

Superintendent Search Process

Developing, Deploying, and Supporting Outstanding Leaders

David Killips, MLI Regional President, Southwest Michigan

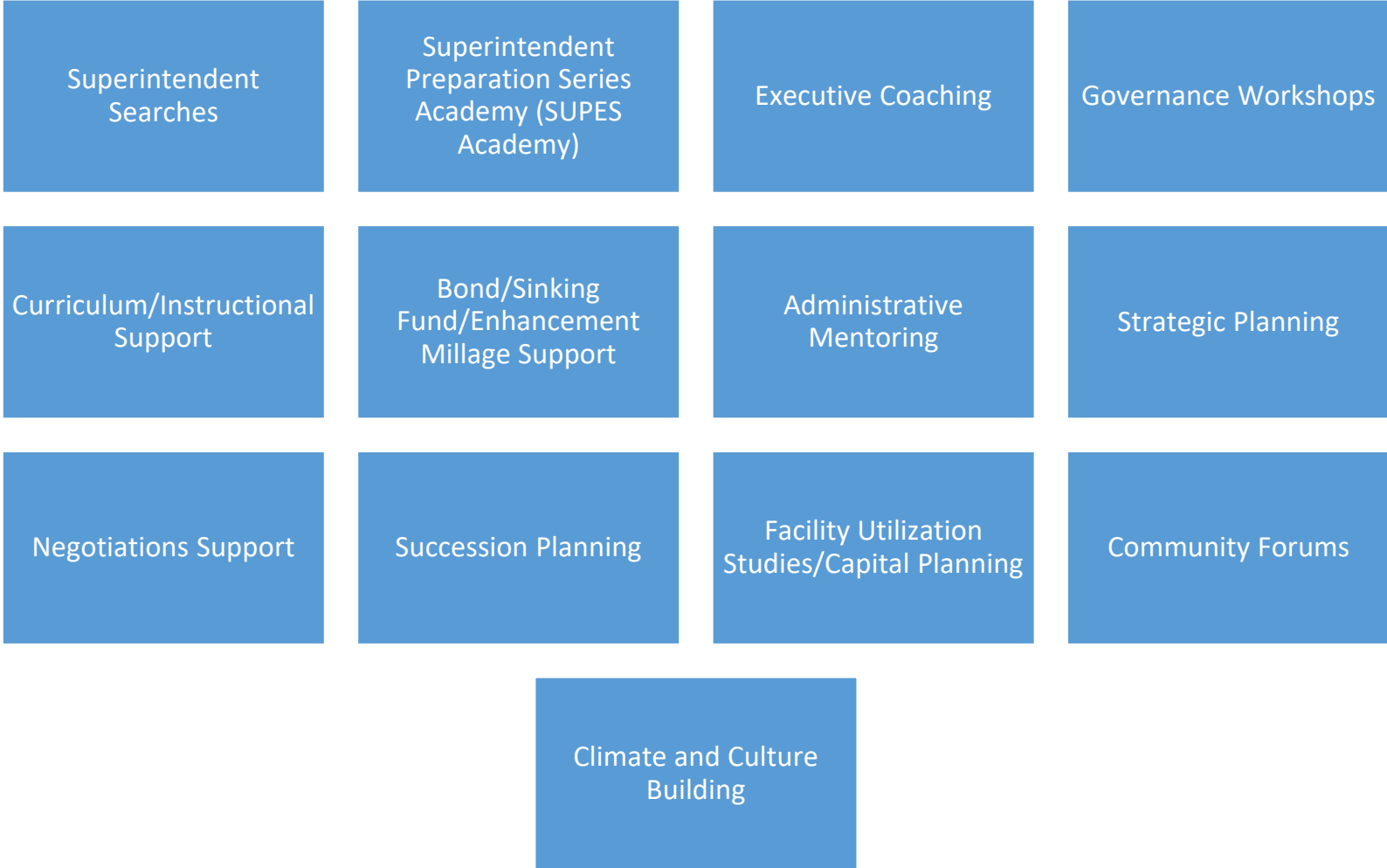
Peter Haines MLI Regional Associate President, Southwest Michigan

Forest Hills Public Schools



A service of the Genesee Intermediate School District

MLI Services Include



And other professional development opportunities for Boards of Education and Educational Leaders.

