

Ray and Associates

in partnership with

Forest Hills Public Schools

Ray & Associates
RECRUITING. DEVELOPING. ENGAGING.

FH
FOREST HILLS
— PUBLIC SCHOOLS —

Wednesday, May 24, 2023

Mr. Mike Collins and Ms. Sheila Alles

Executing Your Vision



Mr. Mike Collins, President

Mike is President of Ray and Associates, Inc. He has a Bachelor's degree in Secondary Education from Miami University and a Master's degree in Education from Ball State University. Mike has been a business owner for 37 years including a statewide education consulting firm. He is also a former two term city school district Board of Education member and a former two term elected State Board of Education member.



Kathy Schoenfelder, Vice President

Kathy joined Ray and Associates over 6 years ago after working 30+ years in the legal field. She will be the corporate office contact working with the team, district and Board throughout the search process.



Ms. Sheila Alles, Search Associate

Sheila serves our firm as a Regional Search Associate, team member and background investigator and as such performs the recruiting and screening of candidates. She received her B.A. and M.A. degrees in Elementary Education from the University of Michigan and her Ed.S. degree in Administration and Supervision from Wayne State University. Sheila's background consists of serving as Chief Deputy Superintendent to the State Superintendent, Chief Academic Officer, Curriculum Director and Michigan Interim State Superintendent of Public Instruction.

Our Team

Who we are...

Specializing in school executive leadership searches **since 1975**

One of the only **women owned** Educational Executive Leadership Search companies **in the nation**

Our process will keep you and your district on the **cutting edge of education.**

Our Associate Team blends diverse individuals and backgrounds, with **over 40%** of our leadership comprised of women and people of color

Recruiting from the **nation's largest pool of candidates**, searching for educational leaders is our primary business.

The firm employs **Associates across the nation**, paired with a **highly qualified full-time office staff** to serve your District

We are committed to bringing the best candidates to meet the unique needs of your District and community.



...and what we do

Declare **inclusion as a core value** and engage in **intentional conversation and behavior** around diversity and equity

Place equity, inclusion and diversity as a **major tenet of practice**

Identify **diversity and inclusion as a model** impacting our school search practices

Focus on the delivery of our respective services **through the lenses of integrity, equity, and inclusion.**

Ray and Associates is committed to Diversity, Equity, Inclusion, and Social Justice

Join us as we **WORK** together, **ASK** questions, **LISTEN** fully, and **ACT** meaningfully!

Our commitment to **candidate care** and **candidate outreach** allows us to attract and maintain strong candidate contact and interest in all of the positions posted in any given year.



Our expansive database of over 6,000 school administrators allows us to directly connect with potential leaders for your District



With an average of 28,000 unique monthly visits to our Ray and Associates website, we meet candidates where they are



We continuously enjoy contact with the largest administrative candidate pool



2/3 of our placements come from outside our registered candidates

Candidates. Connections. Care.

