARRAR, IOWA

"We were given a very complete evaluation by the consultant about our applicants."

Mike Harrell, FREMONT COUNTY #2, WYOMING

"I've been through both ways of hiring a superintendent. I would never do it 'on our own' again, after using your company. I would highly recommend you to anyone in the search/hire process."

SISSETON, SOUTH DAKOTA

"I would recommend you in a heartbeat!"

Carolyn Erickson, ARLINGTON, WASHINGTON

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McPherson & Jacobson L.L.C.

Executive Recruitment and Development

"I felt you did an outstanding job bringing quality candidates to us. I thought you were very professional and did an outstanding job helping us through the hiring. Thank you."

Diane Blakley, ROCHESTER, MINNESOTA

"Took a lot of the headache out of finding the right "fit" for our situation. Any of your finalists could have served us well. The quality of the applicants and number seeking was a pleasant surprise. The whole process was greatly simplified right to the point we had to pick ONE—that was tough."

HIGHLAND USD #425, KANSAS

"I like the amount of research that was put into each candidate...I loved the fact that the community, students, faculty, and all were involved. They all had good reviews and found most of the same qualities in each candidate as other groups and school board did! It made our decision easier with input!"

Janel Brandt, BOWDLE, SOUTH DAKOTA

"Delivered! Presented enough excellent candidates in such a short time it made our final selection difficult. Other districts in our area have had far more problems in their searches...they should have used McPherson & Jacobson."

Daniel Remely, MT. LEBANON, PENNSYLVANIA

"A very well thought out process that worked well for our district. I feel we interviewed some candidates that we would not have been able to recruit here without your services. This entire process is centered around 'what's best for students' (including them in the process was a wonderful idea). Many thanks!!"

PARSONS USD #503, KANSAS

"If I were in this process again, I would vote for utilizing your services; worth the investment."

Board Member, IPSWICH, SOUTH DAKOTA

"I liked the fact that your consultants never made us feel pressured to make a decision without covering all the facts and taking all the time we needed to evaluate the candidates' qualifications to best serve our district."

John Cook, MONTICELLO, IOWA

"The selection process was one of letting all of us have our input and then everyone had a part in prioritizing them. Great strategy!!"

WAGNER, SOUTH DAKOTA

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"This is our first experience with a recruitment company outside the State of Wyoming and I was very pleased with the result."

Eileen Grove, FREMONT COUNTY #2, WYOMING

"The consultants you assigned us couldn't have been better. They did an excellent job of screening, and helping the Board in their selection. We couldn't have asked anymore of them."

Richard Hessenius, MARSHALLTOWN, IOWA

"Thank you for your great work. We're very pleased with our new superintendent and with the process used to hire him. This has been a positive experience for our entire community."

Josephine Posti, MT. LEBANON, PENNSYLVANIA

"The guidance to our "green" board. It was good to have help in developing questions for the interview of applicants. Having a background check by the company was very helpful."

Jon Wold, GRANT-DEUEL, SOUTH DAKOTA

"Professional. Did what they said they would do, and presented top drawer people to fill the defined requirements. Thank you for a great job...and for making our job so much easier."

Daniel Remely, MT. LEBANON, PENNSYLVANIA

"The expertise provided by the search consultants eliminated costly errors that may or may not arise do to the lack of a board's knowledge about possible candidates' history. In my opinion, the best part of this process is the networking ability the consultants provide. It is far superior to the efforts of any school board."

Wayne Olies, EAST END, BIGELOW, ARKANSAS

"From start to finish our whole process was excellent. Very impressed with the structure that you have in place. It really flowed nicely."

Paul Johnson, KITTITAS, WASHINGTON

"I thought everything was first class from Day One. You put together a very professional package and followed through."

Jay Merryman, MARSHALLTOWN, IOWA

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