

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

201 North Scoville Avenue • Oak Park, IL 60302-2296

TO: Board of Education
FROM: Tim Keeley
DATE: November 2, 2009
RE: Executive Summary RFQ Superintendent Search Firms

BACKGROUND

On November 2, 2009, proposals were received from seven firms for consulting services for the superintendent hiring search process.

SUMMARY OF FINDINGS

A brief summary of the proposal data has been included as an attachment to this memo. The Board of Education may utilize this condensed information as a supplement to the complete, written proposals that have been presented to them. Data includes:

- Estimated cost of search, as given by firm, inclusive of all expenses;
- Year firm was established;
- Hire retention rate (% of hires that continue with placed District to retirement);
- Retention guarantee (Firm will complete another search for no additional consulting charge should hire leave District within a year);
- Number of concurrent searches to be performed by the proposed "Consultant Search Team;"
- A listing of the most recent, relevant Superintendent placements performed by the firm;
- A listing of the most recent, relevant Superintendent placements performed by the proposed "Consultant Search Team."

RECOMMENDATIONS (OR FUTURE DIRECTIONS)

Board of Education discussion.

BWP and Associates

Est. Search Cost	\$18,250
Year Established	1977
Hire Retention Rate	Data not given
Retention Guarantee	One Year
Concurrent Searches	Data not given
OPRFHS Search Team	Dr. Mark Friedman Dr. Debra Hill Dr. Margaret Longo Dr. Anne Noland

Placements Made by Firm		Placements Made by Proposed <u>Search Team</u>	
Placement #1	Benjamin Elementary 25	Placement #1	Data not given
Enrollment		Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date		Date	Data not given
Placement #2	Itasca #10	Placement #2	Data not given
Enrollment		Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date		Date	Data not given
Placement #3	Argo Community HSD	Placement #3	Data not given
Enrollment		Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date		Date	Data not given
Placement #4	Carmel Catholic HS	Placement #4	Data not given
Enrollment		Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date		Date	Data not given

Hazard, Young, Attea Associates, Ltd

Est. Search Cost \$ 19,500.00
 Year Established 1987
 Hire Retention Rate 85%
 Retention Guarantee One Year
 Concurrent Searches 1
 OPRFHS Search Team Dr. Jerry Chapman
 Dr. David Smith
 Dr. Lela Bridges

Placements Made by Firm		Placements Made by Proposed <u>Search Team</u>	
Placement #1	Rockford Schools	Placement #1	Rockford Schools
Enrollment	29000	Enrollment	29000
Position	Superintendent	Position	Superintendent
Date	2009	Date	2009
Placement #2	Oswego CUSD	Placement #2	Oswego CUSD
Enrollment	15000	Enrollment	15000
Position	Superintendent	Position	Superintendent
Date	2009	Date	2009
Placement #3	Lyons Twp.	Placement #3	Lyons Twp.
Enrollment	3897	Enrollment	3897
Position	Superintendent	Position	Superintendent
Date	2009	Date	2009
Placement #4	West Chicago	Placement #4	West Chicago
Enrollment	2160	Enrollment	2160
Position	Superintendent	Position	Superintendent
Date	2009	Date	2009

Illinois Association of School Boards

Executive Searches

Est. Search Cost	\$10,000
Year Established	Data not given
Hire Retention Rate	Data not given
Retention Guarantee	Not Specified
Concurrent Searches	Currently 3
OPRFHS Search Team	Donna Johnson Dawn Miller

Placements Made by Firm		Placements Made by Proposed <u>Search Team</u>	
Placement #1	Brookfield LaGrange #95	Placement #1	Data not given
Enrollment		Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date		Date	Data not given
Placement #2	Cook County #130	Placement #2	Data not given
Enrollment		Enrollment	Data not given
Position	Superintedent	Position	Data not given
Date		Date	Data not given
Placement #3	East Maine #63	Placement #3	Data not given
Enrollment		Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date		Date	Data not given
Placement #4	Union Ridge #86	Placement #4	Data not given
Enrollment		Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date		Date	Data not given

