

A Proposal Prepared for

**Kenai Peninsula
Borough School District
Soldotna, Alaska**

for

*The Search and Selection of
Superintendent*

submitted by

MCPHERSON  JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

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August 10, 2020

Board of Education
Kenai Peninsula Borough School District
148 North Binkley Street
Soldotna, Alaska 99669

Thank you for the opportunity to respond to your RFP. The enclosed proposal describes the professional services McPherson & Jacobson, L.L.C. will provide Kenai Peninsula Borough School District in ensuring your Superintendent search secures quality leadership for your district.

Our firm has designed a protocol allowing the district to concentrate on the most important segments: the interview and selection of the successful candidate. Our team of consultants, working in conjunction with the district and diverse stakeholder groups you identify, will implement a systematic, comprehensive process culminating in the hiring of the most qualified candidate for your district.

At the core of our firm's work is the belief that every student be entitled to high quality education and that this is dependent upon quality leadership. We understand that students have diverse needs, thus, we focus on the intentional recruitment of a diverse candidate pool that includes ethnic and cultural identity as well as experience in culturally proficient practices that have proven successful in addressing educational equity gaps. This unique approach is made possible through the diversity and extensive network of our consultants who have various levels of expertise in the school system from superintendents, to school board members, to educational equity experts in the field. We believe this has contributed to our successful placement of qualified candidates around the state and nation who have met extensive equity focused criteria and continue to make an impact in the districts they serve.

With over 100 consultants across the United States, McPherson & Jacobson has been successfully conducting searches for public entities since 1991.

Our contact information:

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Omaha, Nebraska 68144
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We welcome the opportunity to meet with your district to present our proposal and discuss our proven search process.

Sincerely,

Thomas Jacobson

Thomas Jacobson Ph.D.
Owner/CEO, McPherson & Jacobson L.L.C.

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The McPherson & Jacobson Difference

“It’s About the Kids”

- WE BELIEVE every student is entitled to a high-quality education. We strongly believe quality education is dependent upon quality leadership.
- OUR MISSION is to ensure your search results in quality leadership for education excellence.

Qualifications and Background of McPherson & Jacobson, L.L.C.

Leading National Search Firm

McPherson & Jacobson, L.L.C. has been conducting national searches for governing boards since 1991. The firm has placed **over 750 superintendents** and other officials in public and non-profit organizations across the United States. **McPherson & Jacobson is one of the leading national superintendent search firms.**

Nationwide Network of Experienced Consultants

McPherson & Jacobson has **over 125 consultants** across the nation. Over one-fourth of McPherson & Jacobson consultants are minorities or female. Our diverse group of consultants has extensive backgrounds in education and public service including current and former superintendents, assistant superintendents, university professors, and school board members. Over fifty percent have a doctorate degree. Their diversity and expertise ensures your search results in quality leadership for education excellence.

Sustainability in Leadership

Waters and Marzano review of 3.4 million students' achievement scores found that Superintendents' tenure is positively correlated with student achievement.

Organizations using the McPherson & Jacobson protocol have enjoyed sustainability of leadership. Over the last five years, **almost eighty percent** of administrators are in the position for which they were hired. **Over fifty percent** of administrators are still in the position for which they were hired within the past ten years. **Almost half** of the administrators selected by governing boards within the past 15 years continue in the position for which they were hired.

Executive Summary

McPherson & Jacobson L.L.C. provides a comprehensive search process. Below are some of the highlights of our process:

- Our process is comprehensive and provides critical support for the most time-consuming aspects of recruiting and screening the candidates, so the selection committee can focus on interviewing and selection.
- Transparency is a hallmark of our protocol. Stakeholder participation emphasizes the transparency of our process.
- We take the entire selection committee through a consensus decision-making process to identify the top criteria for the selection of the new administrator.
- We meet with groups to ensure broad-based stakeholder input in the selection process. In addition, we provide an online survey to reach out to anyone who could not attend a stakeholder meeting. The consultants will present a comprehensive written report to the district, which includes all of the comments recorded during the input sessions.
- McPherson & Jacobson's consultants actively recruit candidates that meet the selection criteria. If desired, we will recruit non-traditional candidates.
- Applicant confidentiality is important to attract top candidates. Names remain confidential until the district selects their finalists.
- We continue to work with your school district until an administrator is hired and in place.
- The Transition Phase provides a continued commitment to work with your district and new administrator for one year. We help you collaboratively establish annual performance objectives for the new administrator's first year. Evidence from previous searches shows this phase to be very positive as it fosters a good transition.
- We are so confident of our ability to identify the district's criteria, recruit and screen applicants against those criteria, and assist during the transition period, that we guarantee our service. If your administrator leaves for whatever reason during the guarantee period, we will repeat the process for no charge except for actual expenses.

Our mission is to ensure your search results in quality leadership for education excellence.

Phases of an Administrator Search

Preliminary Search Activities

- ✓ **Using a group process with the selection committee, identify the most important characteristics of the future administrator.**

Using Nominal Group Technique, the consultants will assist the selection committee in identifying the most important characteristics the selection committee would like the new administrator to possess. These characteristics will be used as a template for recruiting and selecting candidates.

- ✓ **Establish appropriate timelines and target dates for the selection process.**

The consultants will prepare a proposed calendar for the search process. Dates for advertising the announcement of vacancy, closing date, dates for interviewing, a target date for selecting the new administrator, and a date for the new administrator to begin will be determined.

- ✓ **Identify the point of contact for the district.**

The district will identify an appropriate staff person to work with the consultants to coordinate the logistics of the search. This includes tasks such as assisting with information for the promotional brochure and coordinating details for stakeholder input and other meetings within the district.

Solicit Stakeholder Input

✓ **Identify appropriate stakeholder groups.**

The district will identify the various stakeholder groups that they want McPherson & Jacobson's consultants to meet with to solicit input into the process.

✓ **Work with the district to schedule the stakeholder input meetings.**

The consultants will work with the district's point of contact to determine the stakeholder input schedule and coordinate notifying the stakeholders about the meetings.

✓ **Meet with groups identified by the district to provide stakeholder input into the selection process.**

The consultants will meet with the stakeholder groups identified by the district and solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the issues facing the new administrator, and the characteristics they would like to see the new administrator possess. The district chooses which groups it would like the consultants to meet with, but the most common groups include central office administrators, building administrators, teachers, classified staff, students, and community and business groups. The consultants will assist the district in choosing which groups it wishes to include.