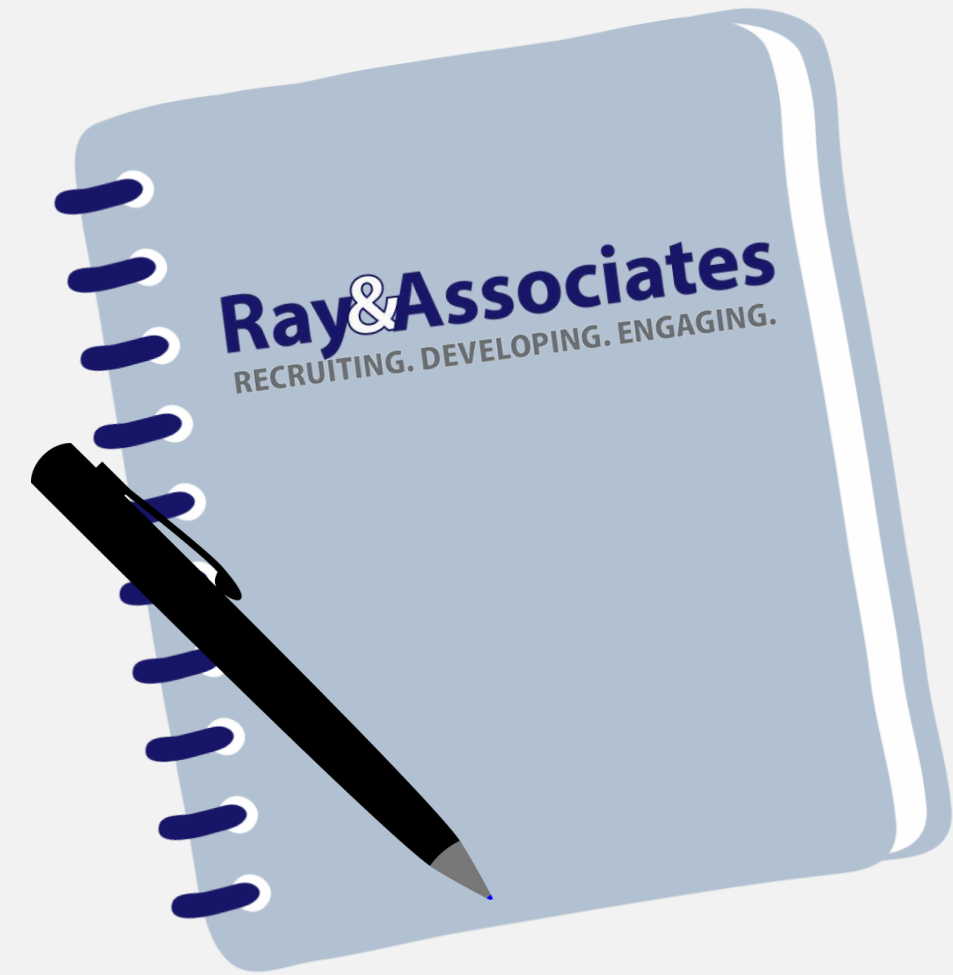


As a Superintendent candidate and a hiring manager for an executive leadership position within my District, **I have worked with Ray and Associates on both sides of the hiring process.**

You will not find a search firm that recruits and puts candidates through a more **rigorous hiring process** than Ray and Associates. Their level of **customer service and hospitality is second to none.** I highly recommend them for your next executive search, as **you will not be disappointed in your investment.**

