



# Norwalk Public Schools Superintendent Search

# Who We Are

- **PROACT Search** is a premier, full service retained executive search and management consulting firm with a mission to provide client-focused, results oriented, data-driven services in a timely manner.
- **PROACT Search** ensures the highest standards of professional performance and integrity throughout the search process.
- **PROACT Search** serves clients from the school districts, the private sector, government agencies, foundations and not-for profits across the country.

# Why PROACT?

- **PROACT Search** has more access to more higher level candidates
- **PROACT Search** does the most comprehensive due diligence, reference checks, and background checks in the industry
- **PROACT Search** always finds the best fit leader for your district  
...and will NEVER recruit them away
- **PROACT Search** will not do a bait and switch with our team
- **PROACT Search** is available 24/7 – before, during and after the search



# Why PROACT?: State of the Art Project Management

**Howard Superintendent Search**

Updates Documents Project Details Custom Data **Tasks** Open Issues More ▾

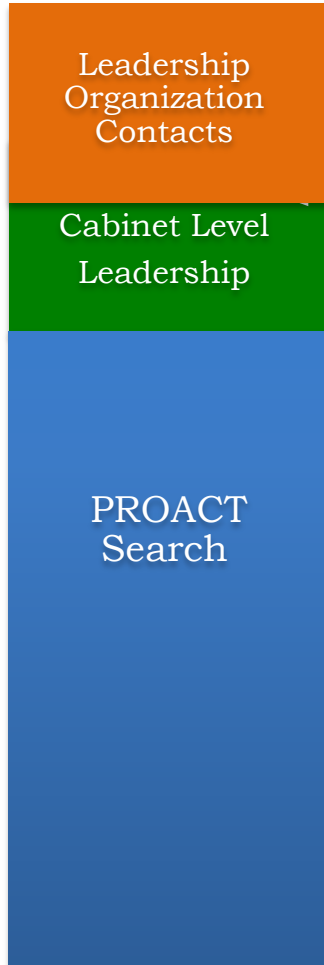
+ Add Edit Worksheet Export ▾ More ▾ Filter: None View: Project Outline Group: None

#	Name	Pln Dur	Pln Start	Pln Comp	Pred	Assigned	%	!	Flags
1	Planning Phase	6 Days	10/18/11	10/26/11			66.6	2	
2	Meet with stakeholders	5 Days	10/18/11	10/25/11		Steve Kupfer	100	2	
3	Sign off on statement of work and work plan	1 Days	10/18/11	10/19/11		Steve Kupfer	100	2	
4	Define search parameters, (local, regional, national) timelines, and due dates	2 Days	10/19/11	10/21/11	3	Steve Kupfer	100	2	
5	Identify certification requirements (exemptions included)	2 Days	10/21/11	10/25/11	4	Steve Kupfer	100	2	
6	Define level of stakeholder engagement	2 Days	10/21/11	10/25/11	4	Steve Kupfer	100	2	
7	Finalize salary range and contingencies	1 Days	10/21/11	10/24/11	4	Steve Kupfer	100	2	
8	Experience	1 Days	10/21/11	10/24/11	4	Steve Kupfer	100	2	
9	Develop recruiting strategy	5 Days	10/19/11	10/26/11	3		33.3	2	
10	Develop and draft advertising plan	1 Days	10/19/11	10/20/11			100	2	
11	Prepare position profiles for electronic and print ad	1 Days	10/20/11	10/21/11	10		100	2	
12	Research recruiting targets	4 Days	10/20/11	10/26/11	10		0	2	
13	Recruiting Phase	25 Days	10/26/11	11/30/11	3		5.4	2	
14	Place electronic and print advertisements	2.88 Days	10/26/11	10/28/11	9, 1		100	2	
15	Post to SchoolSpring	1 Days	10/26/11	10/27/11			100	2	
16	Post to Broad Job Board	2 Days	10/27/11	10/28/11		Krissi Osborn	100	2	
17	Post to IASA Job Board	1 Days	10/27/11	10/28/11		Krissi Osborn	100	2	
18	Contact network and disseminate profile	25 Days	10/26/11	11/30/11	1, 9		0	2	
19	Contact leadership and professional development organizations	25 Days	10/26/11	11/30/11			0	2	
20	Contact private sector organizations and leaders	25 Days	10/26/11	11/30/11			0	2	