For any unable to attend a stakeholder meeting, we provide an online version of the questions we ask the groups. At the request of the district, the survey can be available in multiple languages.

The results of the stakeholder meetings and online stakeholder input are summarized by the consultants and presented to the district.

Advertise Vacancy

✓ **Determine, with the selection committee, appropriate advertising venues.**

The consultants will assist the selection committee in determining the scope of the search. Appropriate media venues (professional journals, trade papers, newspapers, and websites) and associated costs will be presented for consideration.

✓ **Develop promotional literature and brochures announcing the vacancy.**

In order to attract quality applicants, it is important to promote your school system and community. With on-site assistance from the district, the consultants will assist in preparing an announcement of vacancy that highlights the strengths of your school system and community. Our graphic artist will prepare a professional color brochure that highlights the school district and community, including the selection criteria, the application procedures and timelines.

✓ **Prepare and place announcement of vacancy.**

McPherson & Jacobson's staff will prepare and place the announcement of vacancy. It will be sent to all state school board and administrator associations, as well as media venues selected by the district. Additionally, McPherson & Jacobson maintains an interactive website (www.macnjake.com) that allows applicants to access all the application materials and apply on line. The website averages over 150,000 hits per month.

✓ **Develop an application unique to your vacancy that reflects the selection criteria determined by the selection committee.**

McPherson & Jacobson's staff will create an application form requiring applicants to describe their strengths and experiences relating to each criterion identified by the selection committee. This will be one of the preliminary screening devices used by the consultants when assessing potential candidates.

✓ **Post application information and notify interested applicants.**

McPherson & Jacobson's staff contacts potential applicants and manages all the application materials using our online application software. Our office staff handles this task without assistance from your district.

Recruit Applicants

✓ **Actively recruit applicants who meet the district's needs.**

While McPherson & Jacobson does not represent candidates, we actively maintain a data bank of quality candidates. Once the selection committee has chosen its selection criteria, we will send the information to all of our consultants across the United States, asking them to nominate candidates who would be a good match. We will encourage those candidates to apply. Some of the best candidates may not be actively seeking another position and will need to be recruited.

McPherson & Jacobson stays current with trends in educational leadership by being an active participant and presenter at national and state education conferences. We participate in Job Central at the American Association of School Administrators conference, the National School Boards Association annual conference, and others such as the AASA Women's Leadership Conference.

✓ **Assist the district in determining compensation parameters.**

In order to recruit and select top candidates, compensation packages need to be competitive. Our consultants will present data indicating what districts in the same geographic region and similar size are paying administrators. Whenever possible, they will also present compensation information for districts that recently hired a administrator. This information is provided for the district's consideration of compensation parameters.

Final compensation decisions will be determined by the district and the selected candidate.

✓ **Keep all applicants informed of their status in the selection process.**

During the application process, McPherson & Jacobson staff monitors applicants and notifies them of what is still needed to complete the process.

Screen Applicants

✓ **Evaluate each applicant against the selection criteria.**

The consultants will read and evaluate all of the completed files submitted by applicants. They will read the application form and all of the additional material in each file and begin reviewing against the selection criteria.

✓ **Conduct reference checks.**

We understand that applicants do not submit references who will not speak highly of them. We begin with the references given and ask them a list of questions relevant to the selection criteria. After asking those questions, we ask each reference to give us the names of other people who can speak of the applicant's qualifications. We then call those individuals and ask them the same set of questions, including asking them to give us the names of other people who could speak of the applicant's qualification. We go a minimum of three people removed from the primary references. What we are looking for is consistency of answers that will verify the applicant's strengths and weaknesses.

In addition to contacting references, the consultants conduct an extensive Internet search of the applicants.

✓ **Review candidates with the selection committee and assist selection committee members in determining which candidates they will interview.**

The consultants will present a complete list of applicants, who completed the application process, to the board for its review. We do not eliminate any applicants; however, a short list will be submitted of those applicants who we found most closely met the district's criteria. The consultants will present a reference profile demonstrating the consistent feedback for each short list applicant. A short video interview of each short list applicant will be provided for the board to view.

Upon reviewing the recommendations, the consultants will assist the selection committee in identifying which applicants they wish to consider as candidates for interviews.

✓ **Pre-Interview and Video of Shortlist Applicants.**

The consultants will pre-interview applicants to be submitted on the shortlist. We will have these applicants submit a video which the consultants will share with the selection committee.

Coordinate Interview

- ✓ **Assist the selection committee in developing a set of interview questions that reflect the identified selection criteria and characteristics.**

The consultants will present an extensive list of potential interview questions that reflect the selection criteria and characteristics desired by the selection committee. The selection committee members choose interview questions that reflect their criteria and priorities.

If the district chooses to conduct two rounds of interviews, the consultants will assist in developing interview questions for both rounds of interviews.

- ✓ **Contact all finalists and schedule their interview dates.**

The consultants will contact the final candidates, notifying them they are finalists for the position and scheduling their interview dates. The consultants will be the contact for answering any questions and coordinating the candidates' visits to the district.

- ✓ **Notify all applicants not selected for an interview.**

Once the selection committee has selected its final candidates, all other applicants will receive, on behalf of the district, a personalized notification thanking them for taking the time to complete the application materials and notifying them that they are not a finalist.

- ✓ **Assist the district in determining interview procedures.**

After the selection committee selects their final candidates to interview, the names of the candidates will be made public upon confirming the interviews. During the interview process, the stakeholder groups will have an opportunity to meet the individual candidates.

If the selection committee chooses to conduct semi-finalist interviews, the candidates will only meet with the selection committee. The names of the semi-finalist candidates will remain confidential (in states where an executive session is allowed), and stakeholders will not meet the semi-finalists. The finalist interviews will be conducted as described in the paragraph above.

- ✓ **Coordinate interview and visitation procedures.**

If the selection committee chooses, McPherson & Jacobson will schedule semi-finalist interviews. Semi-finalist interviews are typically conducted with the selection committee only. After the semi-finalist interviews, the selection committee will select their finalists.