*- Greg Pilewski, Superintendent
North Little Rock School District*

Board Input



**This is YOUR search,
YOUR way!**

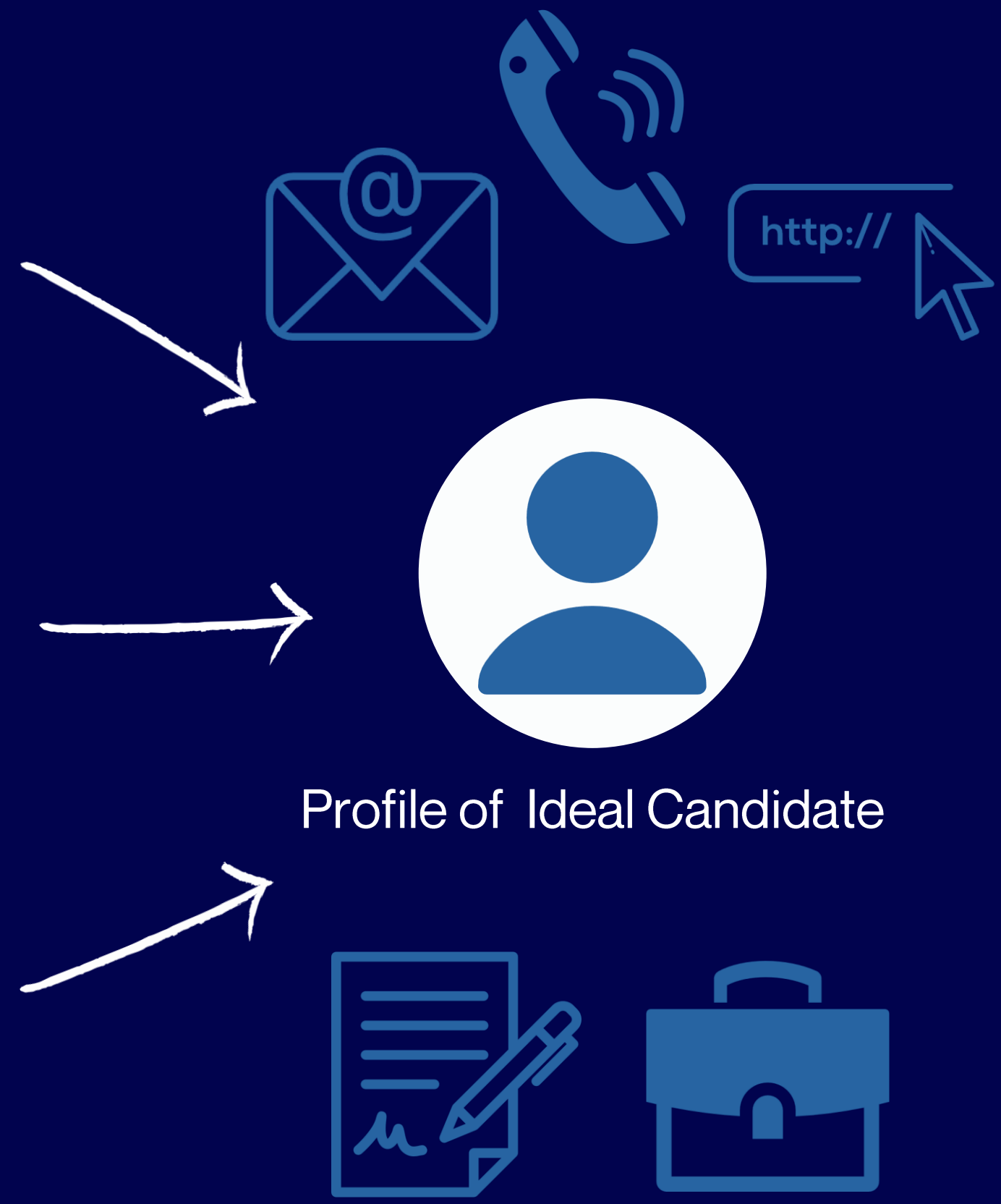
**A partnership to make the best
decisions for your District, staff,
students and families**

District Profile Development

31 Qualities Assessment
sent to all District and
community stakeholders
and **analyzed with Board**

**In-person or Virtual
Stakeholder Meetings** with
District constituent groups

**Individual Board Member
Interviews** conducted by
the Associate Team

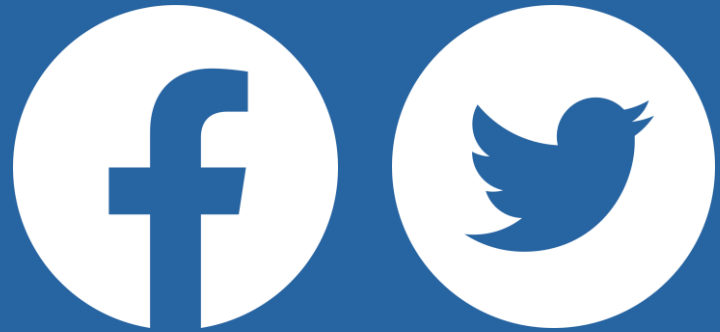


The Candidate Profile is unique to your District and is developed with Board, District and community insight.

This profile will be utilized throughout the entirety of your search; in the recruitment effort, screening process, candidate evaluation and final selection.

Recruitment

Where will candidates
find your job?



Aggressively recruit top candidates for the position by personally reaching out and encouraging them to apply with **access to highly qualified, diverse candidate pools.**

Advertise on many fronts; utilizing the robust **Ray & Associates website** paired with productive **educational advertising venues** and **social media channels**

Utilizing our **nationwide network of Associates** to connect with a wide-range of experienced administrative contacts

Candidate Pool

- **Screen candidates** according to Board Developed Profile.
- Extensive **background investigations and internet checks of all candidates for presentation**
 - Investigate/vet the candidates (using Google, Yahoo, Twitter, Facebook, and other media sources).



