

FMS Search Process	Standard Search Company Process
FMS has over 30 years' experience in leadership and organizational development in school districts	Focus on just the mechanics of a search process
School Board/Committee led search process with FMS as a consultant / advisor	Search Consultant runs and controls the search
Develop in depth leadership profile based on Kirtman's 7 Competencies for High Performing Leaders and adjusted to needs of the community / focus groups	Basic leadership profile based on input from focus groups
National network of up and coming superintendents and administrators as well as established superintendents	Recycled pool of candidates
Deep reference checking –as we have such a large and extensive network, FMS is able to go beyond the checking submitted references	Checking of submitted references and letters
Candidate references summary using research based leadership inventories like the Workplace Personality Inventory (WPI), DISC, Workplace Motivators, and Myers Briggs	Standard reference summary based on letters of recommendation and limited reference calls
Interview questions designed with Kirtman's 7 competencies and the leadership inventories in mind	Standard Interview questions
Team building session with both the newly hired superintendent and the school board/committee using the research based leadership inventories for the School Board/Committee	No entry process
Cost of average search \$17,000	\$25,000+