If the board chooses to involve stakeholder groups in the interview process, the consultants will assist in establishing the finalist interview schedule that includes district staff, students, and community groups. A typical interview day will include a tour of the district and community, meeting with stakeholder groups, and a formal interview with the selection committee.

✓ **Coordinate visitation procedures for the candidate's spouse/significant other.**

We encourage districts to invite spouses/significant others to attend the interview day. The consultants will coordinate, with the point of contact, a portion of the interview day for the spouse/significant other to have an expanded visitation of the community. Tours typically include available housing, medical facilities, churches, recreational opportunities, and areas of interest unique to your community.

✓ **Assist the district in making final arrangements for each candidate's visit.**

It is common practice for the district to pay interview expenses for the candidates and their spouses/significant others. In order to ensure that expenses stay within established guidelines, the consultants will assist the point of contact in making lodging and travel arrangements for each candidate.

✓ **Personally contact each finalist who was not offered the position.**

Once a contract has been offered by the district and accepted, the consultants will call each of the other final candidates and thank them on behalf of the district for interviewing for the position. *These candidates are not notified until an offer has been accepted.* If by chance you lose your top candidate, we want to keep viable candidates available.

✓ **Conduct background checks.**

Included in the fee is a criminal/financial/credential verification background check for the selected candidate. For an additional fee, the district can choose background checks for all of the finalists.

Transition

✓ **Establish performance objectives for new administrator.**

Working with the district and new administrator, the consultant will assist in establishing two or three performance objectives the district wants the administrator to focus on during the first year. These objectives are beyond the day-to-day school district operations.

Once the performance objectives have been identified, the district will be asked what they will accept as evidence of progress towards the accomplishment of the identified objectives.

The administrator will take the information generated from this session and develop an action plan for achieving the performance objectives. The action plan will be presented to the district for formal approval and forwarded to McPherson & Jacobson's home office.

✓ **Provide a guarantee.**

If the district chooses to use our complete service, we will guarantee our process for two (2) years. If the person selected leaves the position, **FOR WHATEVER REASON**, within the guarantee period, we will repeat the process at no charge except actual expenses.

We are convinced that our process of identifying your most important selection criteria, meaningfully involving stakeholders, screening candidates against the criteria, and working with you during the critical first year, will ensure your search results in quality leadership for education excellence.

Consultants for Search

Steven Lowder
4605 NW 139th Loop
Vancouver, WA 98685
Email: s_lowder@macnjake.com
Phone: 951-719-6551

Educational Background

Ed.D.	1992	University of S. California	Educational Policy, Planning, and Admin.
M.A.	1985	Humboldt State University	Educational Supervision Emphasis
B.A.	1975	Humboldt State University	Liberal Studies: Math/Science Emphasis

Professional Experience

Dates		Title	District	Location	Enrollment
2014	to Present	Consultant	McPherson & Jacobson, L.L.C.	Omaha, NE	
2012	to 2014	Superintendent	Stockton Unified School District	Stockton, CA	39,000
2010	to 2012	Superintendent	Hemet Unified School District	Hemet, CA	22,000
2005	to 2010	Superintendent	Lincoln Unified School District	Stockton, CA	8,000
2000	to 2005	Superintendent	Tigard-Tualatin School District 23J	Tigard, OR	12,000
1998	to 2000	Assistant Superintendent	Meridian Joint School District #2	Meridian, ID	30,000
1995	to 1998	Superintendent	McCall-Donnelly Joint School District #421	McCall, ID	1,000
1995	to 1998	Superintendent	Meadows Valley School District #11	Meadows Valley, ID	200
1985	to 1995	Superintendent	Rio Dell Elem. School District	Rio Dell, CA	200
1980	to 1985	Superintendent/ Principal	Cuddeback Union Elem. School District	Carlotta, CA	100
1978	to 1980	Chief District Admin./Teacher	Millville School District	Millville, CA	200
1977	to 1978	Vice-Principal/ Teacher	Millville School District	Millville, CA	200

Shawn T. Arnold
PO Box 511
Valdez, Alaska 99686
Email: s_arnold@macnjake.com
Phone: 907-315-1951

Educational Background

Certificate	Harvard Institute for Superintendents	
M.Ed.	University of Alaska Southeast	Educational Leadership, Superintendent Endorsement
M.Ed.	University of Alaska Anchorage	Educational Leadership, Principal Endorsement
M.Ed.	University of Alaska Southeast	Special Education
M.Ed.	Wayland Baptist University, TX	Secondary Social Studies
M.A.	Norwich University, VT	History
B.A.	University of Alaska, Anchorage	History

Professional Experience

Dates		Title	District	Location
2018	to Present	Consultant	McPherson & Jacobson, L.L.C.	Omaha, NE
2018	to Present	Superintendent	Valdez City Schools	Valdez, AK
2014	to 2018	Superintendent	Nome Public Schools	Nome, AK
2014	to 2014	Director, Special Programs and Human Resources	Nome Public Schools	Nome, AK
2012	to 2014	Assistant Director, Office of Instruction	Matanuska-Susitna Borough School District	Palmer, AK
2011	to 2012	School Improvement and Data Coordinator, Federal Programs	Matanuska-Susitna Borough School District	Palmer, AK
2010	to 2011	Principal	Matanuska-Susitna Borough School District	Palmer, AK
2004	to 2010	Teacher (Social Studies, Physical Science, Language Arts, English)	Yukon-Koyukuk and Matanuska-Susitna Borough Schools	AK
1993	to 2017	United States Military (Army and Air Force)		

Identifying and Recruiting Applicants

While McPherson & Jacobson does not represent candidates, we keep a data base of quality candidates. Once a board identifies the characteristics it desires in its new superintendent, the consultants from McPherson & Jacobson, L.L.C. will identify and aggressively recruit, on a national level, candidates who match the board's identified criteria.

Over one-fourth of McPherson & Jacobson consultants are minorities or female. We use our consultant network to track the careers of successful administrators. We also work closely with universities, colleges, and professional organizations that represent and promote minority and female applicants.

McPherson & Jacobson stays current with trends in educational leadership by being an active participant and presenter at many national and state education conferences. We participate in Job Central at the American Association of School Administrators (AASA) Conference, the National School Boards Association annual conference, and others such as the AASA Women's & Minority Leadership Conference. In addition, McPherson & Jacobson consultants are members of the National Alliance of Black School Educators (NASBE), and the Association of Latino Administrators and Superintendents (ALAS).