- For the **selected finalists**, we engage a professional organization to conduct a complete criminal, civil litigation, social security, sex offender, motor vehicle record check, and verification of educational degrees, **at no additional fee.**



- Bring **top candidates and extensive application information to the Board** for consideration.
- **NO SURPRISES!**

Board Selection of Candidates

With our Associate Team, the Board will:

- Review top candidate **applications** and **one-way video interviews**
- Complete **consensus-building matrix** (scoring instrument)
- **Deliberate/discuss** and reach a consensus on candidate advancement
- Select candidates for the **semi-final** and **final interviews**
- Finalizing the development of **Board interview questions**



Why choose the Ray Way?

“In the history of Millard Public Schools, only four people have served as Superintendent. **Getting the decision right was imperative.** They came along beside us, guiding a seamless and transparent process from start to finish. They facilitated each step and made sure our search was visible nationally, the result being a large number of highly-qualified candidates. **They provided excellent communication of expectations and timelines while facilitating a high-stakes, complicated situation with integrity and fidelity while also making it enjoyable. Ray and Associates exceeded our expectations.**”

Ms. Stacy Jolley, Board President & Ms. Linda Poole, Board Vice President

Millard Public Schools, NE

Enrollment: 24,000

“Your team guided us through the process in a seamless and transparent manner making sure our search was visible nationally, gathering input from each of our stakeholder groups, and providing the Board with valuable information as we moved toward the final selection of our next Superintendent. Our point person from Ray & Associates kept us updated and was always available to respond to our questions in a timely manner. Our overall experience with Ray & Associates exceed our expectations, and I would not hesitate to recommend your company to other school districts.”

Mr. Alan Strauss, Chief Human Resources & Equity Officer

Broward County Schools, FL

Enrollment: 260,000

Why choose the Ray Way?

“We asked the team to assist us with an **accelerated timeline to expedite their traditional search schedule**. Within 8 weeks we interviewed multiple highly-qualified finalists and identified our next Superintendent. **This unprecedented search could not have been possible without Ray and Associates’** willingness to modify their approach, their willingness to **collaborate**, the assistance of the Ray and Associates team, and **the amazing administrative team** at their corporate office.”

Ms. Cathleen O’Neil Frantz, Board President

Alhambra Elementary School District, AZ

Enrollment: 12,000

“In a somewhat constricted timetable, they lead a process to gather information from all stakeholder groups on the characteristics that should be prioritized in the search, managed the application and interview process, and organized a busy day of in-person forums and zoom meetings for stakeholder groups. **The entire team at Ray and Associates lead and supported every aspect of our search process.**”

Ms. Victoria Powers, Board Vice President

Bexley City Schools, OH

Enrollment: 2,400

Process Overview

Unique Size and Scope

- Oldest Firm
- Most searches (1600+ completed)
- Largest pool of candidates

Engagement

- Comprehensive support from Associates and full-time office staff
- Led by trained facilitators

Educational Leadership Outreach

- Scores of experienced Associates
- Longstanding relationships with State & National Educational Associations
- Largest website traffic count (28,000+ unique visits per month)

Candidate Information

- In-depth background checks
- One-way video interviews

Board's Leadership and Performance

- Determine timelines & compensation
- Finalize profile & facilitate interviews
- Facilitate Board decision making

Selection Assistance

- Assist with contract finalization
- Assist with Board and candidate follow-up



**SUCCESSFUL DISTRICT LEADERSHIP SEEKS
THE CIRCUMSTANCES THEY WANT AND IF
THEY CAN'T FIND THEM, THEY MAKE THEM**

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Paraphrased from a quote of George Bernard Shaw

All of the factors presented today allow our firm to provide you with a proven search process tailored to the needs of Forest Hills Public Schools.

Thank you for your service to education, your District, community, and students each and every day!



@RayandAssociatesInc



www.rayassoc.com



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