



MEETING OF: April 25, 2017

---

TITLE: New Superintendent Search Process -- Format, Consultant(s), and Direction - Requested by Board President Michael Hicks and Board Member Kristel Foster

---

ITEM #: 8

---

Information: X

Study:

Action:

---

PURPOSE:

This item will permit the Board to discuss and take action or provide direction regarding the search process for a new superintendent.

---

DESCRIPTION AND JUSTIFICATION:

The search for a superintendent is an important function and duty of any school district governing board. There are a variety of mechanisms by which governing boards may pursue such a search, but it is very common for an external, independent consultant to be utilized. There are also recruiting advantages which can be gained by using a private firm to conduct such a search which can serve to expand the initial applicant pool and maximize interest in the position.

At the Governing Board's last meeting of April 4, 2017, the Governing Board delegated to President Hicks the task of researching available consultant services for conducting a superintendent search. President Hicks has done so, and the following and attached information is provided to inform the Board as a whole as to the results of his efforts.

The District has obtained quotations from several vendors who conduct executive/superintendent searches. Those quotes are summarized as follows:

**1. Arizona School Boards Association (ASBA)**

ASBA, of which the TUSD Governing Board is already a member, offers superintendent and other executive level search services to its membership. A copy of the written proposal from ASBA is attached to this item as a confidential document. (Pending a procurement process, proposal submissions from vendors are required by law to be maintained confidentially. This maximizes the potential for competition between vendors, which benefits the District and its taxpayers).

The ASBA quote, incidentally, is by far the most economical of the proposals which the District received; the proposed cost is substantially less than that offered by all the other vendors.

**2. McPherson & Jacobson L.L.C.**

The firm of McPherson & Jacobson, L.L.C. actually has an existing procurement award with the District for executive level searches. Pursuant to that award, the firm was asked to provide a proposal for a superintendent search. A copy of their proposal is attached confidentially.

**3. Ray and Associates, Inc.**

This firm has also submitted a formal written proposal. A copy of that proposal is attached.

**4. ECRA Group, Inc.**

This firm submitted a quotation for a search. If desired, they have offered to submit a detailed proposal.

5. School Exec Connect

This firm also submitted a quotation. A formal proposal was not submitted but could be obtained on request.

RECOMMENDATION:

As stated in his attached "TUSD Leadership Plan Proposal", President Hicks recommends the Board appoint the Arizona School Boards Association as the Board's Superintendent Search Consultant based upon the terms and conditions specified in ASBA's proposal.

BOARD POLICY CONSIDERATIONS:

LEGAL CONSIDERATIONS:

For all Intergovernmental Agreements (IGAs), Initiator of Agenda Item provides the name of the agency responsible for recording the Agreement after approval:

For amendments to current IGAs, Initiator provides original IGA recording number:

Legal Advisor Signature (if applicable)

BUDGET CONSIDERATIONS:

_____	District Budget
_____	State/Federal Funds
_____	Other
<u>Budget Cost</u>	<u>Budget Code</u>

Budget Certification (for use by Office of Financial Services only):

Date \_\_\_\_\_

I certify that funds for this expenditure in the amount of \$ are available and may be:

Authorized from current year budget \_\_\_\_\_






Authorized with School Board approval \_\_\_\_\_

Code: \_\_\_\_\_ Fund: \_\_\_\_\_

INITIATOR(S):

T. Jaeger, J.D. General Counsel	04/17/2017
Name	Title
	Date

DOCUMENTS ATTACHED/ ON FILE IN BOARD OFFICE:

ATTACHMENTS:
Click to download
 <a href="#">ASBA Search Proposal</a>
 <a href="#">McPherson Jacobson Proposal</a>
 <a href="#">Ray and Associates Search proposal</a>
 <a href="#">Summary of Five Offers</a>
 <a href="#">President Hicks Recommendation and Proposal</a>



TUCSON UNIFIED SCHOOL DISTRICT

BOARD AGENDA ITEM  
CONTINUATION SHEET