Once the board has identified its selection criteria, the consultants of McPherson & Jacobson will immediately begin to identify potential applicants both locally and nationally. McPherson & Jacobson has over 100 consultants across the United States; we will send the information to all of our consultants across the United States, asking them to nominate candidates who would be a good match. Those candidates will be invited to apply. Some of our best candidates may not be actively seeking another position and will need to be recruited.

We do not maintain a stable of candidates, but we do follow the careers of successful administrators. Individuals who are currently looking to take a new position are encouraged to register with us so they can receive notification of the vacancies we are representing. We have over 900 potential applicants currently registered with McPherson & Jacobson who will receive notification of the superintendent opening. Additionally, we will vigorously pursue current or emerging leaders through personal contact.

We have maintained an ongoing presence at the American Association of School Administrators' Job Central at their annual conference where we have an opportunity to meet and interact with potential applicants. We maintain an ongoing presence at the National Association of School Boards' annual conference. We represent one state school board association as their superintendent search process; therefore, we are the only private firm allowed to participate in their Job Central.

Our searches draw applicants from across the United States. Most searches have applicants from 10 to up to 25 states apply. Some of our searches also have applicants from outside the United States.

Timeline

The timeline for the search process is established when we meet with the district so we can address the unique needs of the district. However, the time from our first meeting with the district until the finalist is selected is typically a minimum of two to three months.

Proposed timeline: (can be adjusted to meet the needs of the board and district)

- Select a firm: **(September 14, 2020)**

- At the beginning of the search **(October 2020)**
 - Advertising decisions are made
 - The qualities for the new administrator are identified
 - Application information is posted
 - A formal timeline is established
 - A brochure is created to advertise the district and the vacancy

- At the time designated by the district **(November 2020)**
 - Stakeholder group meetings are held
 - A summary of stakeholder input is presented to the selection committee

- As applications arrive in our office
 - Applications are monitored and applicants are notified of the deadlines to submit their materials

- After the closing date **(late November 2020)**
 - All the completed applicant files are forwarded to the consultants
 - The consultants begin the review and pre-interview process

- Approximately two to four weeks after the closing date **(December 2020)**
 - Consultants provide information to the selection committee on all applicants who completed the process
 - Consultants present summary profiles of qualified candidates to the selection committee
 - The selection committee selects the candidates it wants to interview
 - McPherson & Jacobson notifies each applicant not selected for an interview

- Soon after the selection committee selects their candidates **(January 2021)**
 - Semi-finalist interviews are conducted (if chosen by the district)
 - The selection committee interviews its final candidates
 - The selection committee selects their new administrator
 - A criminal/financial/credential verification background check is conducted on the selected candidate
 - McPherson & Jacobson's consultants contact each candidate who was interviewed to notify them of their status

Investment

Due to the current situation regarding the COVID-19 crisis, McPherson & Jacobson has the tools to conduct the components of the search process electronically. We can work with the board to determine the best practices as the search progresses and updated guidance regarding the crisis is received.

The investment for conducting an administrative search is dependent upon the service selected by the district.

McPherson & Jacobson is committed to working with the school district until an administrator is identified and hired. If a second round of candidate selection is necessary, the only cost to the district would be the additional expenses, there is not an additional fee.

Expenses in addition to the consulting fee are: cost of media advertisement selected by the district; office expenses; and telephone charges for reference checks. Consultants' travel expenses are not included. All expenses will be explained and agreed to prior to the commitment of the search process. **McPherson & Jacobson is willing to provide a maximum not to exceed amount, which includes the fee and expenses.**

Activity	Fee	Estimated Expenses[^]
Preliminary Search Activities	\$ 3,400	\$ 100
Solicit Stakeholder Input*	\$ 4,300	\$ 100
Advertise Vacancy**	\$ 180	\$ 1,600
Recruit Applicants	\$ 4,300	\$ 100
Screen Applicants***	\$ 4,300	\$ 450
Coordinate Interview	\$ 170	\$ 100
Transition	\$ 1,250	\$ 100
TOTAL	\$20,450	
*Stakeholder meetings	Two (2) days of online stakeholder input. The fee includes online input surveys in two (2) languages. Additional languages are \$50 each.	
**Advertising expenses	Includes 30 days on American Association of School Administrators website (AASA.org) and 30 days on TopSchoolJobs.org, this amount will increase if the selection committee chooses additional advertising media.	
***Screening applicants' expenses	Video interviews of candidates are short list candidates. The estimated expenses include five video interviews.	

^All expenses are based on a virtual search. If the district requests in-person meetings, the expenses and fees will increase.

NOTE:

- Interview expenses for the candidates are not included in the expenses listed above.

Additional Services:

In addition to the basic services provided, McPherson & Jacobson can provide at no additional charge the following services:

- Assist the selection committee in revising and updating the administrator's job description.
- Assist the selection committee in developing an effective contract.
- Provide assistance in negotiating the contract with the finalist.
- Schedule an on-site visitation to the finalist's home district.

Guarantee

McPherson & Jacobson is committed to working with the school district until a superintendent is identified and hired. If a second round of candidate selection is necessary, the only cost to the district would be the additional expenses, there is not an additional fee.

If the board chooses to use our complete service, we will guarantee our process for two (2) years. If the person selected leaves the position, for whatever reason, within the guarantee period, we will repeat the process at no charge except actual expenses.

We are convinced that our process of identifying your most important selection criteria, meaningfully involving stakeholders, screening candidates against the criteria, and working with you during the critical first year, will ensure your search results in quality leadership for education excellence.

Applicant Diversity

While McPherson & Jacobson does not represent candidates, we keep a data bank of quality candidates. Once a board identifies the characteristics it desires in its new superintendent, the consultants from McPherson & Jacobson, L.L.C. will identify and aggressively recruit, on a national level, candidates who match the board's identified criteria.

McPherson & Jacobson has **over 125 consultants** across the nation. Our diverse group of consultants has extensive backgrounds in education and public service including current and former superintendents, assistant superintendents, university professors, and school board members. Over fifty percent have a doctorate degree. Their diversity and expertise ensures your search results in quality leadership for education excellence.

