

A PRESENTATION FOR

September 21, 2023

SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

FOR

THE SEARCH AND SELECTION OF A SUPERINTENDENT
OF SCHOOLS

BY

McPHERSON *MJ* JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

Presented to:

Board of Trustees

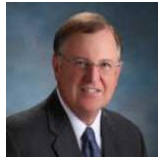
- Chinua Rhodes
- Lavinia Grace Phillips
- Jasjit Singh
- Tara Jeane
- Christina Pritchett
- Jamee Villa
- Taylor Kayatta

SCUSD students will graduate as globally competitive life-long learners, prepared to succeed in a career and higher education institution of their choice to secure gainful employment and contribute to society.

Sacramento City Unified School District Team



Mr. Bill Huyett



Dr. Steve Lowder



Ms. Aida Buelna

Background of McPherson & Jacobson, LLC

- Leading national search firm
- Nationwide network of experienced consultants
- Sustainability in leadership

continued

Background of McPherson & Jacobson, LLC

- WE BELIEVE every student is entitled to a high-quality education. We strongly believe quality education is dependent upon quality leadership.
- OUR MISSION is to ensure each search results in quality leadership for education excellence.

continued

Background of McPherson & Jacobson, LLC

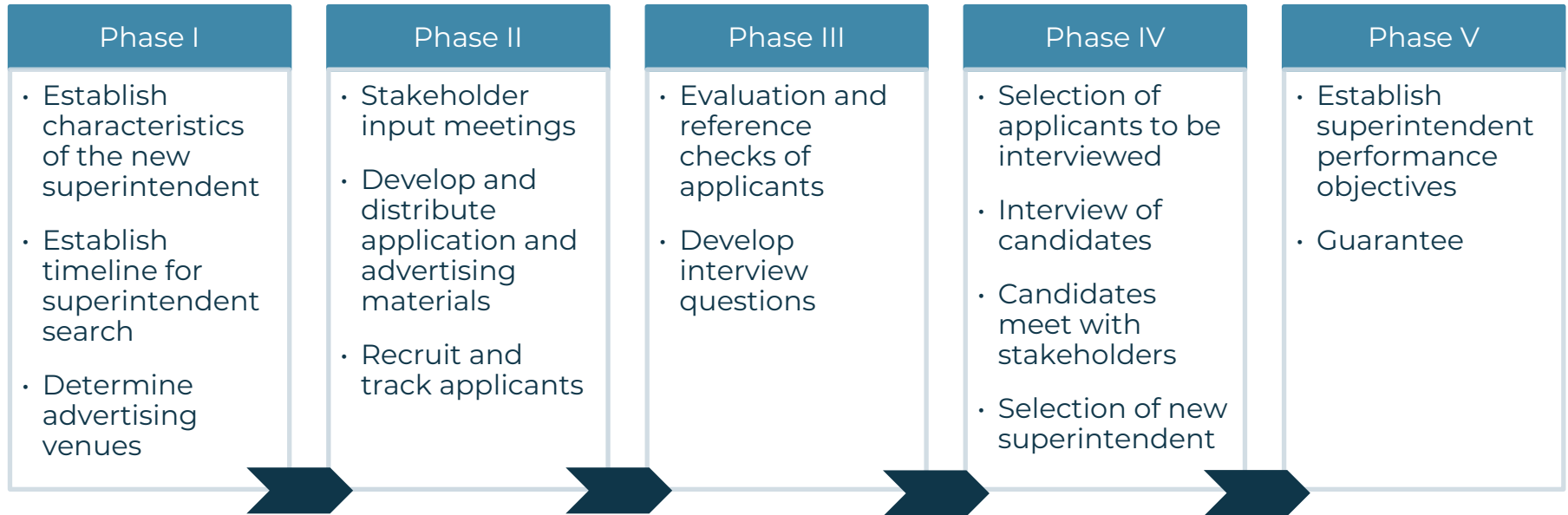
- McPherson & Jacobson L.L.C. does not hire superintendents.
- McPherson & Jacobson L.L.C. represents Boards of Education and works strictly for them.
- McPherson & Jacobson, L.L.C. consultants are recruiters of talent
- McPherson & Jacobson's recruitment rates:
 - Almost 85 percent for the past 5 years
 - Over 55 percent for the past 10 years
 - Over 40 percent for the past 15 years

