BWP & ASSOCIATES



HORRY COUNTY SCHOOLS

Superintendent Search
School Board Presentation
August 12, 2024

Horry County Schools

Finding a Leader for Your Future

HCS
HORRY COUNTY SCHOOLS
Horry County Schools
HCS
BOARD OF EDUCATION
Horry County Schools
HCS
INSPIRING POSSIBILITIES
Horry County Schools



Our Team



Kevin Castner, Ph.D.
BWP & Associates, Director



Percy Mack, Ph.D
BWP & Associates, Director



Frank E. Morgan, Ph.D.
BWP & Associates, Director



Carolyn Mack
BWP & Associates, Communications

With a total of more than 160 years of experience in leadership, teaching, and learning, our team comprises individuals who have held roles such as Superintendents, Executive Directors, Curriculum Specialists, Principals, Assistant Principals, Gifted, ESL, Title I Coordinators, and PreK-12 classroom teachers. They have worked in districts of various sizes, demographics, and locations. Our primary goal is to help you find your next leader, someone who can "empower and inspire the next generation of learners." Together, we have successfully conducted over 100 searches for BWP & Associates.

SUPERINTENDENT SEARCH OBJECTIVES

Horry County Schools

Foster community and staff support for the search effort by engaging them in the process.

Successful completion of the search within the Board's timeline, budget, and expectations

Create a procedure that aids the Board in identifying the most suitable candidate.

Intensive recruitment of exceptionally skilled candidates.

Diversity in Placement

During the last 3-5 years

37 MINORITIES

52 WOMEN



BWP Portfolio

Examples of Searches Successfully Completed

Greenville County Schools, SC
Orangeburg, SC
Georgetown, SC
Sumter County Schools, SC
Charleston School District, SC
Charlotte-Mecklenburg Schools, NC
Savannah-Chatham Schools, GA
DeKalb County Schools, GA

Pittsburgh Schools, PA
Arlington County Schools, VA
Prince William County Schools, VA
Madison Metropolitan School District, WI
Chicago Public Schools, IL
Columbus City Schools, OH
Minneapolis Public Schools, MN

Horry County Schools

Finding the RIGHT Leader

FIVE STEP METHODOLOGY

01. *Search Planning Preparation*

02. *Specification*

03. *Recruitment*

04. *Assessment of Candidate*

05. *Selection of Superintendent*





01.

Search Planning Preparation

Key Board Decisions

- Calendar
- Communication
- Confidentiality
- Community Engagement

PROPOSED SEARCH TIMELINE

4-STEP PROCESS	PROPOSED TIMELINE	ACTON STEPS
01. SPECIFICATIONS	FALL 2024	• BWP Consultants lead community engagement. • BWP conducts community surveys. • BWP report results. • The board approves the profile.
02. RECRUIT 03. ASSESSMENT	SEPTEMBER - NOVEMBER 2024 DECEMBER 2024	• BWP receives and reviews applications. • BWP completes reference checks. • BWP presents candidates to the Board.BWP receives and reviews applications. • BWP completes reference checks. • BWP presents candidates to the Board.
04. SELECTION	JULY 2025	• The Board selects candidates for interviews. • The Board conducts the first and final interviews. • The Board receives Protocol Training. • The Board selects the new superintendent and negotiates contract. • The Board introduces superintendent to the community. • Superintendent begins on or before July 2025.

OUR FOCUS IS MATCH AND FIT

Contact Us



BWP & ASSOCIATES

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