



**A Leadership Development Corporation
PRESENTS**

**EXECUTIVE
SEARCH PROPOSAL
PREPARED FOR**



September 9 , 2021



A Leadership Development Corporation

**Founded in 2000 by
Dr. Frank Cosca**

**28 Partners and
Associate Partners**

**Highly respected professionals
recognized for their success**

**Geographically
and culturally diverse**





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WHY TCG?



SERVICE 2nd TO NONE!



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PROVEN

**After 5 years, 92% of TCG
placements are still on the job**

QUALIFIED

**23 prominent and experienced
consultants networked
throughout California**



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COST-EFFECTIVE

All-inclusive fee

Unlimited consultant time

Ancillary support of all partners

COMMITTED

**Search is sole consultant
assignment**



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TRANSPARENT

**Continuous communication to
Board**

Open candidate pool

**Full applicant disclosure to
Board**

CUSTOMIZED

The Board drives the search



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A framed sign is centered on the page. The sign has a white border and is held in place by four black corner mounts. The background of the sign is a textured, brownish-orange color. The text on the sign is as follows:

ORGANIZATION
is the
KEY TO
SUCCESS



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OUR CUSTOMIZED SEARCH PROCESS

- ❑ PHASE I PRE-RECRUITMENT**
 - ❑ PHASE II RECRUITMENT**
 - ❑ PHASE III INTERVIEWS**
- ❑ PHASE IV APPOINTMENT**
 - ❑ PHASE V SUPPORT**



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PHASE I: PRE-RECRUITMENT

- ◆ **The Board drives the process**
- ◆ **Determine timeline and priorities**
- ◆ **Identify stakeholder groups and input strategies**
- ◆ **Collect stakeholder input and review report with the board for confirmation of district needs**
- ◆ **Develop the marketing brochure**



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PHASE II: RECRUITMENT

- ◆ **Preliminary screening of all applicants**
- ◆ **Publicize via TCG partners**
- ◆ **Conducts extensive background checks**
- ◆ **Respond to all candidate communication**
- ◆ **Develops comprehensive candidate report for each board member**



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PHASE III: INTERVIEWS

- ◆ **Review Candidate Report with the Board**
- ◆ **Assists with interview questions**
- ◆ **Facilitates interviews**
- ◆ **Arrange and facilitates second interviews**



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PHASE IV: APPOINTMENT

- ◆ **Assists the Board with selection and confirmation of the finalist**
- ◆ **Arrange or Board visit to finalist district**
- ◆ **Assists the Board with the announcement of the new superintendent**



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PHASE V: OPTIONAL SUPPORT SERVICES

- ◆ **Compensation study**
- ◆ **Assist negotiation of the new superintendent's employment contract**
- ◆ **Mentor and support new superintendent for up to two years**
- ◆ **Conduct a Leadership Alignment Workshop with Board members and new superintendent**



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PERSONAL

**WE ARE PERSONALLY AND DIRECTLY
ENGAGED IN EVERY ASPECT OF THE SEARCH
I.E. NO SERVICE IS DELEGATED TO SUPPORT STAFF**

**WE COLLECT, ORGANIZE, AND REVIEW INFORMATION
WE REVIEW, ORGANIZE, AND SUMMARIZE INPUT
WE DEVELOP MARKETING MATERIALS**

**OUR UNSURPASSED ATTENTION TO DETAIL OFFERS
YOU WELL-INFORMED GUIDANCE AND SUPPORT**



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THOROUGH

**COMPREHENSIVE APPROACH TO
GATHERING STAKEHOLDER INPUT**

**PURPOSEFUL EMPHASIS ON THE
BOARD AND SUPERINTENDENT
RELATIONSHIP**



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THOUGHTFUL

**WE CARE ABOUT YOU. WE ARE
FULLY PREPARED TO PROTECT
YOU, YOUR STAKEHOLDERS, AND
YOUR PROSPECTIVE EMPLOYEES
THROUGHOUT THE PROCESS**



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ALL INCLUSIVE FEE

ALL SERVICES

ALL MARKETING

ALL CLERICAL SUPPORT

ALL TRAVEL AND LODGING

ALL INCIDENTAL EXPENSES



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GUARANTEES

BOARD INVOLVED IN EVERY DECISION

**COMPREHENSIVE DISCLOSURE OF ALL
APPLICANTS**

2ND SEARCH EXPENSES ONLY

NO RECRUITMENT FOR 5 YEARS

COMMITTED TO COMPLETE PROCESS



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**We would be honored
to serve you.**

THANK YOU



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TRANSPARENT TRUSTED
PERSONAL THOROUGH
PROFESSIONAL
INCLUSIVE PROVEN
THOUGHTFUL COMPETENT
CUSTOMIZED PURPOSEFUL
CONFIDENTIAL