History of Michigan Leadership Institute

- Established in 1998 by Dr. Tim Quinn and Michelle Keith
- Acquired by Dr. Michael Wilmot in 2008
- Focus on Superintendent Development and Searches
- **Over 480** successful Superintendent Searches
- **Nearly 800** graduates of SUPES Academy
- Genesee Intermediate School District assumed operation of MLI on July 1, 2018

Why Michigan Leadership Institute?

Consultants with Experience and Competency

Customer Service and Commitment

Network of Outstanding Leaders

Service Organization Dedicated to Improving Leadership

We make the SEARCH easy - but the decision DIFFICULT

Support for New Superintendent for the First Year

Facilitated over 470 Successful Searches

Knowledgeable about Legal and Policy Requirements

Committed to Success for Children

Best in the Field

We strive for PERFECTION and settle for EXCELLENCE in our searches.

*Our Logo
Says it All...*



**MICHIGAN
LEADERSHIP
INSTITUTE** *DEVELOPING, DEPLOYING
AND SUPPORTING
OUTSTANDING LEADERS*

The logo features the words "MICHIGAN LEADERSHIP INSTITUTE" in a bold, blue, serif font. To the right of this text is a graphic element consisting of three horizontal bars: a top red bar with the text "DEVELOPING, DEPLOYING", a middle blue bar with "AND SUPPORTING", and a bottom red bar with "OUTSTANDING LEADERS". A yellow oval highlights this entire graphic element.

Why Michigan Leadership Institute?

Our *mission* is to make Michigan communities better places to learn and live by **DEVELOPING**, **DEPLOYING**, and **SUPPORTING** outstanding and inspirational local public leadership.



We *Develop* Outstanding Leaders

- Superintendent Preparation Academy – *MLI has prepared nearly 800 Michigan Educational Leaders – Nearly 25% of current superintendents in Michigan*
- The participants represent the diversity of leadership in Michigan
- MLI provides Executive Coaching at all levels



We *Deploy* Outstanding Leaders

- We recruit and consult prospective candidates
- We work with Boards of Education and the Community to search for the best “FIT” for their superintendent
- We lead Boards of Education through the Selection, Interview, Visitation, and Contract Negotiation Process
- MLI uses proprietary documents and procedures to ensure the selection and appointment is successful.

▼

We *Support* Outstanding Leaders

- MLI **guarantees** a successful Superintendent Search
- MLI provides mentoring for the new Superintendent for one year
- MLI offers Executive Coaching beyond the first year
- MLI is active in MASA
- MLI supports Boards of Education through:
 - Governance
 - Strategic Planning
 - Negotiations
 - District Functional Analysis
 - Facility Utilization
 - Community Forums and
 - Focus Groups

Expertise

MLI conducts ongoing research on the art and science of public leadership.

MLI delivers leadership and governance academies.

MLI knows the requirements of FOIA and the Michigan Open Meetings Act; and can help your district avoid pitfalls with respect to these requirements.

Network

Our entire MLI Team collaborates on every search to identify and recruit candidates who meet your district's profile.



Our collective experience of more than 130 years of successful service as superintendents has given us the opportunity to build relationships and contacts across the state that support candidate recruitment.



Michigan Leadership Institute

@MichiganLeader1

Michigan Leadership Institute is committed to supporting the success of education by Developing, Deploying & Supporting outstanding executive leadership.

Flint, MI mileader.com Joined August 2018

4 Following 125 Followers

Tweets

Tweets & replies

Media



Michigan Leadership Institute @MichiganLeader1 · 12/10/18

#MLI is proud to partner with Genesee ISD, hosting Linking Talks Facilitator Training for 55+ instructional leaders from across multiple counties in Michigan!



1 Reply 8 Likes



MLI's marketing strategies are successful!

Our Guarantee

The search will continue until you have an acceptable candidate.

If the appointed superintendent chooses to leave the district within one year of appointment for reasons other than personal health or that of an immediate family member, we will conduct another search on an expenses only basis.

Should you contract with MLI for quarterly governance workshops during the first year of the new superintendent's tenure, we extend our guarantee to two years.

