

Company Profile and Experience (25 points):

Detail the personnel and experience of the team you intend to have work on our superintendent search, to include resumes or *curriculum vitae* for relevant personnel.

Detail your timeline for the superintendent search to include past experiences with similar timelines.

Detail your firm's recent searches lead with school systems with demographics similar to HCPSS to include the names of the superintendent's placed in the role.

Describe how your company will assist the district in finding a new qualified candidate if the first choice does not work out within the first year of the superintendent's contract.

Submit a minimum of three (3) past and/or current customers that your company has provided similar services as the requested in the Scope of Work. Include number of years providing service, description of the service, contact person name, telephone number, and email address to serve as a reference.

Process Standards (50 points):

Describe how your firm will identify the needs of our district versus a standard template used by other districts, then create a job description and search announcement accordingly.

Describe how your firm will identify the characteristics, experience, leadership style, and organizational fit that are needed in our next Superintendent.

Describe how your firm will identify the top priorities when recruiting a Superintendent to include how to navigate the differing viewpoints of Board members and the community.

Describe your process for recruiting candidates.

Detail or provide examples the interview questions that will help gauge a candidate's true understanding of race and equity.

Describe your communication protocol throughout the process, to include communication with the Board, community, candidates and other pertinent parties.

Describe the role and prioritization of community stakeholders to include how you would ensure engagement of underrepresented communities.

Describe how you intend to address unconscious bias in the recruitment and selection process.

Describe how you present candidates for consideration to include methods of differentiation between candidates.

Describe your post selection services.

Pricing (15 points)

Submit detailed information stating your company's pricing to provide services.

Quality Points for presentation and submitted materials (10 points)

Total Available Points: 100