

# SUPERINTENDENT SEARCH SERVICES

Edward J. Albert Ed.D. works with school board members to identify the best superintendent candidate, using a flexible and customized approach that fits the district's culture.

Dr. Albert has conducted over 15 searches for small rural, and large school districts.

"Dr. Albert established a clear and trustworthy rapport with our board, staff and community during the entire search."

*Suzanne Dell, West Perry SD*

"Dr. Albert's effective on-going communication kept our board well informed during every step of the process."

*Todd Orner, Gettysburg Area SD*

"I am so thankful for Dr. Albert's guidance in our search. He went above and beyond expectations." *Tina L.C. Greene, Bald Eagle Area SD*

## It All Begins with a Conversation.

### ① Development Step01

Schedule initial meeting with school board to understand district needs and review procedures. Create and analyze online survey to allow for staff, parent, and community input. Solicit teacher input.

### ② Production Step02

Develop application and district fact sheet. Advertise position. Receive and review all applications for completion and compliance. Work with board to identify top candidates.

### ③ Completion Step03

Conduct reference checks. Facilitate initial and final interviews. Communicate with board and applicants at every step.

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