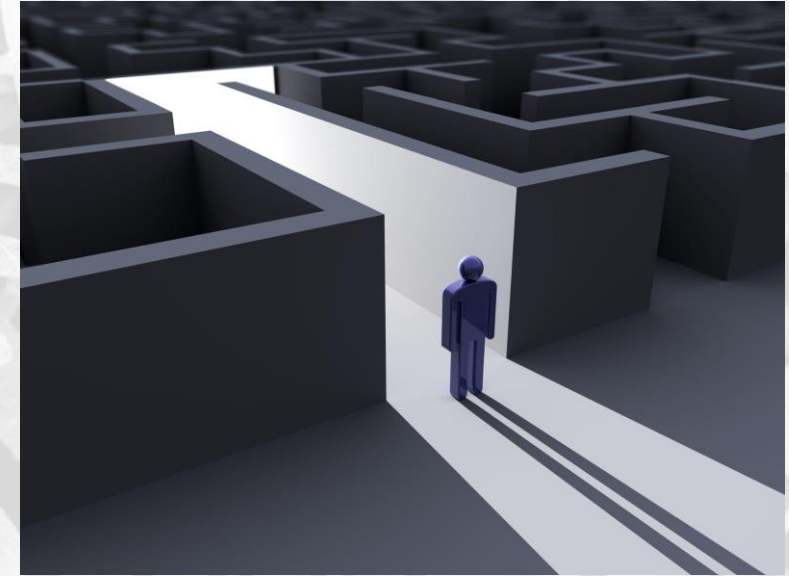
Recent Searches...

Muskegon Area ISD	Coldwater Public Schools	Brighton Area Schools
Kalamazoo RESA	Rockford Public Schools	Cedar Springs Public Schools
Charlotte Public Schools	Chelsea School District	Fowlerville Community Schools
Fraser Public Schools	Glen Lake Community Schools	Greenville Public Schools
Godfrey-Lee Public Schools	Jenison Public Schools	Kalkaska Public Schools
Lake Orion Community Schools	Muskegon Public Schools	Saline Area Schools
Clare-Gladwin RESD	Public Schools of Petoskey	Hamilton Community Schools
Newaygo RESA	South Haven Public Schools	St. Joseph Public Schools
St. Johns Public Schools	Sturgis Public Schools	Taylor Schools

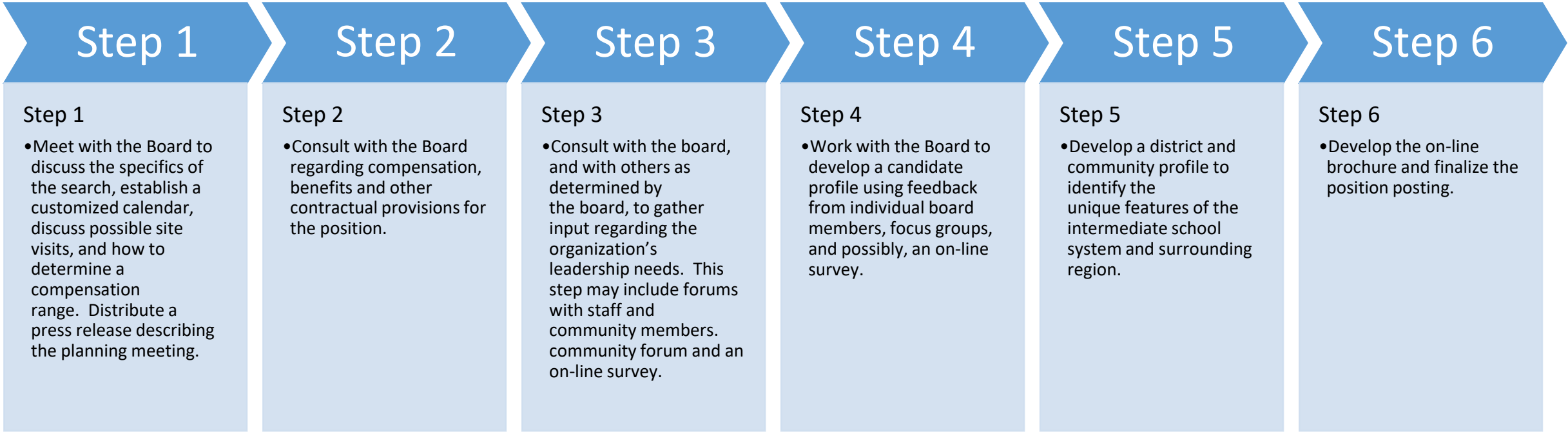


Superintendent Search Proposal

- The Planning and Preparation Stage
- The Implementation Stage
- The Final Stage



The Planning and Preparation Stage



The Implementation Stage

Conduct the Search

Place advertisements in professional publications and on-line education sites.