McPherson Jacobson

Est. Search Cost	\$36,000
Year Established	1991
Hire Retention Rate	90%
Retention Guarantee	One Year
Concurrent Searches	0
OPRFHS Search Team	Dr. Phil Schoo Dr. Randy Nelson

Placements Made by Firm		Placements Made by Proposed <u>Search Team</u>	
Placement #1	Culpepper Cty Schools (Va.)	Placement #1	Data not given
Enrollment	7300	Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date	2008-2009	Date	Data not given
Placement #2	Great Valled SD (Pa.)	Placement #2	Data not given
Enrollment	4000	Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date	2008-2009	Date	Data not given
Placement #3	Marshalltown Cmty SD (Ia.)	Placement #3	Data not given
Enrollment	5000	Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date	2007-2008	Date	Data not given
Placement #4	Mt. Lebanon SD (Pa.)	Placement #4	Data not given
Enrollment	5294	Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date	2008-2009	Date	Data not given

ProAct Search

Est. Search Cost \$19,700
 Year Established 1997
 Hire Retention Rate
 Retention Guarantee 1-2 Years
 Concurrent Searches Data not given
 OPRFHS Search Team Gary Solomon
 Phil Hansen
 Robert Schiller

Placements Made by Firm		Placements Made by Proposed <u>Search Team</u>	
Placement #1	Yorkville CUSD	Placement #1	Elgin U-46
Enrollment		Enrollment	41000
Position	Superintendent	Position	Superintendent
Date	2009	Date	2007-2008
Placement #2	St. Louis Public Schools	Placement #2	Data not given
Enrollment	28000	Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date	2008	Date	Data not given
Placement #3	Racine Unified SD (Wi.)	Placement #3	Data not given
Enrollment	21000	Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date	2007-2008	Date	Data not given
Placement #4	Elgin U-46	Placement #4	Data not given
Enrollment	41000	Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date	2007-2008	Date	Data not given

Ray and Associates

Est. Search Cost	\$20,700
Year Established	1975
Hire Retention Rate	Data not given
Retention Guarantee	Two Years
Concurrent Searches	Data not given
OPRFHS Search Team	Gary Ray Dr. Denny Dunton Dr. Jon Mink Dr. John Murphy

Placements Made by Firm	Placements Made by Proposed <u>Search Team</u>
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Placement #1	Evanston Twp 202	Placement #1	Data not given
Enrollment	3100	Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date		Date	Data not given
Placement #2	Crete-Monee d201	Placement #2	Data not given
Enrollment	4800	Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date		Date	Data not given
Placement #3	Macomb CUSD 185	Placement #3	Data not given
Enrollment	1900	Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date		Date	Data not given
Placement #4	Kirkwood SD (Mo.)	Placement #4	Data not given
Enrollment	5000	Enrollment	Data not given
Position	Superintendent	Position	Data not given
Date		Date	Data not given

School Exec Connect

Est. Search Cost	\$	20,000.00
Year Established		N/A
Hire Retention Rate		98%
Retention Guarantee		One Year
concurrent Searches		Not Specified
OPRFHS Search Team		Dr. Linda Hanson Dr. Peter Lueck Dr. John Sawyer III

Placements Made by Firm		Placements Made by Proposed <u>Search Team</u>	
Placement #1	Maine Twp 207	Placement #1	Twp 113 Highland Pk.
Enrollment		Enrollment	
Position	Superintendent	Position	Superintendent
Date		Date	2006
Placement #2	Proviso Twp #209	Placement #2	North Shore 112
Enrollment		Enrollment	
Position	Superintendent	Position	Superintendent
Date		Date	2008
Placement #3	River Forest #90	Placement #3	Lake Bluff #65
Enrollment		Enrollment	
Position	Superintendent	Position	Superintendent
Date		Date	2009
Placement #4	East Aurora #131	Placement #4	Norridge District 80
Enrollment		Enrollment	
Position	Superintendent	Position	Superintendent
Date		Date	2009