We use our consultant network to track the careers of successful administrators. We also work closely with universities, colleges, and professional organizations that represent and promote minority and female applicants.

For the past five years, approximately **one-third** of our applicants have been female and almost **one-fourth** of our applicants have been ethnically diverse.

In the past ten years, **one-third** of our placements have been women or ethnically diverse candidates.

McPherson & Jacobson, L.L.C. Consultants

McPherson & Jacobson, L.L.C. maintains a vast cadre of professionally trained consultants across the United States. All our consultants are actively involved in recruiting quality candidates for all searches.

All our professionally trained consultants are involved with education. Every consultant believes that every child in every district is entitled to the highest quality educational opportunities. They also believe that quality education begins with quality leadership.

Following is a list of all our consultants, listed by state:

Dr. Thomas Jacobson, CEO/Owner, McPherson & Jacobson, L.L.C., Omaha, Nebraska

Dr. Steve Joel, National Recruiter, Superintendent, Lincoln, Nebraska

Alabama Consultants

Dr. Barry Carroll, Retired Superintendent, Educational Consultant, Athens

Dr. Paul McKendrick, Retired Superintendent, Tuscaloosa

Alaska Consultants

Mr. Shawn Arnold, Superintendent, Valdez

Mr. Harry Rogers, Retired Superintendent, Petersburg

Arizona Consultants

Dr. William Dean, Retired Superintendent, Tucson

Ms. Barbara Dean, Retired from AASA, Tucson

Dr. Mary Kamerzell, Superintendent, Catalina Foothills School Dist., Tucson

Dr. Les Huth, Retired Professor, Scottsdale

Mr. Pat Nauroth, Retired Superintendent, Cave Creek

Ms. Jennifer Tanner, Board Member, El Mirage

Arkansas Consultants

Mr. Wayne Gibson, Board Member, El Dorado

Dr. T. Kenneth James, Education Consultant, Greers Ferry

Dr. Diana Julian, Professor, Benton

Mr. Terry Julian, Retired Administrator, Benton

Mr. Bobby Lester, Retired Superintendent, Consultant Emeritus, Jacksonville

Dr. John H. Moore, Retired Superintendent, Magnolia

Dr. Megan Slocum, Associate Superintendent, Fayetteville

Dr. Tony Thurman, Superintendent, Cabot

Mr. Andrew Tolbert, Retired Superintendent, Warren

Mr. Mitch Walton, Professor, Searcy

Mr. Jerrod Williams, Superintendent, Bauxite

Dr. Kieth Williams, Retired Superintendent, Bald Knob

California Consultants

Dr. Derwin “Darryl” Adams, Educational Consultant, Alta Loma
Mrs. Janice Adams, Retired Superintendent, Benicia
Mrs. Nicole Anderson, Educational Consultant, Vallejo
Mr. James Bates, Retired Superintendent, Bakersfield
Ms. Aida Buelna, Retired Superintendent, Woodland
Mr. Robert Ferguson, Retired Superintendent, Napa
Mr. William Huyett, Retired Superintendent, Lodi
Mr. Benjamin “Ben” Johnson II, Former Board Member, Riverside
Dr. Barry Kayrell, Retired Superintendent, Murrieta
Dr. Debra Lindo, Retired Superintendent, Escondido
Dr. Steven Lowder, Retired Superintendent, Stockton
Dr. Michael McCoy, Retired Superintendent, Bakersfield
Mr. Jesse Modesto, Retired Administrator, Woodland
Dr. Daniel Moirao, Retired Superintendent, Danville
Mr. Dennis Murray, Retired Superintendent, Murrieta
Dr. Marilyn Shepherd, Retired Superintendent, Friant
Mr. Edward Velasquez, Retired Superintendent, Chino
Ms. Teri Vigil, Board Member, Falls River Joint Unified School Dist., McArthur
Mr. Daniel Zeisler, Superintendent, Chicago Park ESD, Grass Valley

Colorado Consultants

Ms. Peg Portscheller, Educational Consultant, Parachute
Dr. Norman Ridder, Retired Superintendent, Arvada

Florida Consultants

Dr. Marjorie Alexander Wallace, Retired IU Director, Palm Harbor

Georgia Consultants

Dr. Michelle King, Georgia Department of Education, Atlanta

Idaho Consultants

Dr. Linda Clark, Retired Educator, Boise
Dr. William Dean, Retired Superintendent, Post Falls
Ms. Barbara Dean, Retired from AASA, Post Falls
Mr. Edward Velasquez, Retired Superintendent, Hayden

Illinois Consultants

Dr. John Closen, Adjunct Professor, Peoria
Dr. Lloyd Kilmer, Retired Professor, Moline

Iowa Consultants

Ms. Kimberly Antidel, Retired Administrator, Grimes
Mr. Dennis Bahr, Retired Superintendent, Webster City
Mr. Michael Billings, Retired Superintendent, Story City
Dr. Paul Gausman, Superintendent, Sioux City Comm. Schools, Sioux City
Dr. Lloyd Kilmer, Retired Professor, Le Claire

Mr. Gary McAndrew, Former Board Member, Peosta
Mr. Lyle Schwartz, Retired Superintendent, Story City
Dr. Richard Sundblad, Consultant Emeritus, Urbandale
Dr. Michael Teigland, Retired Superintendent, Indianola
Mr. Richard Vande Kieft, Former Board Member, Cedar Falls
Dr. Steve Williams, Consultant Emeritus, Monticello

Kansas Consultants

Mr. Dennis Burke, Retired Superintendent, Baxter Springs
Dr. James Christman, Retired Professor, Pittsburg
Dr. Craig Elliott, Retired Superintendent, Sedgwick
Dr. Justin Henry, Superintendent, Goddard
Mr. Von Lauer, Retired Superintendent, Sabetha
Dr. Bradley Rahe, Retired Superintendent, Holton
Mr. Howard Shuler, Consultant Emeritus, Topeka

Louisiana Consultants

Ms. Janet Dixon, Former Board Member, Alexandria
Ms. Lorethie Dunn, Former Board Member, Bastrop
Dr. T. Lamar Goree, Jr., Superintendent, Shreveport
Dr. Gerald Keller, Past Superintendent/Board Member, Reserve
Mrs. Janet Pope, LSBA Executive Director, Lafayette
Mr. John Smith, Board Member, St. Rose