Will provide periodic updates on both the overall characteristics of the candidate pool as well as specific names



# Superintendent Talent Pool: Our Knowledge and Contacts



Only PROACT has staff dedicated solely to identifying and evaluating current and rising talent

**Average Qualified Candidates Per Superintendent Search:**

**93**



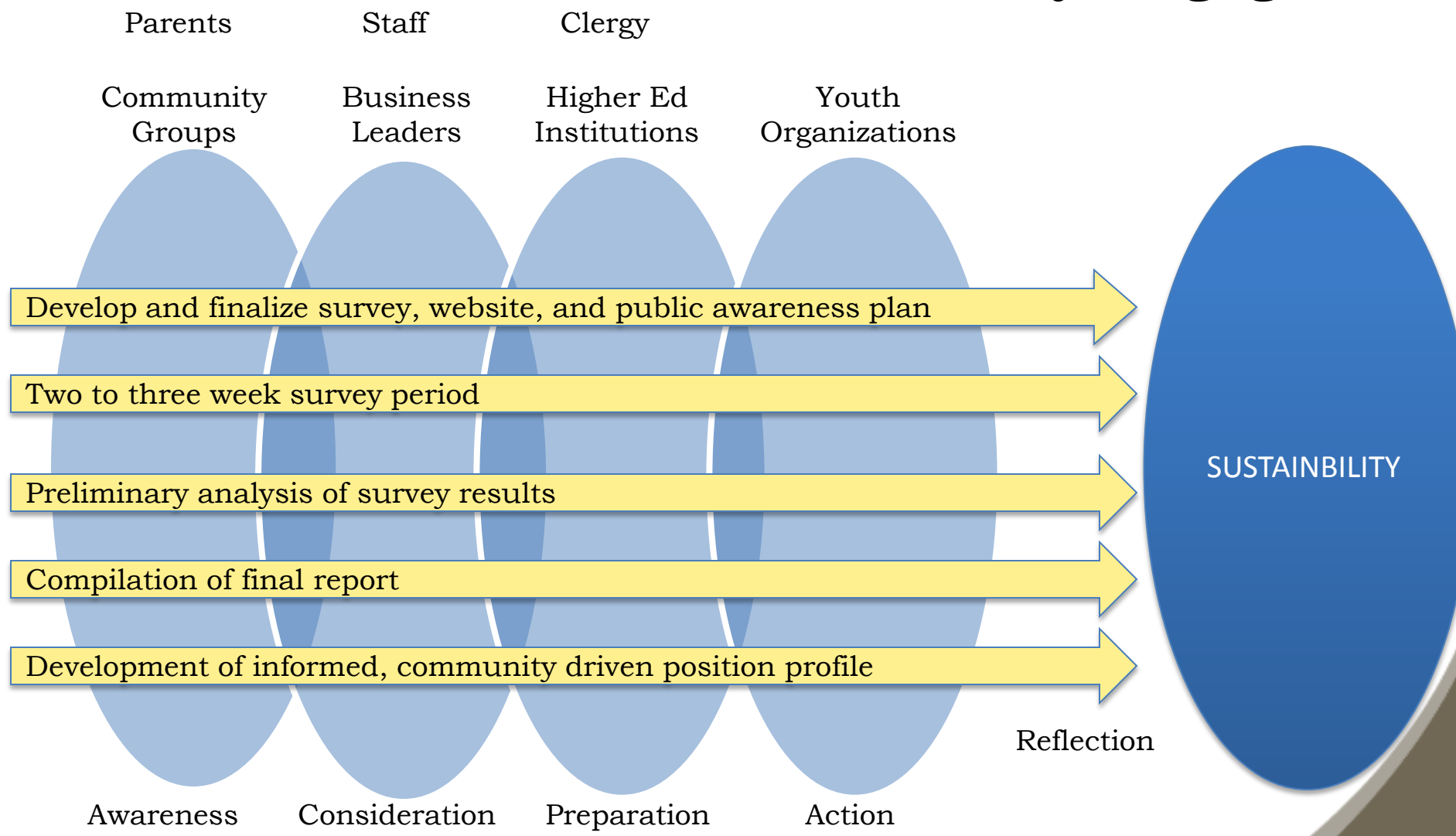
# Sample of Our Work History



- Anchorage, AK
- Aurora, CO
- Austin, TX
- Charlotte, NC
- Chicago, IL
- Christina, DE
- Cincinnati, OH
- Cleveland, OH
- Dallas, TX
- Detroit, MI
- East Baton Rouge, LA
- Elgin, IL
- Hillsborough, FL
- Indianapolis, IN
- Inglewood, CA
- Jennings, MO
- Kansas City, MO
- Macon, GA
- Memphis, TN
- Milwaukee, WI
- Montgomery, AL
- New Orleans, LA
- Newark, NJ
- Norfolk, VA
- Oakland, CA
- Phoenix, AZ
- Pittsburgh, PA
- Pomona, CA
- Portland, OR
- Portland, ME
- Providence, RI
- Racine, WI
- Reno, NV
- Savannah, GA
- Seattle, WA
- Socorro, TX
- Springfield, MA
- St. Louis, MO
- St. Paul, MN
- Tacoma, WA
- Tucson, AZ
- Washington, DC

