

Recently Conducted Searches

2022 - 23

Adair Co.	McCracken Co.
Boyle Co.	Owensboro Ind.
Clark Co.	Rowan Co.
Clinton Co.	Russellville Ind.
Estill Co.	Trimble Co.
Lee Co.	Wayne Co.
Lincoln Co.	Williamstown Ind.

2021 - 22

Bellevue Ind.	Lee Co.
Campbell Co.	Marion Co.
Carroll Co.	McCreary Co.
Carter Co.	Muhlenberg Co.
Clinton Co.	Owen Co.
Crittenden Co.	Owsley Co.
Frankfort Ind.	Powell Co.
Henry Co.	Simpson Co.
Gallatin Co.	

2020 - 21

Bath Co.	Marshall Co.
Caldwell Co.	Morgan Co.
Casey Co.	Oldham Co.
Hancock Co.	Russellville Ind.
Henry Co.	Scott Co.
Knox Co.	Woodford Co.
Livingston Co.	

2019 - 20

Boone Co.	Newport Ind.
Butler Co.	Owensboro Ind.
Edmonson Co.	Pikeville Ind.
Elizabethtown Ind.	Rockcastle Co.
Garrard Co.	Shelby Co.
Henderson Co.	Trigg Co.

Reasons to choose KSBA

KSBA's mission and main function is supporting school boards.

KSBA is your association. We are committed to the successful operation of your district.

KSBA delivers value by putting the full strength of your dues dollars to work.

KSBA has conducted more than 315 successful searches for school districts over two decades.

KSBA, as an impartial third party, helps to protect the integrity and credibility of the search process.

KSBA has personnel dedicated to superintendent searches.

KSBA approaches the process from a boards' perspective.

KSBA customizes the search to meet the needs of your district.

KSBA maintains a network of aspiring superintendents.

KSBA partners with counterparts in other states to provide a national network of search personnel.

KSBA has a proven record of working with screening committees, ensuring their recommendation can be strongly considered.

Learn more at ksba.org.

To discuss contract options contact:
MerryAnn Marshall
502.783.1016
merryann.marshall@ksba.org



Superintendent Search Services

**Across the Board:
Service, Support & Success**





The Right Direction

The single most important choice for a board of education is also its most challenging one – hiring a superintendent. However, hiring a *new* superintendent is not nearly as important as hiring the *right* superintendent.

That’s why the Kentucky School Boards Association provides a Superintendent Search Service to assist with the search process. Finding that right person involves more than advertising in the local newspaper and then doing interviews. In fact, the process can be cumbersome and requires great attention to detail. KSBA supports school boards as they consider many of those details long before the actual hiring of a new superintendent.

Partnering with KSBA’s Superintendent Search Service guarantees a quality, customized search that will enable you to attract the best candidates and ultimately hire the best fit for your district. Our primary goal is to develop an individualized process that will produce the best match for your organization’s needs.

In addition, KSBA’s service doesn’t end with the search.

KSBA views your search as a long-term relationship, not just an event. Long after your superintendent is hired, KSBA, as your professional organization, will be there working with your board team.

KSBA helps the board of education in every phase of the search process and within the framework of the board’s approval. KSBA assists the board in securing candidates who best satisfy the board’s stated criteria.

Our Search process is divided into five phases:

1 Search plan development

Customized plan developed with the board including:

- Timeline
- Ad preparation
- Establishing the screening committee
- Charge to the screening committee

2 Advertisement and recruitment

- Advertise position
- Notify districts statewide
- Notify candidate pool
- Receive all applications
- Process applications for screening committee

3 Screening Committee work

- Guide and work with the committee throughout the process to meet the board’s charge
- Prepare all paperwork
- Develop legal advertisements

4 Board interviews

- Assist board with steps following screening committee recommendations
- Schedule interviews

5 Appointment

- Sample contract
- Legal guidance
- Optional contract negotiations

Key Responsibilities of KSBA’s Search Service

- Providing expert guidance during all phases of the search
- Developing an overall search plan with the board, including a customized timeline
- Identifying professional and personal characteristics sought for a superintendent as part of the search plan
- Assisting the board in communicating with the media
- Assisting in the establishment of your screening committee
- Designing a position advertisement
- Advertising and recruiting
- Receiving and processing all applications and answering candidate and media questions
- Providing legal guidelines and advertisements necessary for all screening committee and board meetings
- Facilitating the screening committee process by leading the committee through its responsibilities step by step and providing all contacts and materials necessary to assure its recommendations are considered
- Assisting the board in planning interviews, constructing interview questions and handling interview scheduling and logistics
- Assisting in the transition to a new superintendent

Optional Services Menu

Because the needs of every school board are unique, KSBA’s Superintendent Search Service offers a number of options.

1. Should a newly hired superintendent leave the district within one year for any reason other than a family emergency, KSBA will reopen the search at a lower negotiated fee.
2. Superintendent selection seminars are designed for school boards that do not use KSBA’s comprehensive search service. Training for board members covers primary points of the superintendent selection for a fee plus expenses.
3. For school boards not using the comprehensive search service, KSBA provides a consulting service to assist boards with any specific aspect of their search for a fee (plus expenses).
4. If needed, KSBA will assist the board in securing an interim superintendent for a fee that will be deducted from the total cost of KSBA’s superintendent search facilitation.

Visit us online at KSBA.org/supersearch.aspx

