

KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION
AGENDA STATEMENT

No. 10 d

MEETING OF August 28, 2019

Reviewed By

Item Title

NEW BUSINESS

Motion to approve contracting with AASB to provide guidance
In filling the position of permanent District Superintendent

Superintendent

Finance

SUBMITTED BY Matt Eisenhower, Board President

CONTACT PERSON/TELEPHONE:

APPROVED FOR SUBMITTAL:

Phone

Superintendent

SUMMARY STATEMENT: The KGBSD board of education must fill the permanent position of the district superintendent for the 2020/2021 school year.

Ideally, this position would be filled no later than June 1, 2020 following the expiration of the interim Superintendent's contract. Entering into a contract with the Association of Alaska School Boards (AASB) will allow AASB to guide the Board of Education in a process of 1) doing a preparatory environmental assessment of the needs of the district and 2) if necessary, conducting a search to fill the position.

The timeline could be as follows:

September: Finalize contract with AASB. AASB will begin to formulate a recommended plan to the board and present the plan in late September/early October.

October and November: AASB would guide in evaluating the needs of the district by engaging stakeholders and preparing a description for the ideal candidate.

December: If necessary, commence a search process.

ISSUE: Hiring of permanent District Superintendent

BACKGROUND: Currently the Superintendent's position is filled by an interim appointment through the end of the 2019-2020 school year.

FISCAL NOTE:

EXPENDITURE
REQUIRED \$ _____

AMOUNT
BUDGETED \$10,000

EXHIBITS ATTACHED

- AASB Search options

RECOMMENDED ACTION:

"I move that the Board of Education approve contracting with AASB to provide guidance in filling the permanent position of District Superintendent."

2019-20 Superintendent Search Options – Ketchikan Borough School District



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.