Minnesota Consultants

Dr. Leslie Huth, Professor Emeritus, Oak Park Heights
Dr. Linda Madsen, Retired Superintendent, Forest Lake
Dr. Gary Schnellert, Retired Professor, Sartell

Mississippi Consultants

Dr. Tom Clark, Retired Superintendent, Petal
Dr. James Hutto, Retired Superintendent, Petal
Mr. Ronald Walker, Retired Superintendent, Hattiesburg

Missouri Consultants

Dr. Randal Bagby, Superintendent, La Monte R-IV School Dist., Gravois Mills
Mr. Destry Brown, Superintendent, Clinton
Dr. James Christman, Retired Professor, Carl Junction
Dr. Dennis Cooper, Retired Superintendent, Springfield
Ms. Renee Goostree, Professor, Pittsburg State University, Joplin
Dr. Jeanette Tendai, Retired Educator, St. Louis
Dr. Philip Schoo, Superintendent Emeritus, Consultant Emeritus, Columbia
Dr. Judith Sclair-Stein, Retired School Administrator, Chesterfield

Montana Consultants

Dr. Michael McLaughlin, Educational Consultant, Butte
Mrs. Sharla Anderson Johns, Retired Administrator, Victor

Nebraska Consultants

Dr. Mike Cunning, Retired Superintendent, Hershey
Mr. Alan Ehlers, Superintendent, Madison
Dr. Jerry Ehlers, Consultant Emeritus, Retired Superintendent, Ainsworth
Dr. Randall Gilson, Superintendent, Blair
Dr. Derrick Joel, Superintendent, Raymond Central, Raymond
Dr. Mike Lucas, Superintendent, Westside Comm. Schools, Omaha
Mrs. Jane McDaniel, Former Board Member, Plattsmouth
Mr. Glen Morgan, Retired Superintendent, Fremont
Dr. Randy Nelson, Consultant Emeritus, Retired Superintendent, Seward
Dr. James Ossian, Professor Emeritus, Wayne State College, Wayne
Dr. Aaron Plas, Superintendent, Lakeview Community Schools, Columbus
Mr. Darren Tobey, Superintendent, Broken Bow
Dr. Rob Winter, Retired Superintendent, Grand Island

New Jersey Consultants

Dr. Ralph Ferrie, Jr., Retired Superintendent, Brick
Dr. Candis Finan, Retired Superintendent, Summit

New Mexico Consultants

Mr. Vernon Asbill, Retired Superintendent, Artesian

New York Consultants

Dr. William Christensen, Superintendent, Sidney Central, Binghamton
Dr. John Gratto, Professor, Plattsburgh
Dr. Martin Handler, Superintendent, Pine Planes, Elizaville

North Dakota Consultants

Dr. Cory Steiner, Superintendent, Northern Cass School District, Hunter

Ohio Consultants

Dr. Renee Willis, Superintendent, Richmond Heights, Willoughby Hills

Oklahoma Consultants

Dr. Robert Neel, Retired Superintendent, Norman

Oregon Consultants

Dr. Douglas Nelson, Retired Superintendent, The Dalles

Pennsylvania Consultants

Dr. Marjorie Alexander Wallace, Retired IU Director, Waterford
Dr. Candis Finan, Retired Superintendent, Matamoras

South Dakota Consultants

Mr. Jack Broome, Retired Superintendent, Burke
Dr. Henry Kosters, Retired ASBSD Asst. Executive Director, Pierre
Dr. Robert Mayer, Retired Professor, Sioux Falls
Dr. Augustine (Gus) Scully, Retired Professor, Rapid City

Texas Consultants

Dr. Donald Mathis, Educational Consultant, Cypress

Utah Consultants

Mr. J.T. Stroder, Superintendent, Grand County School District, Moab

Washington Consultants

Dr. Robert Clark, Interim Superintendent, Sequim
Dr. Steven Lowder, Retired Superintendent, Vancouver
Dr. Nathan McCann, Superintendent, Ridgefield
Mr. Michael Parker, Retired Superintendent, Orondo
Mr. Richard Parker, Former Board Member, Everett
Mr. Richard Stewart, Retired Superintendent, Ferndale

Wisconsin Consultants

Dr. Brian Hanes, Retired Superintendent, Oostburg
Mr. Damian La Croix, Superintendent, Suamico

Wyoming Consultants

Mr. David Barker, Superintendent, Platte County School Dist. #2, Guernsey
Dr. Chuck Grove, Retired Superintendent, Pinedale

McPherson & Jacobson, L.L.C. References

(last five years of searches)

Note: All searches listed are for school superintendents unless otherwise noted

	<u>District</u>	<u>City</u>	<u>Year</u>	<u>Enrollment</u>
<u>Alaska</u>				
	Valdez City Schools	Valdez	2017/18	650
<u>Arizona</u>				
	Tucson Unified School District--General	Tucson	2015/16	48,000
	Tucson Unified School District--Internal Auditor	Tucson	2016/17	48,000
	Peoria Unified School District #11	Glendale	2017/18	37,000
	Dysart Unified School District	Surprise	2017/18	25,000
	Kyrene Elementary School District No. 28	Tempe	2015/16	18,000
	Sunnyside Unified School District No. 12	Tucson	2014/15	17,400
	Liberty Elementary School District	Buckeye	2017/18	3,500
	Salt River Schools--Dir. of Human Resources	Scottsdale	2017/18	1,000
<u>Arkansas</u>				
	Van Buren School District	Van Buren	2014/15	5,900
	Marion School District	Marion	2016/17	4,113
	Jacksonville-North Pulaski School District	Jacksonville	2014/15	4,000
	Pine Bluff School District	Pine Bluff	2015/16	4,000
	Hot Springs School District	Hot Springs	2014/15	3,689
	Batesville School District	Batesville	2016/17	3,372
	Harrison School District	Harrison	2016/17	2,800
	Watson Chapel School District	Pine Bluff	2014/15	2,721
	Star City School District	Star City	2015/16	1,645
	Highland School District	Hardy	2016/17	1,571
	DeWitt School District	DeWitt	2017/18	1,335
	Fountain Lake School District	Hot Springs	2015/16	1,300
	Harrisburg School District	Harrisburg	2017/18	1,300
	McGehee Public Schools	McGehee	2016/17	1,186
	Smackover-Norphlet School District	Smackover	2018/19	1,150
	Newport School District	Newport	2018/19	1,100
	McCrary School District	McCrary	2018/19	665
	East End School District	Bigelow	2017/18	650
	East End School District	Bigelow	2014/15	622
	Magazine School District	Magazine	2014/15	520
	Foreman School District	Foreman	2017/18	509
	Concord School District	Concord	2018/19	440

