

BWP

AND ASSOCIATES

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Arlington Heights School District 25 Superintendent Search

BWP and ASSOCIATES, LLC

- Founded by members of The Bickert Group, with roots in Illinois, Wisconsin, and Indiana
- Formed in 2006 through merger of 4 national firms, including the oldest search firm in the United States
- Focused on personalized, local service, with a national presence to:
 - Support the work of school boards to hire talented leaders
 - Match skilled professional leaders to school districts
 - Create successful outcomes to benefit students, staff, school boards and stakeholders

WHO IS BWP?

- 9 Partners and 40 Associates
 - Superintendents – retired and active
 - University faculty
 - Former Board of Education members
 - 50% of BWP partners are women and minorities
- Main office in Illinois...sub offices in Arizona, Virginia, and South Carolina
- Strong connections with national and state professional organizations, such as: AASA, NASB, ASCD, MSSA, IASA, IALAS, IASB, IASCD, SSS, ASBO, IASBO, WASDA

BWP'S TRACK RECORD

- 98% of candidates placed since 2006 have completed a minimum of 3 successful years.
- 95% + of candidates placed since 2006 were offered successor contracts.
- BWP consultants get 95% satisfaction ratings from school board members and superintendent candidates on anonymous surveys following a search process.
- Not a single candidate placed since the founding of the company was found to be negligent/criminal in the performance of his/her duties.
- Search success backed by strong data base and current research.

BWP GUARANTEE

- BWP will be “on call” for you throughout the search process and during the following year
- Mentoring/coaching for the Superintendent and Board of Education ‘at no cost’ for at least 1 year (a BWP exclusive!)*
- If the selected candidate does not complete two years in the position, BWP will repeat the search for expenses only
- BWP will not slate a previously placed candidate in another search for the term of the initial contract

THE SEARCH PROCESS

1. Planning and Preparation: Initial Planning Meeting, Developing Leadership Profile with Board & Stakeholder Input

- Establish search parameters – open vs closed search
- Set timeline
- Identify any customized services to be provided
- Determine search status: traditional 'in person', hybrid or remote
- Develop Leadership Profile: interviews of each Board member, focus groups, open meeting, leadership survey of staff and stakeholders
- Verify Profile with Board

2. Launch Networking and Recruitment Efforts

- Implement marketing campaign
- Post position on proven websites
- Open electronic, web-based application system
- Proactive and extensive networking

THE SEARCH PROCESS

3. BWP Candidate Assessment

- Review applications and applicant credentials (internal and external) and screen by using the Leadership Profile
- Candidates undergo further background and detailed reference checks with adherence to strict confidentiality expectations
- Comprehensive information about candidate attributable to BWP's extensive network
- Presentation of 4 – 6 candidates for Board interviews based on BWP interviewing 10 - 12 candidates
- Also, conduct board training to effectively conduct the interview process
- Identify key questions and rubric to evaluate and rate responses
- Provide strategies for building consensus around finalists
- Provide regional compensation comparisons to assist Board

THE SEARCH PROCESS

4. Board of Education Interviews of Candidates

- First Round: Board interviews slate of candidates; Interview questions are prepared in advance and are connected to the Leadership Profile
- Second Round: In-depth interviews with selected final candidates; If desired, finalists may present to the Board their response to address a pertinent issue
- Stakeholder Input, if desired by Board; BWP will assist with process.

• 5. Selection and Transition

- Superintendent appointment and closing search
- Assistance with contract negotiations....we can help facilitate closure
- Successful leadership transition
- BWP mentoring

BWP FEES

- Consultant Fees: \$14,900
- Expenses (approximate)
 - Administrative/Office Support: \$800 - \$1,200
 - Electronic Stakeholder Survey: \$400 (English and Spanish)

*Consultants are all local so costs will be minimal, no travel costs
- Other Potential Costs
 - Advertising determined by the Board and billed directly to district
 - Candidate travel (if finalist is from outside of the area)
 - Deep dive background search with private company if desired

WHY BWP?

1. Unmatched record of success with local searches: Chicago Public Schools, East Maine District 63, Park Ridge 64, Glenbrook High Schools 225, Glenbrook North Principal, Wheeling 21, River Trails 26, Northbrook District 30, Belvidere CUSD 100, Skokie 73.5, Skokie 73, Skokie 69, Lincolnwood 74, East Prairie 73, Valley View (Bolingbrook) 365-U, Waukegan CUSD 60, CCSD 15 (Palatine) (2x), West Chicago D 33 (2x), Hinsdale 181(3X), Evanston D 65, McHenry HSD (2x), Arlington Heights D 25, Hawthorn District 73, Glen Ellyn 41, Darien 61, Avoca, Winnetka, Downers Grove, Fremont 79, Marquardt 15, etc, etc
2. Strong “National/Local” reputation among clients and candidates, research based with glowing references
3. Extensive recruiting resources including comprehensive local, regional, and national networks to provide you the best candidates
4. Customized search processes to meet the needs of your school district – we work effectively under COVID 19 constraints to engage stakeholders
5. Talented, committed consultants
6. Outstanding local success in placing superintendents, principals, business officials, central office personnel
7. We build long term relationships with Boards of Education