

G&D ASSOCIATES SUPERINTENDENT SEARCH SERVICES



RECRUITING PASSIONATE LEADERS



Our district recently partnered with G&D Associates for our superintendent search, and I cannot recommend them highly enough. They were outstanding from start to finish. Prior to the interview process, they met with us to understand our district's specific needs and what we were looking for in a leader. Based on those conversations, they developed a customized, two-day behavioral interview process tailored to our community.

The process included candidate presentations, scenario-based tasks, and comprehensive interview questions, all thoughtfully aligned to the unique needs of our district. We assembled a diverse panel consisting of school board members, community members (both with and without children in the schools), teachers, paraprofessionals, administrators, and secretaries. It was a thorough and inclusive process, entirely facilitated by G&D Associates. The panel was equipped with specific "look-fors" in candidate behaviors and responses during various components of the interview process. G&D provided targeted training to help us identify these traits based on the qualities we prioritized in a leader."

*Kim Conant, Director of Curriculum and Grants,
Derry Cooperative School District, New Hampshire*

VISION
ACTION
CHANGE



www.gregorydenby.com



WHY G&D ASSOCIATES?

- We work in partnership with your district and community.
- Flexible fee schedule
 - Pricing is all-inclusive, meaning there is never a hidden or extra cost for any elements of the process. We will also work with your district to spread invoicing over two fiscal years where desired.
 - If you do not hire a candidate through our process, you owe us nothing beyond the initial fee.
- Comprehensive approach includes:
 - Partnership
 - Community engagement
 - Surveys
 - Focus groups (as many as needed)
 - Community listening events (as many as needed)
 - Extensive marketing campaign
 - Website
 - Social media
 - Application packet
 - Flyers
 - Regular communications to raise awareness about and update the community on the hiring process
 - Recommendations on paid advertising
- Candidate screening
 - Reference checks
 - Credential verification
- Behavioral interview process
 - Training and calibration of “look and listen fors” for committee members
 - Performance tasks
 - Interviews
 - District tours
 - Social events
- Process design
 - Support the identification and selection of interview team participants
 - Collaboratively identify finalist candidates
 - Provide relevant metrics on the candidate pool
 - Provide advice and support on contract negotiations
- Post Hiring Support
 - Structures and coaching for a public relations campaign introducing the superintendent to different stakeholders
 - Communications collateral focused on the new superintendent
 - One year of personalized coaching for the new superintendent

CONTACT US TODAY FOR MORE INFORMATION

719-332-5825
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WHY G&D ASSOCIATES?

- We work in close partnership with your district and community to find the right fit for your specific context.
- Our comprehensive approach includes:
 - Community engagement
 - Survey
 - Focus groups (as many as needed)
 - Community listening events (as many as needed)
 - Extensive marketing campaign
 - Online presence recommendations
 - Design of all marketing collateral aligned with your branding
 - Regular updates to the community about the process
 - Recommendations on paid advertising
 - Candidate screening
 - Reference checks
 - Credential verification
 - Behavioral interview process
 - Training and calibration of “look and listen fors” for committee members
 - Performance tasks
 - Interviews
 - District tours
 - Social events
- Process facilitation and support
 - Full facilitation of all process activities
 - Support for the selection of interview team participants
 - Collaborative identification of finalists
 - Advice and support on contract negotiations
- Post Hiring Support
 - Structures, coaching, and collateral for a public relations campaign introducing the superintendent to your stakeholders
 - One year of personalized coaching for the new superintendent
- Flexible pricing and billing options
 - Pricing is all-inclusive, meaning there is never a hidden or extra cost for any elements of the process.
 - We offer the option to spread invoicing over two fiscal years.
 - **If the initial interviews do not give you a right-fit candidate, we will continue working with you at no additional cost until we find one. If you do not hire a candidate through our process, you owe us nothing beyond the initial fee.**

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