

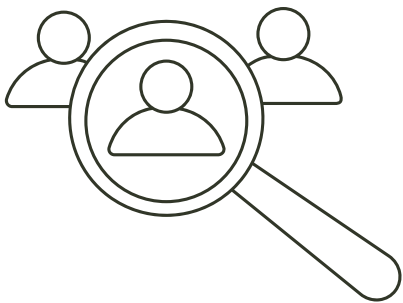
We believe every district deserves high-quality leadership.

OUR MISSION To ensure you get a leader that fits the unique needs of your district.

OUR MOTTO Leadership Matters

DEVELOP A DISTRICT PROFILE (SURVEY/ONLINE)

- Stakeholder Input: Board, Students, Staff and Community
- Determine Timelines
- Develop School Profile
- Identify Desired Qualifications



RECRUITMENT

- Advertise the vacancy
- Develop promotional materials
- Develop application process - send out, receive, and catalog all application materials
- Actively recruit applicants

BACKGROUND — INTERVIEWS

- Assist in screening applicants
- Conduct reference checks
- Assist the board members in selecting final candidates to be interviewed
- On-site for all interviews (one day)





INTERVIEW PROCESS

- Prepare the board for the interview process
- Schedule and coordinate interviews
- Keep all candidates informed of their status in the selection process

CONTRACT

- Participate in negotiating a contract (Salary & Benefits)
- Provide up to 10 hours of mentorship during the first year



FEE STRUCTURE

- Fixed price proposal plus expenses

ADDITIONAL SERVICES

- Superintendent and Leadership Search Consultants & Recruiters
- Reorganization, Dissolution and Annexation
- Negotiations
- Business Manager Searches and Training
- School Finance Planning
- Investigations
- Mediation
- PD - Roles and Responsibilities for School Employees and School Board Members

LEADERSHIP TEAM

- Dr. Paul Stremick — Managing Partner (701) 520-5963
- Ms. Nancy Bollingberg (701) 341-0685
- Dr. Brian Duchscherer (701) 321-5719
- Mr. Mike Heilman (701) 527-4621
- Mr. Jack Maus (701) 360-5081
- Dr. Mike Bitz (701) 391-8664