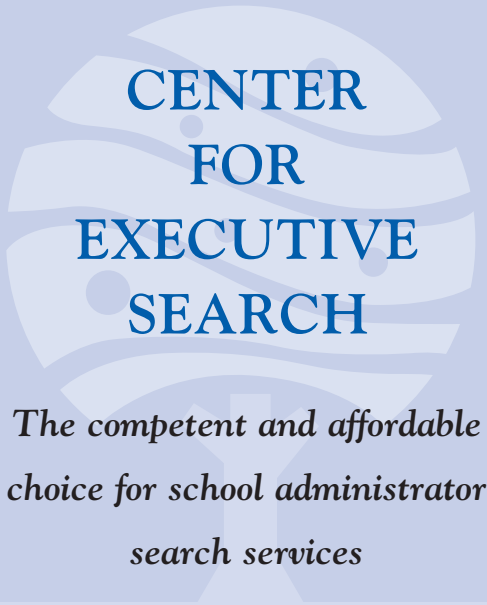


## Who are we?

The Center for Executive Search is a school administrator search service dedicated to identifying and attracting executive talent for school districts and educational collaboratives.



### CENTER FOR EXECUTIVE SEARCH

*The competent and affordable  
choice for school administrator  
search services*

## What do we provide?

We provide a search to fulfill your need as a customized effort. Our focus is on the selection of superintendents, school principals, administrators of special education and central office personnel. Utilizing input from school committees/boards and identified community leaders to establish hiring criteria, we provide candidates who match organizational needs by *functional competence*, *leadership style* and *personal characteristics*.

***Functional Competence:*** the educational background and certification, functional experience, professional abilities and success record which meet the established criteria.

***Leadership Style:*** the characteristics and individual qualities necessary to quickly earn respect and integrate successfully and smoothly into the organization as the established leader.

***Personal Characteristics:*** the work ethic, values and interpersonal skills required to fit and blend into the organization and community.

## How do we function?

Maintaining a regular schedule of communication with the client throughout the search process, assessment data is gathered from the Committee, community groups and individuals to develop the search criteria.

The Center then activates its recruiting network to initiate the search for qualified applicants. Intensive screening follows to identify those who are functionally competent. Highly qualified applicants are personally interviewed by a search consultant who assesses their leadership style and personal characteristics. The most qualified applicants are presented as candidates to the interviewing team.

Workshops are available for interviewing teams which focus on organizing the interview process, setting a positive tone and developing appropriate questions.

***Interim Placement Service also available!*** *The Center maintains an extensive database of available school executives. Contact the Center for further information.*