

### Candidate Screening and Selection:

There is no more important factor to achieving high results for students than to hire the right people. However, educational hiring is stuck in the past. FMS brings a new vital service to many districts and schools nationally to make sure your hiring decisions are correct.

FMS provides special hiring services to schools / districts in 15 states. For the price of less than an advertising cost FMS uses its research, leadership assessments, and extensive HR experience to help districts with a range of hiring decisions.

The hiring support has been used for principals, central office administrators, assistant principals, and specialize positions.

A typical FMS contract involves:

1. Review of the job description and leadership profile
2. Potential use of 1-2 inventories for a benchmark person who has been successful in the same role in the district or school for comparisons
3. Using 1-2 inventories for 3 finalists
4. Phone review of the leadership assessments in comparison to the ideal profile with district.
5. Suggested questions for follow-up interviews and reference checking
6. Analysis of the leadership team that the new hire will join for implications for future teamwork

### Benefits:

1. No other search firm provides objective research based feedback on hiring decisions
2. The inventories can be used to match principals and assistant principals
3. Typical search process provides references and other information that is restricted based on fear of legal implications

Robert Jokela, the Business Manager from Fitchburg Public Schools, says, *"The WPI inventory has helped identify potential strengths and areas for improvement in candidates. WPI has accurately recognized potential issues that lie underneath the surface of the candidate."*

Dr Pat Sanchez of Newark Unified School District uses the DISC inventory for all principals and Central Office in both his last district and current district

Steven Stone of Dracut Public Schools uses the WPI and DISC for principal hiring

Napa Valley Unified School District has just begun to use the WPI for hiring an assistant principal

Ruben Zepeda of Keppel Union School District has used the WPI and DISC for principal and assistant principal hiring

FMS has used the leadership assessments for finalist of more than 25 school districts for the Superintendent position

Denver and Philadelphia Arch Dioceses' Schools have used the inventories for hiring of principal and administrative positions

Gateway Community Charter Schools in Sacramento has uses the WPI for hiring and leadership and team development