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Superintendent Search Assistance

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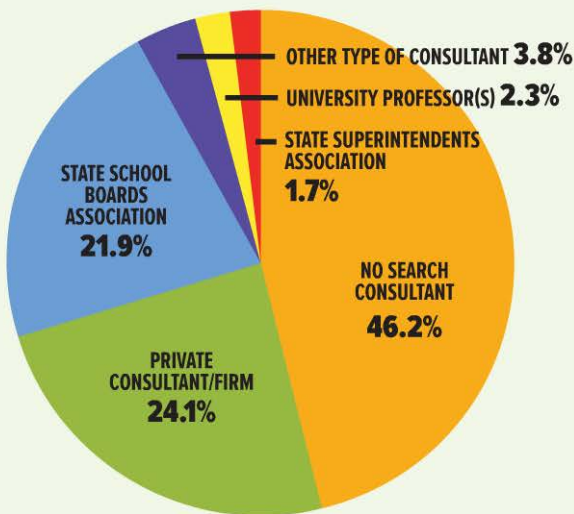
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STATE OF THE SUPERINTENDENCY

Superintendent Search Assistance



About 46 percent of school boards conducted their most recent superintendent search without a professional consultant. In 2000, some 54 percent went it alone on their search, according to AASA's decennial superintendency surveys.

During the past decade, the percentage of districts hiring private help to fill their CEO vacancy increased from about 18 percent to 24 percent. School districts retaining the state school boards association for this purpose increased from 19 percent in 2000 to 22 percent in 2010.

The decision to retain a search consultant is correlated with district enrollment. In 2010, 48 percent in districts with fewer than 3,000 pupils conducted searches without professional assistance. Conversely, only 31 percent of boards in districts with more than 25,000 pupils did so.

The increasing use of search consultants may be explained by two factors. First, the number of very small districts continues to decline because of consolidation in some states. Second, in some instances, attracting a regional or national applicant pool has become more difficult.

SOURCE OF DATA: "THE AMERICAN SCHOOL SUPERINTENDENT: 2010 DECENNIAL STUDY" (2011) PUBLISHED BY ROWMAN & LITTLEFIELD EDUCATION AND CO-SPONSORED BY AASA AND PEARSON. ANALYSIS BY THEODORE J. KOWALSKI, STUDY LEAD AUTHOR AND PROFESSOR OF EDUCATIONAL ADMINISTRATION, UNIVERSITY OF DAYTON.