

LOOKING FOR A NEW SUPERINTENDENT?

Leadership Associates, as California's premier executive search firm, has assisted school boards in their selection of superintendents in over 190 California school districts and organizations since 1996. We have also assisted other educational organizations in the selection of their executive leaders.

Selecting your new superintendent, your CEO, is the most important decision you will make. Our firm has the experience and expertise to help you make the right decision for your students, district and community.

The process we use produces consistently positive outcomes for the board, staff and community. The districts and organizations we have served range from small elementary to large unified districts and other educational and non-profit organizations.

OUR HISTORY

Founded in 1996 by Dr. Jake Abbott and Dr. Harry Weinberg, Leadership Associates has grown from its initial 2 search consultants to its current 9 partners, with Partner, Larry Aceves on leave pursuing the State superintendent position.

In recent years, searches and related services such as board workshops and superintendent coaching have grown correspondingly. In 2003, partners conducted 8 searches. This number grew to 10 searches in 2004, 18 in 2005, 18 in 2006, 28 in 2007, 32 in 2008 and in this past difficult economic climate, 19 searches were conducted in 2009.

This successful growth was achieved one search at a time, assuring that each and every school board and organization that the firm serves knows that they will receive absolute customized and personalized service from the day that Leadership Associates presents its package to them.

**PMB 455 23052-H ALICIA PARKWAY
MISSION VIEJO, CA 92692
Phone/Fax 949-461-9119**

LEADERSHIPASSOCIATES.ORG



Leadership Associates Executive Search Firm

Serving California School Boards Since
1996

**PMB 455 23052-H ALICIA PARKWAY
MISSION VIEJO, CA 92692
Phone/Fax 949-461-9119**

LEADERSHIPASSOCIATES.ORG

LEADERSHIP ASSOCIATES

LEADERSHIP ASSOCIATES HAS A PROVEN RECORD OF HELPING DISTRICTS FIND THE HIGHEST QUALITY SUPERINTENDENTS.

We are proud of the fact that school boards are highly satisfied with our assistance in finding quality candidates from which to select. We work for the board of trustees. The board is in charge of the process and the selection.

The search process is an opportunity for the board to solidify its own teamwork and set the direction for the future. Boards of trustees select our firm for many reasons, including our record of success, our experience & skill, our network, and our integrity.

As life-long California educators, we:

- Are dedicated to public education
- Know what it takes to be a successful superintendent
- Know the field of current and potential superintendents
- Are former superintendents of districts from very small to very large
- Have connections with leaders throughout the state and country - critical for recruiting and reference checking
- Participate actively in leadership organizations throughout the state and nation
- Live in various parts of California
- Take only the number of searches we can do well
- Charge one all-inclusive price
- Are organized and have excellent follow-through
- Communicate effectively and efficiently with the board
- Have a proven track record

FREQUENTLY ASKED QUESTIONS

Q

What types of districts and organizations have you completed searches for? Are you equally able to handle urban, suburban and rural organizations?

A

We have completed searches for organizations as large as the Santa Clara Office of Education and as small as a 200 student district in San Diego County. The experience of our partners ranges throughout these types of organizations.

Q

What is the advantage of confidential searches, in which although community and staff are involved in the input process, only the board interviews the candidates?

A

Our experience has taught us that many outstanding candidates will not apply for an “open search” position. There are many reasons, including the potential damage to their communities and their careers because of a perception that the superintendent is not interested in their current district, or the superintendent does not want to move the district focus from dealing with critical topics. We advocate a confidential process since our goal is to attract the very best candidates to the board and district.

Q

Many of our community members are Spanish speaking. Do you have Spanish-speaking partners to work with them?

A

Yes, we do and this is a priority for Leadership Associates as we assure that the Spanish-speaking members of your district and community have equal opportunity to share their thoughts with the board during the search.

Q

We are new to this arena, seeking a new superintendent. What is the scope of your services to district school boards?

A

Leadership Associates is unique in that we assist the board throughout the entire process, from the very first meeting to working with the president and legal counsel to complete the contract. We are available every step of the process and after to assure your success.