

# 20 years



of success  
and still going strong

## Additional Information

For additional information and cost estimates, contact:

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finding the best superintendent/  
chief executive officer  
candidates for your district

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# Selecting Superintendent/ Chief Executive Officers

## Selecting a CEO: A Board's Most Important Responsibility

Selecting a successful superintendent/chief executive officer (CEO) is one of the most important responsibilities a governing board will ever undertake.

ESS clients range in size from school districts with as few as 100 students to those with more than 197,000 students.

The Texas Association of School Boards (TASB) offers Executive Search Services (ESS), a consultant service to assist in the search process.

Why? TASB's business is working with school boards, and since 1988, ESS has assisted more than 500 Texas schools in hiring a superintendent/CEO.

TASB's statewide network of field representatives and search consultants provides an unparalleled resource in locating and screening the highest quality applicants. The ESS network and Web-based application process gives each search national and statewide exposure.

Should a newly hired superintendent/CEO leave the district/organization within one year for any reason other than a family emergency, ESS will continue or reopen the search without an additional consulting fee.

Planned community involvement to identify candidate criteria makes our service unique and translates to unmatched success.

## Consultant's Duties and Responsibilities

When a district/organization hires ESS, the search is customized to meet the client's needs. ESS consultants make recommendations at each step, but the board

makes all decisions, including the following:

Since 1988, more than 500 Texas school districts have chosen ESS as their search firm.

- Planning the process.
- Establishing criteria for selection.
- Identifying candidates for interviewing.
- Conducting candidate interviews.
- Making final selection.

## Continuing Education Credit (CEC)

Each trustee receives up to three hours of CEC for successfully completing the interview preparation session. Additionally, each trustee can obtain three to four hours of CEC for participating in a transition workshop provided by TASB Leadership Team Services.

ESS is the only search firm to partner with the NSBA-sponsored National Association of Superintendent Searchers to provide a national network of search personnel.