*...and many more*

# Community Engagement

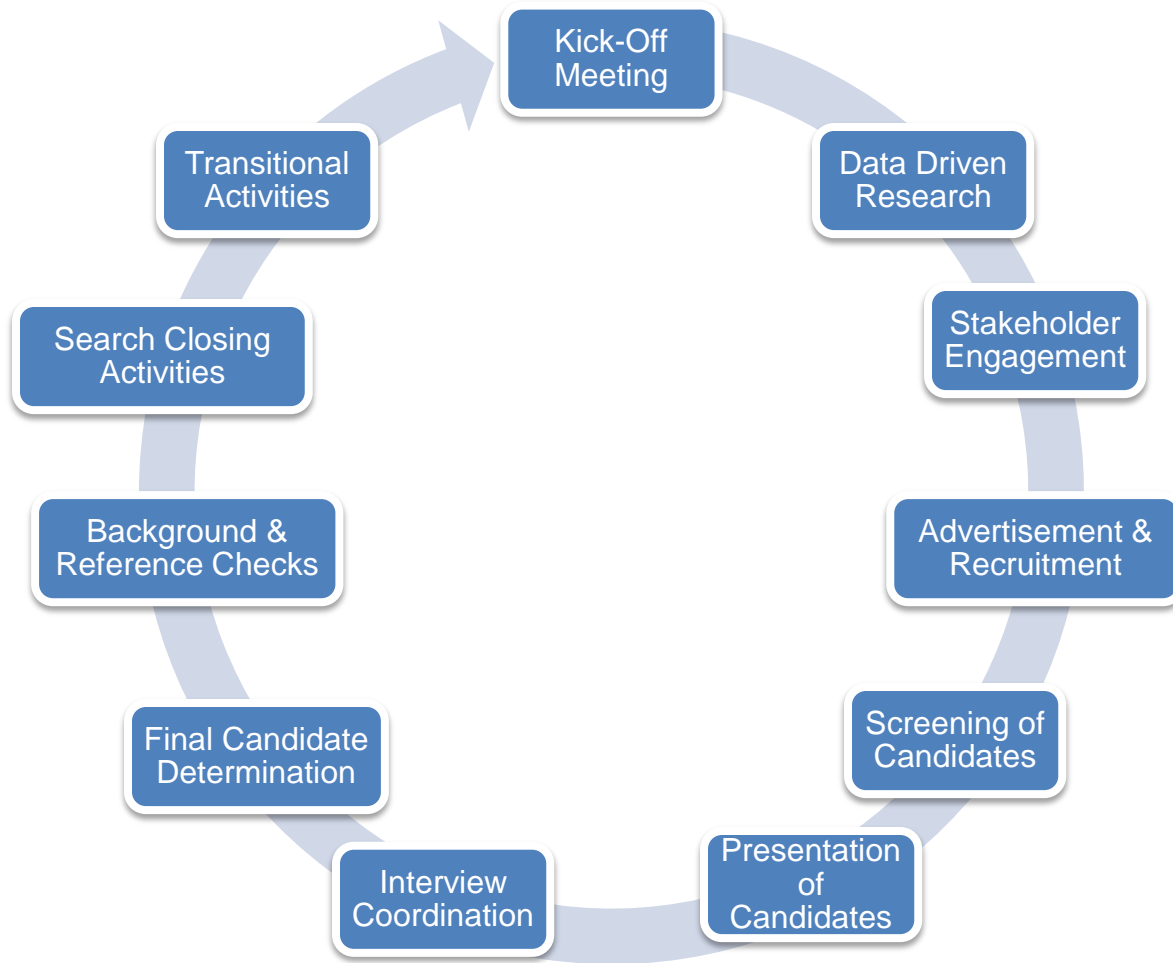


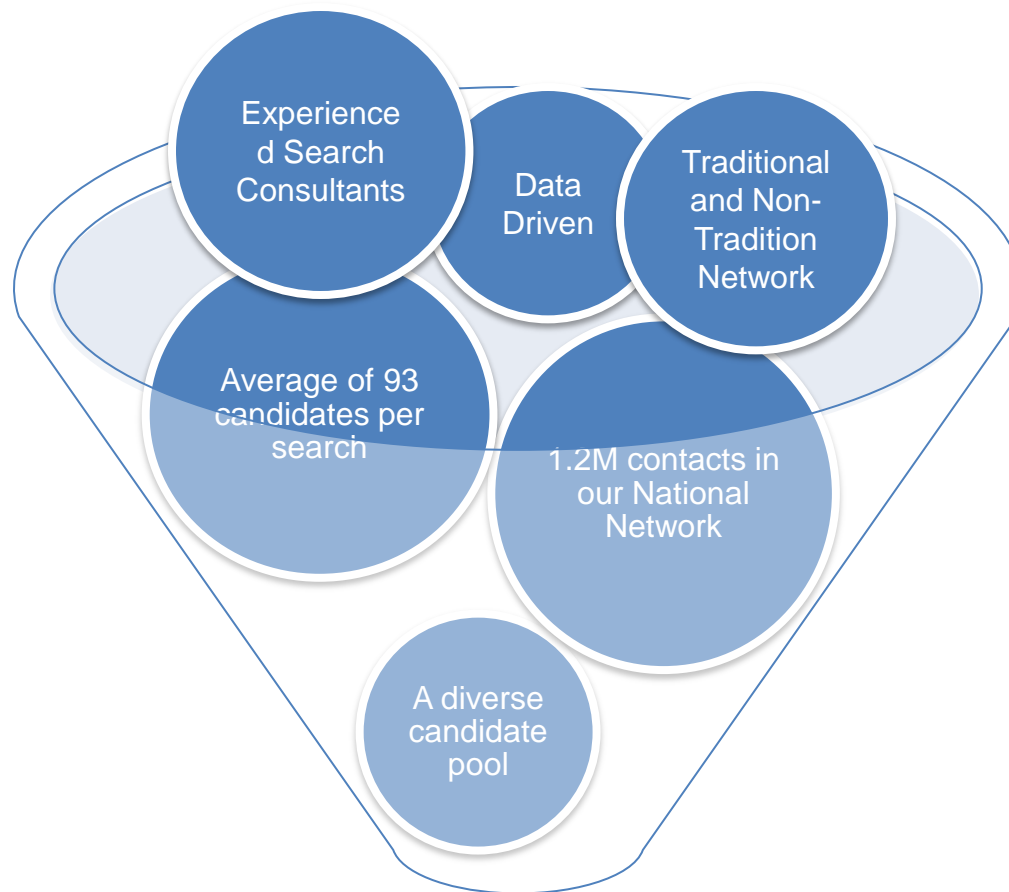
# Experience Counts : Search Team

- ❖ Gary R. Solomon, CEO
- ❖ Robert Stockwell, Vice President Operations
- ❖ Steve Kupfer, Northeast Regional President
- ❖ Barbara Byrd Bennett, Senior Associate
- ❖ Carl Harris, Consultant



# The PROACT Experience





**The Best Candidates,  
The Most Successful  
Searches**

# Contact Us

**Steve Kupfer, Northeast Regional President**

[stevek@proactsearch.com](mailto:stevek@proactsearch.com)

[www.PROACTSearch.com](http://www.PROACTSearch.com)

800.944.6129

