

Superintendent Search Process

Developing, Deploying, and Supporting Outstanding Leaders

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Bloomfield Hills Schools



Sample Search Steps & Timeline

Week 1

- Meet with the Board of Education to gather background, establish parameters of search, agree upon timeline

Weeks 2-3

- Meet with designated stakeholder groups and/or obtain online survey responses to develop a candidate profile and organization/community profile
- Develop and approve position announcement

Weeks 4-8

- Post position on numerous professional sites throughout MI
- Accept applications until 4:00 p.m. on agreed upon date
- Applicant contacts & screening

Weeks 9-11


- Presentation of applicants, Board selection of candidates to interview
- Reference checks
- First round interviews (4-6), selection of finalists (2-3)
- Finalist presentations/interviews, interactions with stakeholders

Weeks 12-14

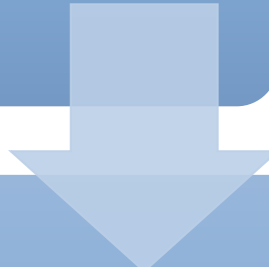
- Board visitation to finalist work sites or finalist tour of District/meet & greet
- Superintendent selection
- Negotiation of contract
- Appointment of new leader

MLI Professional Fee

The above-noted services will be provided for **\$8,200.00** plus direct expenses not to exceed **\$800.00**. Please note that the professional services and the professional fees *may be modified and customized to suit your district's needs*.



Said fee covers all costs associated with the search. MLI staff mileage will be billed to the District on an actual cost basis (*at the current mileage rate issued by the IRS*).



MLI Search Guarantee:

If MLI endorses the candidacy of the selected candidate and s/he chooses to leave the district for any reason other than personal health or the health of an immediate family member during the first year of employment, Michigan Leadership Institute will conduct the search for a successor for direct expenses only.

Assuring Candidate Fit (OPTIONAL)

Prior to the first or second interview...profile candidates based on research-based inventories and assessments for optimal cultural fit using the science of psychological theory, real-world applications of personality types, and behavioral analysis



By identifying candidate and board behaviors, motivators, influencers active in your culture, we can match candidates to your organization for a better fit and positive results

PLEASE NOTE: CANDIDATE PROFILES BY HULINGS & ASSOCIATES ARE AN ADDITIONAL CHARGE TO THE PROPOSED SEARCH FEE

*Why MLI?
Our Logo
Says it All...*



MICHIGAN
LEADERSHIP
INSTITUTE

DEVELOPING, DEPLOYING
AND SUPPORTING
OUTSTANDING LEADERS

The logo features the text 'MICHIGAN LEADERSHIP INSTITUTE' in a bold, blue, serif font. To the right of this text is a graphic element consisting of three horizontal bars of different colors (red, blue, and red) with white text inside them. A yellow oval is drawn around this graphic element. The background of the slide is dark gray with a blue and white geometric design on the left side.

▼ We *Develop* Outstanding Leaders

- **Superintendent Preparation (SUPES) Academy** – *we have prepared roughly 800 Michigan Educational Leaders – Nearly 25% of current superintendents in Michigan*
- The participants represent the **diversity of leadership** in Michigan
- We provide **executive coaching** at all levels



We *Deploy* Outstanding Leaders

- We **recruit** and consult with prospective candidates
- We work with boards of education and the communities they serve to search for the **best fit** for their superintendent
- **We lead** boards of education through the selection, interview, visitation, and contract negotiation processes
- We use proprietary documents and procedures to **ensure** the selection and appointment is successful



We *Support* Outstanding Leaders

- We provide **mentoring** for the new superintendent for one year
- We offer **executive coaching** beyond the first year
- We are **active in** MASA and other **professional organizations**
- We **support school districts** and other public service organizations through:
 - Governance
 - Strategic planning
 - Negotiations
 - District/organization functional analysis
 - Facility utilization
 - Community forums
 - Focus groups

Our Expertise

MLI conducts **ongoing research** on the art and science of public leadership

MLI delivers **leadership and governance academies**

MLI knows the requirements of **FOIA and the Michigan Open Meetings Act**, and can help your district avoid pitfalls with respect to these requirements

Our Network

***Our entire MLI Team
collaborates on every search***
to identify and recruit
candidates who meet your
district's profile



Our collective
experience of more than
130 years of
successful service as
superintendents has given
us the opportunity to build
***relationships and
contacts across the state***
that support candidate
recruitment

Our Guarantee

The search will continue until you have an acceptable candidate

If the appointed superintendent chooses to leave the district within one year of appointment for reasons other than personal health or that of an immediate family member, **we will conduct another search on an expenses only basis**

Should you contract with MLI for **quarterly governance workshops during the first year** of the new superintendent's tenure, we **extend our guarantee** to two years

Why Michigan Leadership Institute?

Experienced and knowledgeable consultants – all successful superintendents	Customer service and commitment
Extensive network of outstanding leaders	We make the search EASY - but the decision DIFFICULT
Our process is thorough, inclusive and transparent	Ongoing support well after the search is completed
Strong reputation with long record of great success	High degree of client satisfaction
Our why: committed to success <i>for children</i>	Service organization dedicated to outstanding leadership – <i>leadership is our business & specialty</i>
We strive for PERFECTION and settle for EXCELLENCE	

Recent Oakland County Superintendent Searches

Berkley School District

Birmingham Public Schools

Brandon School District

Lake Orion Community Schools

Novi Community School District

Oak Park Schools

Oxford Community Schools

South Lyon Community Schools

West Bloomfield School District



*Michigan Leadership Institute is
committed to supporting the
success of public education by
**developing, deploying and
supporting** outstanding
executive leadership*