<u>District</u>	<u>City</u>	<u>Year</u>	<u>Enrollment</u>
<u>California</u>			
Elk Grove Unified School District	Elk Grove	2014/15	62,000
Glendale Unified School District	Glendale	2015/16	26,200
Hemet Unified School District	Hemet	2015/16	21,000
Conejo Valley Unified School District	Thousand Oaks	2014/15	19,500
Ventura Unified School District	Ventura	2016/17	17,000
New Haven Unified School District	Union City	2018/19	12,000
Roseville Joint Union High School District	Roseville	2017/18	10,300
Berkeley Unified School District--Executive Director for Special Education	Berkeley	2017/18	10,000
Saugus Union School District	Santa Clarita	2017/18	10,000
El Monte Union High School District	El Monte	2014/15	9,500
Alisal Union School District	Salinas	2015/16	9,000
Calexico Unified School District	Calexico	2017/18	8,966
Benicia Unified School District	Benicia	2014/15	5,000
Soledad Unified School District	Soledad	2016/17	4,870
Albany Unified School District	Albany	2018/19	3,714
Richland School District	Shafter	2016/17	3,504
Parlier Unified School District	Parlier	2017/18	3,435
Nevada Joint Union High School District	Grass Valley	2017/18	2,600
Golden Valley Unified School District	Madera	2017/18	1,950
Anderson Union High School District	Anderson	2018/19	1,800
Alpine Union School District	Alpine	2015/16	1,700
Compass Charter Schools (formerly Academy of Arts & Sciences)--CEO Search	Thousand Oaks	2015/16	1,600
Denair Unified School District	Denair	2017/18	1,500
Lakeside Union School District	Bakersfield	2014/15	1,310
Sonora Union High School District	Sonora	2017/18	1,000
Pollock Pines Elementary School District	Pollock Pines	2015/16	800
Newcastle Elementary School District	Newcastle	2014/15	796
Penn Valley Union Elementary School District	Penn Valley	2014/15	700
Sausalito Marin City School District	Marin City	2015/16	524
Sierra-Plumas Joint Unified School	Loyalton	2018/19	425
Fort Sage Unified School District	Herlong	2016/17	310
Oasis Charter Public School--Executive Director	Salinas	2018/19	250
Johnstonville Elementary School District	Susanville	2016/17	212
Cold Spring School District	Santa Barbara	2016/17	175
<u>Colorado</u>			
Thompson School District R2-J	Loveland	2017/18	16,000
Morgan County School District	Fort Morgan	2017/18	3,300
Clear Creek School District RE-1	Idaho Springs	2018/19	765

<u>District</u>	<u>City</u>	<u>Year</u>	<u>Enrollment</u>
<u>Georgia</u>			
Fulton County Schools	Atlanta	2018/19	93,500
Troup County School System	La Grange	2018/19	12,300
<u>Idaho</u>			
Coeur d'Alene Public Schools	Coeur d'Alene	2016/17	11,000
Lake Pend Oreille School District	Ponderay	2018/19	3,500
<u>Illinois</u>			
Rock Island-Milan School District #41-- Elementary Principal	Rock Island	2018/19	6,300
East Dubuque School District #119	East Dubuque	2015/16	718
Scales Mound Community Unit School District	Scales Mound	2014/15	245
<u>Iowa</u>			
Waukee Community School District	Waukee	2018/19	11,000
Marshalltown Community School District	Marshalltown	2015/16	5,085
Ottumwa Community School District	Ottumwa	2015/16	4,595
Western Dubuque Community School District	Farley	2014/15	2,991
Marion Independent School District	Marion	2018/19	1,932
Webster City Community Schools	Webster City	2017/18	1,800
Center Point-Urbana Community School District	Center Point	2015/16	1,543
West Liberty Community School District	West Liberty	2016/17	1,307
Cedar Rapids Community School District	Cedar Rapids	2016/17	1,300
Clear Lake Community School District	Clear Lake	2015/16	1,200
PCM Community School District	Monroe	2014/15	1,100
Monticello Community School District	Monticello	2015/16	1,096
West Burlington Independent School District	West	2018/19	1,000
Cherokee Community School District	Cherokee	2014/15	940
Sibley-Ocheyedan Community School District	Sibley	2018/19	850
West Branch Community School District	West Branch	2017/18	844
Belmond-Klemme Community School District	Belmond	2015/16	801
North Cedar Community School District	Stanwood	2015/16	800
MMCRU Schools (Marcus Meridian Cleghorn)	Marcus	2017/18	800
Colfax-Mingo School District	Colfax	2014/15	746
North Kossuth CSD & North Union CSD	Swea	2015/16	743
Ogden Community School District	Ogden	2017/18	700
AGWSR Community Schools	Ackley	2017/18	624
PCM Community School District--Principal	Monroe	2014/15	

