

DRAFT Search Firm Questions for Board consideration – Monday, February 22, 2021

1. We have read your proposal and would like to know who the Lead Consultant and Support Staff will be on this project and what you feel sets you apart from other firms.
2. Tell us about how your firm addresses diversity and inclusion.
3. We are a very diverse district and find ourselves in the middle of a socially distanced world...What are your innovative strategies for gathering input from a diverse set of stakeholders during this time while we are socially distanced? In particular, how will you engage with communities that do not normally attend board meetings or engage at the District level?
4. Would you share an example of working with a district that was heavily focused on student achievement with an equity lens? What process did you use to engage a diverse set of community stakeholders? How did the search go and what was the outcome?
5. It is our understanding that you utilize the information gathered from the community outreach sessions to create an outreach protocol. What is your strategy, process and thoughts on attracting candidates that would be a good fit for our diverse school district?
6. What is your firm's success rate with candidates? How are candidates evaluated for their fit for a District?
7. How do you review and sort the applications in order to find the very best candidates for the Board's consideration? In particular, how would you evaluate candidates on their equity focus?
8. What do you anticipate will be the greatest challenge for us as we embark on this search? How do you plan to support us through that challenge?
9. How would internal candidates be handled?
10. What would an unsuccessful candidate say about their experience working with your search firm?
11. How do you prepare the candidate for the Board interview? Are you involved in that process? How does your reference and background checking process work?
12. Currently how many other Superintendent searches are you working on? Have you worked on any Superintendent Searches in San Mateo County in the past three years and are you working on any in San Mateo County now?
13. How long, on average, do your searches take from start to finish? How long do you see the process of hiring a new superintendent take should we hire your firm?
14. Would you review the cost structure and explain what is included and not included?

15. What support or follow up do you provide the new Superintendent and Board in the first 100 days?
16. What is your guarantee should the placed person leave after a predetermined amount of time?
17. Is there anything further that you would like to add that you have not had a chance to present during this interview or anything particular that you would like for us to consider as we make this decision?