

2019-20 Superintendent Search Options – Ketchikan Borough School District



association of
ALASKA
school boards

Facilitated Nationwide Search with AASB

\$11,230 + expenses – Based on District ADM

A nationwide search, includes creating a brochure, up to three on-site district visits with the AASB facilitator, advertising on AASB website, national advertising through NSBA and the National Association of Superintendent Searches (NASS), the national Superintendents Association (AASA), the National Indian Education Association (NIEA), background checks, facilitating selection of finalists and final appointment, handling logistics for interviews, and a follow-up board & superintendent workshop a few months after the hiring.

Internal Search

If you have a viable internal candidate(s) this may be the least expensive and most expeditious option. You may already have an excellent candidate for appointment or someone serving as an interim superintendent. In this case, you (the board) and school district staff can handle the process internally. AASB can provide guidance to the board through phone calls and email. Depending on the amount of assistance required, we can offer this for free or charge on an hourly basis if greater assistance is needed.

AASB can also provide a facilitated internal search if you prefer. Elements included in such a search would be the development of an internal search announcement, use of the AASB application process, AASB candidate background checks, and a facilitated on-site interview and candidate selection process. Included in the price would be a follow-up, one-day board training for the board and new superintendent. The cost for an AASB facilitated internal search is negotiable and based on time and complexity of the search. In general, the cost for an internal search ranges from about \$3,000 to \$5,000.

Do-It-Yourself Search

AASB offers a Do-It-Yourself guide to walk you through the process. The cost is \$2,575.00 and includes the guide, up to five consulting calls, background information on any candidates we have in current or previous searches we have conducted, and advertising on the AASB website. Your district staff would handle all logistics.

Do-It-Yourself Search with no AASB Involvement

District staff would provide all arrangements and logistics with no support from AASB. You may still advertise on AASB's website.

Contract With an Outside Search Firm

There are numerous outside private executive search consultants available for hire. Fees range \$30,000.00 to \$75,000.00 + expenses depending on what services you want or need. You may advertise on AASB's website but otherwise, AASB would have no participation in the process.