

# DMPS Superintendent Search Recommendation Submitted on behalf of Committee – Jenna Knox, Kim Martorano, Teree Caldwell-Johnson

## Background

- In November DMPS developed an RFP for search services
- A total of eleven proposal were received
- In addition, there were several firms that declined submission for a variety of reasons articulated in their correspondence
- Proposals were received from the following firms:
 

1. Alma Advisory	Chicago, IL
2. Angels Recruiting	Victorville, CA
3. BWP	Libertyville, IL
4. Greenwood/Asher and Associates (GAA)	Miramar Beach, FL
5. Grandmeyer Leader Services (GLS)	Des Moines, IA
6. GR Recruiting	Fountain Hills, AZ
7. Hazard Young Attea (HYA)	Schaumburg, IL
8. JG Consulting	Austin, TX
9. McPherson and Jacobson	Omaha, NE
10. Ray and Associates	Cedar Rapids, IA
11. Top RANK	Cedar Rapids, IA

## Scoring Matrix

- Proposals were submitted based on a scope of services delineated in the search RFP
- The following proposal scoring matrix was used by the committee

Search Experience	20 points
Commitment to DEI	15 points
Search Methodology/Workplan	25 Points
Schedule/Timeline	10 Points
Strength of Search Team	20 Points
Cost Proposal/Fees	10 Points
<b>Total</b>	<b>100 Points</b>

## Selection of Finalists for Interviews

Following proposal review and scoring four firms were selected for interviews:

1. Alma Advisory	Chicago, IL	\$99,000+
2. BWP	Libertyville, IL	\$43,400+
3. GR Recruiting	Fountain Hills, AZ	\$35,500+
4. JG Consulting	Austin, TX	\$40,000+

Interviews were conducted on December 9, 2022 with additional clarifying questions submitted to each of the firms for written response by COB December 12, 2022.

## Committee Recommendation

All firms advanced viable proposals with a scope of work and timeline aligned with the board's desire to have a new superintendent on board July 1, 2023. As enumerated above the cost proposals ranged from \$35,500 to \$99,000 with additional billable costs for all candidate travel and subsistence and others additional billable costs for advertising and publication.

The committee has completed its analysis of proposals, conducted interviews and its review of written responses. As a result, **the committee recommends JG Consulting, Austin Texas for board approval.** The committee recommendation is predicated on the following factors:

- Specific experience with districts of comparable size and demographic makeup
- Successful record of searches for pre-K-12 education leaders
- Record of placing urban superintendents
- Demonstrated commitment to diversity and equity resulting in the placement of a pool of candidates reflecting gender, racial, and ethnic diversity in districts ranging from 8,100 students to 200,000 students
- Use of current real-time technology platform to achieve recruiting efficiency
- Strong team of administrative a “back of house” staff to support search process to include candidate communication/screening and board engagement and communication
- Minority owned and led consultancy utilizing diverse team of search and education professionals support search process
- Competitive cost proposal