

BWP & ASSOCIATES



Superintendent Search Presentation
February 18, 2025

Finding a Leader for Your Future



BOARD OF SCHOOL COMMISSIONERS





Our Team



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



Debra H. Hill, Ph.D.
BWP & Associates, Managing Director



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

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 who can "empower and inspire the next generation of learners." Together, we have successfully conducted over 100 searches for BWP & Associates.





BWP Portfolio

Our Track Record of Achievement - More than 800 successful national searches conducted by BWP & Associates.

Listing of South Carolina Searches

Greenville County Schools, SC

Horry County School, SC

Orangeburg, SC

Georgetown, SC

Sumter County Schools, SC

Charleston School District, SC

Listing of National Searches

Minneapolis Public Schools, MN

Arlington County Schools, VA

Madison Metropolitan, WI

Chicago Public Schools, IL

Columbus City Schools, OH

Pittsburgh Schools, PA

Charlotte-Mecklenburg, NC

Savannah-Chatham, GA

DeKalb County, Ga

Rochester, NY

Contact our past clients for references.



We Personalize **YOUR SEARCH**

Customize the process to suit your needs.

Identify candidates who align with the district's specified requirements.

Present candidates to the Board. The Board is the decision maker.

Finding the RIGHT Leader

FOUR-STEP SEARCH PROCESS



01.

Specification

02.

Recruitment

03.

*Assessment of
Candidate*

04.

*Selection of
Superintendent*





Key Board Decisions

- Calendar
- Communication
- Confidentiality
- Community Engagement

**Planning
Preparation**



COMMUNITY ENGAGEMENT OBJECTIVES



- 01 Build community understanding and support for the Superintendent search process.
- 02 Ensure the broadest possible community participation in the Superintendent Search process.
- 03 Identify experiences, qualities, and characteristics the next Superintendent should possess and demonstrate.
- 04 Identify the perceived strengths and challenges of Richland One Schools.



01.

Specification

Community Engagement

- Conduct interviews with Board Members
- Arrange meetings with representatives from different groups
- Host open forums for employees and the community
- Share online surveys on the district's website in multiple languages.
- Create the Leadership Profile



02.

Recruitment

Recruit and present outstanding candidates

- Market in national publications and websites
- Seek nominations from an extensive network
- Initiate personal contacts



03.

Assessment of Candidates

- BWP accepts online applications and other documents.
- BWP reviews applications and selects candidates for "additional consideration".
- BWP interviews top applicants for match and fit to Leadership Profile
- BWP completes formal background checks including digital footprint



04.

Selection of Superintendent

- BWP presents a slate of candidates to the Board for consideration.
- BWP provides Board Interview Protocol training.
- The Board selects candidates for initial and final interviews.



PROPOSED SEARCH TIMELINE

4-STEP PROCESS

PROPOSED TIMELINE

ACTION STEPS

01. SPECIFICATIONS- Search Planning/Preparation

February-April 2025

- BWP Consultants lead community engagement
- BWP conducts community surveys
- BWP reports results
- The board approves the profile

02. RECRUITMENT 03. ASSESSMENT

April 2025

- BWP receives and reviews applications
- BWP screens and completes reference checks
- BWP presents candidates to the Board

04. SELECTION

May-June 2025

- The Board selects candidates for interviews
- The Board receives Protocol Training
- The Board conducts the first and final interviews
- The Board selects the new superintendent and negotiates contract
- The Board introduces superintendent to the community
- Superintendent begins on or before **July 1**



Questions & Answers

OUR FOCUS IS
MATCH AND FIT
Contact Us

BWP & ASSOCIATES

Kevin Castner

