



PARK RIDGE-NILES SCHOOL DISTRICT 64

Mark Friedman
Steve Griesbach



BWP and ASSOCIATES, LLC



- Founded by members of The Bickert Group, with roots in Illinois, Wisconsin, and Indiana
- Formed in 2006 through merger of 4 national firms, including the oldest search firm in the United States
- Focused on personalized, local service, with a national presence to:
 - Support the work of school boards to hire talented leaders
 - Match skilled professional leaders to school districts
 - Create successful outcomes to benefit students, staff, school boards and stakeholders

WHO IS BWP?



- 10 Partners and 50 Associates
 - Superintendents – active and retired
 - University faculty
 - Former Board of Education members
 - 30% of BWP women or minorities
- Offices in Illinois, Texas, Washington D.C. area, and South Carolina
- Strong connections with national and state professional organizations, such as: AASA, NASB, ASCD, IASA, IASB, IASCD, SSS, ASBO, IASBO

BWP and Chicagoland



Hinsdale 181

Itasca 10

Lincolnwood 74

Arlington Heights 25

Park Ridge-Niles 64

Oak Park 97

Palatine 15

Winnetka 36

Avoca 37

Hawthorn 73

Lombard 44

Butler 53

Gower 62

Elmhurst 205

Glenview 34

LaGrange 102

LaGrange 105

Mt. Prospect 57

Homer Glen 33C

Skokie 69

THE SEARCH PROCESS: Steps 1 - 3

1. Planning Meeting with BOE

- Establish search parameters
- Set timeline
- Identify any customized services to be provided

2. Launch Recruitment Efforts

- Implement marketing campaign
- Post position on proven websites
- Open electronic, web-based application system
- Contact highly successful school leaders with experience, background, and talents that may match the District's needs

3. Conduct Audit and Develop Ideal Candidate Profile

- Interview Board Members
- Survey stakeholders
- Interview constituent groups
- Verify profile with Board of Education



THE SEARCH PROCESS: Steps 4 - 6

4. Review Applications

- Assess qualifications of applicants
- Use unique candidate profile to evaluate “fit” for school district

5. Screen Candidates to Identify 5 – 6 for Board Interviews

- Interview 10 -12 applicants who best match District candidate profile
- Conduct extensive research into candidate’s background, including online profile (the school district must also conduct a criminal background check for final candidate prior to employment)

6. Present Candidate Slate to Board of Education

- Review of candidates and qualifications
- Highlight “fit” for school district



THE SEARCH PROCESS: Steps 7 - 10

7. Prepare Board of Education to Interview Candidates

- Identify key questions to ask and rubrics to evaluate and rate responses
- Review what is and what is not permissible in an interview
- Strategies for building consensus around finalists

8. Board Interviews Candidate Slate

9. Board Interview of Finalists (1 – 3 Candidates)

- Create tools and instruments for Board interviews of finalists
- Determine the process and schedule
- Provide strategies for building consensus around a choice

10. Employing a New Superintendent

- Onboarding support (contract discussions, transition planning)
- Presentation to staff, students, and stakeholders



BWP'S TRACK RECORD



- 98% of candidates placed since 2006 completed a minimum of 3 successful years
- 95% of candidates placed since 2006 were offered successor contracts
- Not a single candidate placed since the founding of the company was found to be negligent/criminal in the performance of his/her duties

BWP GUARANTEE



- BWP will be “on call” for you throughout the search process and the following year
- Mentoring for the Superintendent and Board of Education at no cost for at least 1 year (a BWP exclusive!)
- If the selected candidate does not complete two years in the position, BWP will repeat the search for expenses only
- BWP will not slate a previously placed candidate in another search for the term of the initial contract

CONSULTANT FEES



- Consultant Fees: \$14,900
- Expenses Estimates:
 - Administrative Support: \$700 - 1000
 - Electronic Stakeholder Survey: \$300
 - Consultant Travel Expenses: \$1,000 – \$1,200
- Other Costs with Board Approval:
 - Advertisement (based on the approach the Board selects)
 - Candidate travel (if finalist is outside of the area)

* If the Board decides to complete an abbreviated, focused search, costs will be adjusted downward to reflect that decision.

WHY BWP?



1. Outstanding record of success
2. Strong reputation among clients and candidates
3. Extensive recruiting resources to provide you the best candidates
4. Comprehensive professional network, local, regional, and national
5. Customized search processes to meet the needs of your school district
6. Talented, committed consultants
7. Several options for addressing search process