Distribute press releases announcing the vacancy and detailing the search process.

Make personal contacts and calls to recruit top-quality candidates.

Conduct the Search (cont.)

Screen applicants and identify candidates for further consideration.

Conduct reference checks and web searches.

Contact candidates prior to deadline and recommendation to the board.

Conduct board orientation workshop.

Board Orientation

Go into closed session to present candidates.

Go back into open session to select which candidates to interview.

Conduct workshop on interviewing techniques and developing questions.

Train board on debriefing strategies.

Candidate Interviews

Attend all interviews.

Provide both question and feedback sheets for the audience.

Facilitate debriefing on each candidate.

Facilitate “next steps” discussions.

The Implementation Stage

Assuring Candidate Fit (OPTIONAL)

Prior to the first-round interview...profile candidates based on research-based inventories and assessments for optimal cultural fit using the science of psychological theory, real-world applications of personality types, and behavioral analysis. *By identifying candidate and board behaviors, motivators, influencers active in your culture, we can match candidates to your organization for a better fit and positive results.*



Using personality and behavior data to provide insights for each candidate to understand interactions and function; build strong relationships; support informed decisions; identify strengths and opportunities for growth.

PLEASE NOTE: CANDIDATE PROFILES BY HULINGS & ASSOCIATES ARE AN ADDITIONAL CHARGE TO THE PROPOSED SEARCH FEE.

The Implementation Stage

Sample Candidate Profile



HARDWARE PROFILE:

- This candidate would generally **like to organize people and situations and then work with others to complete tasks accurately and on time**. They are conscientious and loyal, following through even in small matters, and they want other to be the same. **They value security and stability**.
- Sociable and outgoing, this candidate tends to enjoy celebrations and traditions and **bring personal caring to their workplace** and home. They want to be appreciated for who they are and for what they give to others. This candidate will radiate warmth and energy.
- This candidate will be encouraged by approval and hurt by indifference and unkindness. Conflict-filled or tense situations make them uncomfortable, and they work to ensure that these don't occur. They are likely to be warm, sympathetic, helpful, personable, cooperative, and tactful.
- This candidate will likely **focus on the present and base their decisions on experience and facts**. Though they enjoy variety, they adapt well to routine and probably will not get energy from work that demands mastery of abstract ideas and impersonal analysis.
- This candidate is likely to be practical, realistic, down-to-earth, decisive, thorough, and consistent. **They are sensitive to the needs of others and good at providing practical caring**. Much of their pleasure and satisfaction comes from the comfort and pleasure of others. They will be energized by interaction with others and genuinely interested in others' lives and concerns. They feel most comfortable in structured situations and **enjoy creating order, structure, and schedules**.

SOFTWARE PROFILE:

Top 3 Archetypes:

Caregiver, Idealist, Ruler

Top 3 Archetypes Strength Statement:

When operating with archetypes in their strength form, this candidate could be a leader who compassionately nurtures and inspires others to be caring and concerned for others, leading with optimism and hope and high expectations that systems will be adhered to and policies and procedures will be followed.

Top 3 Archetypes Shadow Statement:

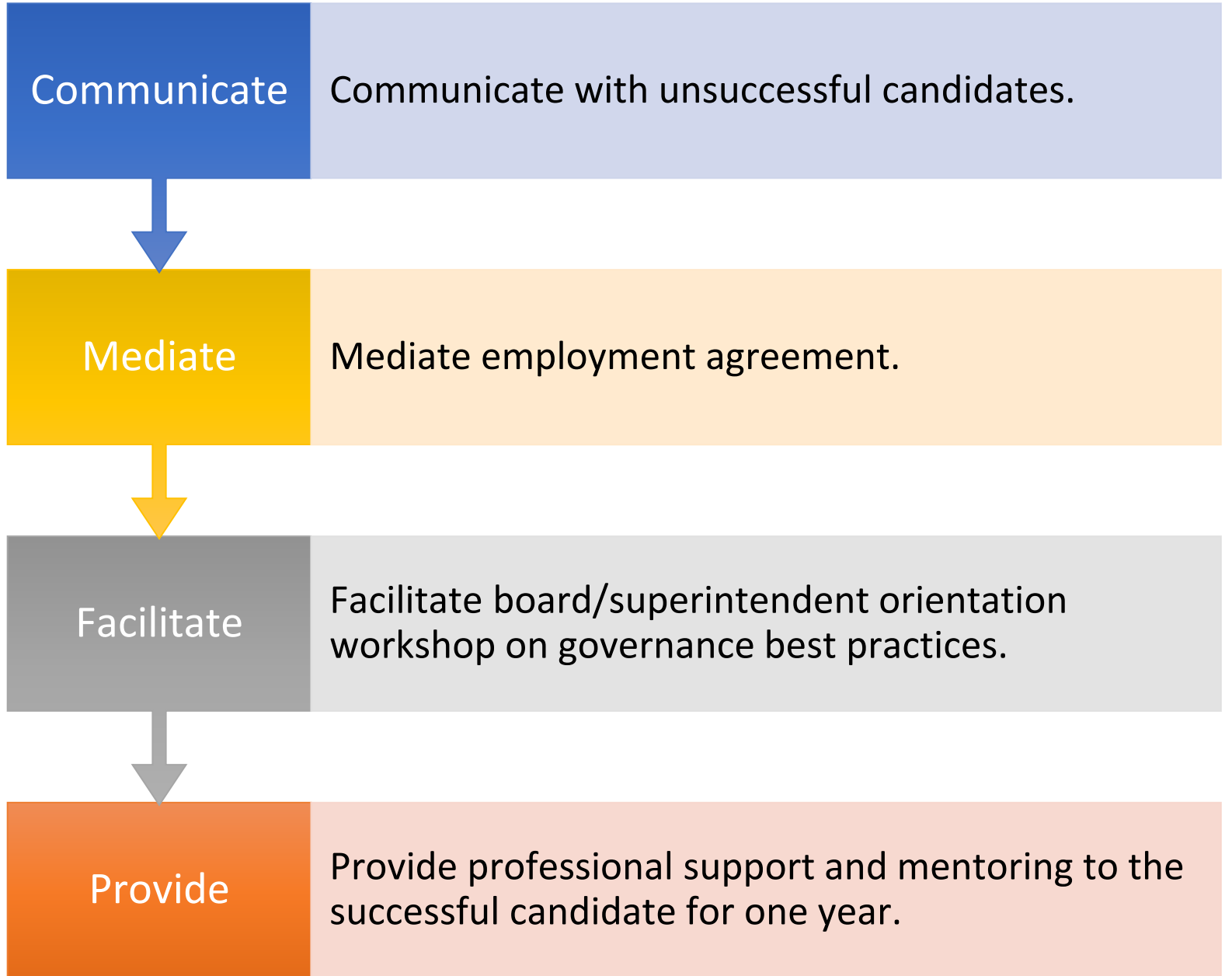
When operating with archetypes in their shadow form, this candidate could be a leader who enables others by doing too much for them rather than building capacity, resisting change for the safe and familiar school traditions in a structured and rigid manner.

Lower 2 Archetypes:

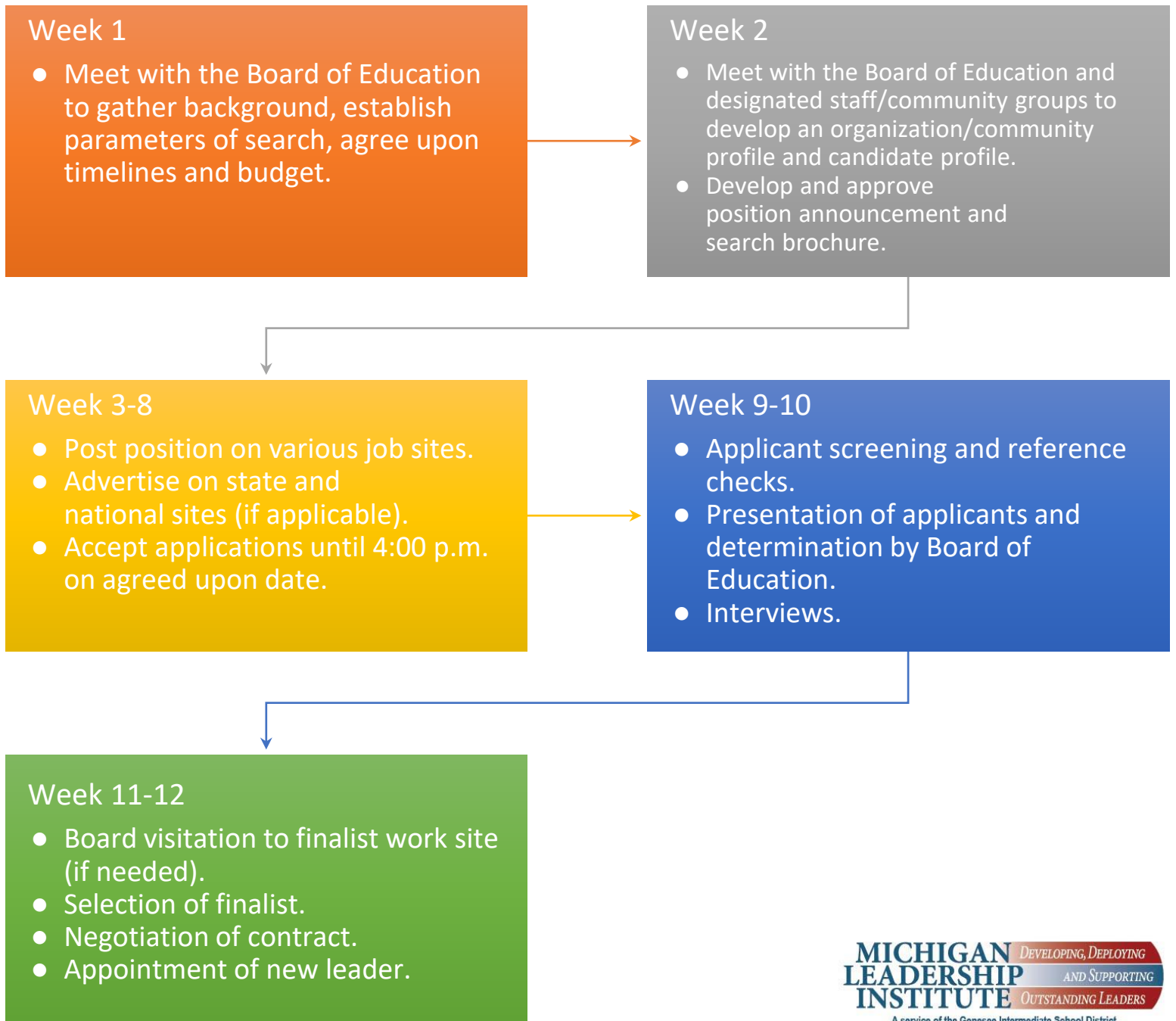
Creator, Jester

This candidate could struggle with coming up with different ways to make the changes that he/she wants, preferring rather to be told how to change them, while at the same time losing enjoyment.

The Final Stage



Sample Search Timeline



MLI Professional Fee

The above-noted services will be provided for **\$15,000.00**. Please note that the professional services and the professional fees may be modified and customized to suit your district's needs.

Said fee covers all costs associated with this search, with the exception of costs detailed in proposal.

MLI Search Guarantee: If MLI endorses the candidacy of the selected candidate and s/he chooses to leave the district for any reason other than personal health or the health of an immediate family member during the first year of employment, Michigan Leadership Institute will conduct the search for a successor for direct expenses only.

MLI Team

Mrs. Sheila
Alles, Consultant

Mr. Chet Janik,
Consultant

Mr. Clarence
Garner, Consultant

Dr. Lisa Hagel,
Executive Director

Mr. Pete Haines,
Associate Regional
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Consultant

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Northern Michigan

Mr. John Silveri,
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Mr. Tim Stein,
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Associate Regional
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Michigan

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