<u>District</u>	<u>City</u>	<u>Year</u>	<u>Enrollment</u>
<u>Kansas</u>			
Lawrence Public Schools USD 497	Lawrence	2015/16	11,716
Lansing Unified School District 469	Lansing	2015/16	2,600
Ottawa USD 290	Ottawa	2017/18	2,386
Independence USD #446	Independence	2014/15	2,000
Chapman USD 473	Chapman	2015/16	1,065
Burlington USD 244	Burlington	2015/16	854
Caney Valley USD #436	Caney	2014/15	810
Wellsville USD 289	Wellsville	2017/18	782
Lyndon USD 421	Lyndon	2016/17	400
Stafford USD 349	Stafford	2016/17	200
<u>Mississippi</u>			
Jackson Public Schools	Jackson	2017/18	27,062
Madison County School District	Ridgeland	2017/18	13,225
Gulfport School District--Middle School	Gulfport	2018/19	5,500
Starkville Oktibbeha Consolidated School	Starkville	2016/17	5,200
<u>Missouri</u>			
Hazelwood School District--Director of	Florissant	2018/19	18,000
Hazelwood School District--Director of Finance	Florissant	2018/19	18,000
Francis Howell School District	Saint Charles	2015/16	17,000
Webster Groves School District	Webster Groves	2015/16	4,500
Willard Public Schools	Willard	2016/17	4,500
<u>Montana</u>			
Shepherd School District #37	Shepherd	2016/17	750
<u>Nebraska</u>			
Learning Community of Douglas and Sarpy Counties--CEO	Omaha	2015/16	
Grand Island Public Schools	Grand Island	2015/16	9,607
Hastings Public Schools	Hastings	2018/19	3,740
Waverly School District 145	Waverly	2016/17	1,920
Crete Public Schools	Crete	2015/16	1,800
Seward Public Schools	Seward	2016/17	1,406
Fairbury Public Schools	Fairbury	2014/15	901
Broken Bow Public Schools	Broken Bow	2014/15	810
South Central Nebraska Unified #5	Fairfield	2017/18	681
Arlington Public Schools	Arlington	2018/19	660
Chase County Schools	Imperial	2017/18	620
Gibbon Public Schools	Gibbon	2016/17	598
Centura Public Schools	Cairo	2017/18	486
Yutan Public Schools	Yutan	2014/15	477

<u>District</u>	<u>City</u>	<u>Year</u>	<u>Enrollment</u>
<u>Nebraska (continued)</u>			
Doniphan-Trumbull Public School	Doniphan	2017/18	465
Superior Public Schools	Superior	2017/18	435
Southern Public Schools	Wymore	2016/17	395
Pawnee City Public Schools	Pawnee City	2015/16	297
Axtell Community School	Axtell	2016/17	264
Creek Valley Public Schools	Chappell	2014/15	252
Potter-Dix Public Schools	Potter	2014/15	191
<u>New Hampshire</u>			
Manchester School District	Manchester	2018/19	13,803
<u>New Jersey</u>			
Colts Neck Township Schools	Colts Neck	2014/15	969
Harding Township School	New Vernon	2014/15	330
Unity Charter School--Director of Schools	Morristown	2014/15	205
<u>New Mexico</u>			
Carlsbad Municipal Schools	Carlsbad	2016/17	6,410
<u>North Carolina</u>			
Charlotte-Mecklenburg Schools	Charlotte	2015/16	145,363
Dare County Schools	Nags Head	2016/17	5,500
<u>Ohio</u>			
Indian Hill Exempted Village School District	Cincinnati	2018/19	2,000
<u>Oklahoma</u>			
Seminole Public Schools	Seminole	2019/20	1,700
<u>Oregon</u>			
Bend-La Pine Schools	Bend	2014/15	17,300
Reynolds School District	Fairview	2017/18	11,200
Springfield Public Schools	Springfield	2018/19	10,700
North Bend School District	North Bend	2018/19	2,300
<u>South Carolina</u>			
Jasper County School District	Ridgeland	2015/16	3,000
<u>South Dakota</u>			
Rapid City Area School District 51-4	Rapid City	2015/16	13,320
Harrisburg School District	Harrisburg	2018/19	4,700
Sisseton School District 54-2	Sisseton	2016/17	925

<u>District</u>	<u>City</u>	<u>Year</u>	<u>Enrollment</u>
<u>Utah</u>			
Park City School District--Chief Academic	Park City	2018/19	4,700
Park City School District--Chief Operations	Park City	2018/19	4,700
Park City School District--Director of Talent	Park City	2018/19	4,700
<u>Virginia</u>			
Culpeper County Public Schools	Culpeper	2014/15	8,001
<u>Washington</u>			
WSSDA--Executive Director	Olympia	2015/16	
Seattle Public Schools--Director of Enrollment	Seattle	2014/15	52,999
Clover Park School District	Lakewood	2018/19	12,885
Tahoma School District No. 409	Maple Valley	2017/18	8,200
Tumwater School District	Tumwater	2014/15	6,700
Longview School District No. 122	Longview	2014/15	6,320
Shelton School District	Shelton	2014/15	4,115
Othello School District No. 147	Othello	2015/16	4,000
Ellensburg School District #401	Ellensburg	2017/18	3,300
Tukwila School District	Tukwila	2018/19	2,934
Blaine School District	Blaine	2018/19	2,200
Port Townsend School District	Port Townsend	2015/16	1,214
Tonasket School District	Tonasket	2014/15	1,200
Chimacum School District	Chimacum	2014/15	1,100
Mabton School District	Mabton	2017/18	1,000
Coupeville School District	Coupeville	2017/18	980
Kalama Schools	Kalama	2014/15	950
Chief Leschi Schools	Puyallup	2014/15	890
Chewelah School District	Chewelah	2017/18	815
San Juan Island School District	Friday Harbor	2014/15	750
Quilcene School District	Quilcene	2017/18	650
Kittitas School District	Kittitas	2014/15	600
Kittitas School District	Kittitas	2016/17	600
Ocosta School District	Westport	2016/17	600
Mossyrock School District	Mossyrock	2015/16	530
Soap Lake School District #156	Soap Lake	2017/18	490
Brighton School (Nobel Learning Comm.)-- Head of Schools	Mountlake Terrace	2018/19	383
Kittitas School District--Secondary Principal	Kittitas	2014/15	350
McCleary School District	McCleary	2017/18	325
McCleary School District (grades PreK-8)	McCleary	2014/15	290
Kittitas School District--Elementary Principal	Kittitas	2014/15	250
Crescent School District	Joyce	2015/16	250
Thorp School District	Thorp	2017/18	170
Wishkah Valley School District	Aberdeen	2014/15	140
Skykomish School District	Skykomish	2015/16	45

<u><i>Wisconsin</i></u>	<u>District</u>	<u>City</u>	<u>Year</u>	<u>Enrollment</u>
	West Bend School District	West Bend	2017/18	6,909
	DeForest Area School District	DeForest	2015/16	3,625
	School District of Fort Atkinson	Fort Atkinson	2016/17	2,900
	Clinton Community School District	Clinton	2014/15	1,101
	Bristol School District No. 1	Bristol	2015/16	770