Investment

- The not to exceed amount for a Superintendent search is \$56,010.
- Expenses included are:
 - Phases I-V of the superintendent search process
 - Four (4) weeks of print advertising in EdCal (40-word ad)
 - Sixty (60) days of advertising on EdJoin
 - Thirty (30) days of advertising on NABSE (National Alliance of Black School Educators)
 - Six (6) weeks of advertising on ALAS (Association of Latino Administrators & Superintendents)
 - One (1) posting on CALSA (California Association of Latino Superintendents & Administrators)
 - Four (4) consecutive days of in-person stakeholder meetings
 - Online stakeholder input surveys
 - Video interviews of candidates
 - Criminal/financial/educational degree background check for candidates chosen by the board for interviews
 - Travel epenses for consultants for scheduled trips to the school district
 - Office expenses

See page 35 of the proposal

Five Phases of a Superintendent Search



See page 21 of the proposal

Phase I

McPherson & Jacobson and Board will:

- Identify the desirable [characteristics](#)
- Establish [timelines](#) and target dates
- Determine media [advertising](#) venues

Phase II

Stakeholder Voice

- Identify and solicit input from various groups
- Prepare summaries
- Develop an unique application

continued

Phase II

- Develop a vacancy announcement and **advertise** the position
- **Post** application information and **notify** interested applicants
- Actively **recruit** applicants
- Keep applicants **informed**

Phase III

In Phase III McPherson & Jacobson will:

- Read all completed applicant files
- Evaluate each applicant based upon the criteria and characteristics established by the board
- Conduct complete reference checks on final candidates
- Review the top candidates with the board
- Assist in candidate interview selection
- Develop interview questions
- Notify all applicants not selected

See pages 24-25 of the proposal

Phase IV

Interview Preparation

- Review [interview questions](#)
- Assist in establishing interview and visitation [procedures](#)
- Coordinate [meetings](#) with finalists and stakeholders
- Provide a [process](#) for the stakeholder groups to submit [input](#)
- Contact all final candidates and schedule [interview times](#)

continued

Phase IV

- Assist finalists in making arrangements for *visiting*
- Coordinate procedures for the *spouse/significant other* visitation, if applicable
- Keep all candidates *informed* of their status
- After the selection has been made, *personally contact* each finalist
- Conduct criminal/financial/credential verification *background checks* on the selected candidates

Phase V

Transition with Success

- Work with the board and superintendent to establish performance objectives
- Provide a guarantee

See page 27 of the proposal

Additional Services

provided without an additional fee

- Assist in updating the job description
- Assist in developing an effective contract
- Arrange for on-site visits to finalist's home community

Timeline

The timeline for the search process is established when we meet with the board so we can tailor it to the unique needs of the district. However, from our first meeting with the board until the finalist is selected is typically a minimum of two to three months.

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The McPherson & Jacobson Difference

Transparency

Sustainability of leadership

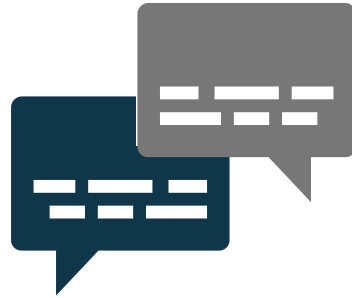
High involvement of stakeholders

It's About The Kids

McPherson & Jacobson, L.L.C.

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OUR MISSION is to ensure each search results in quality leadership for education excellence.



Questions & Comments



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