

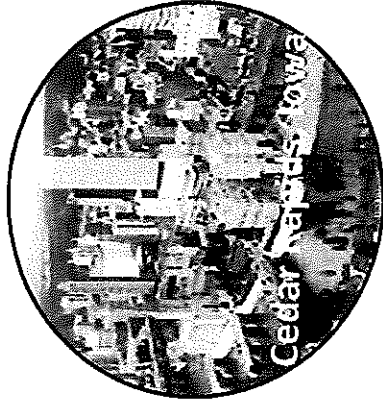
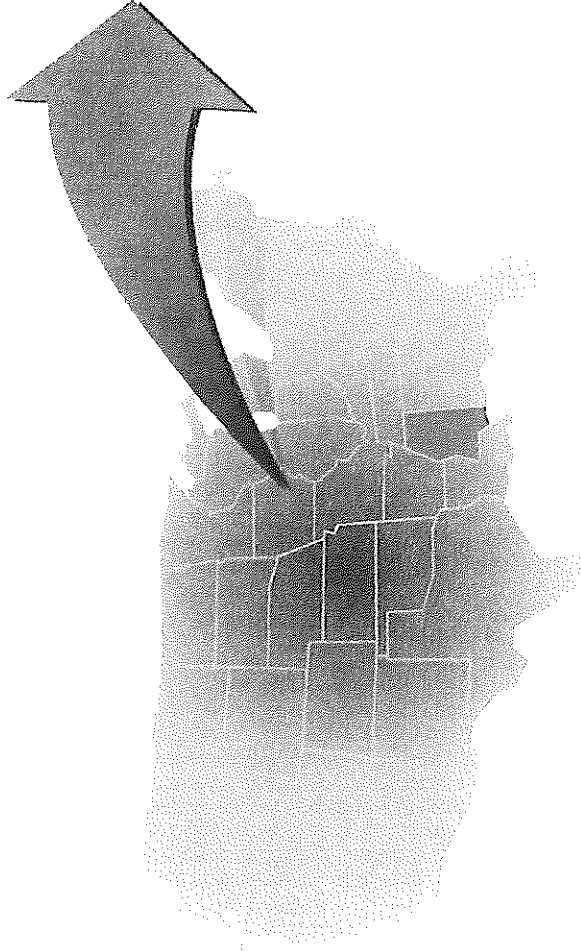


# WHAT SETS US APART

*Ray and Associates, Inc.*



# THE FIRM



*Ray and Associates, Inc.*

# EXPERIENCE

- Ray and Associates, Inc. has been in the school executive search business since 1975.
- The firm under sole, continuous ownership – never been bought out or reorganized and are not engaged in any competing business interests!
- Recruiting the nation's educational leaders is our primary business. Our experience has taught us that continual improvement of our process will keep us on the cutting edge of the profession.

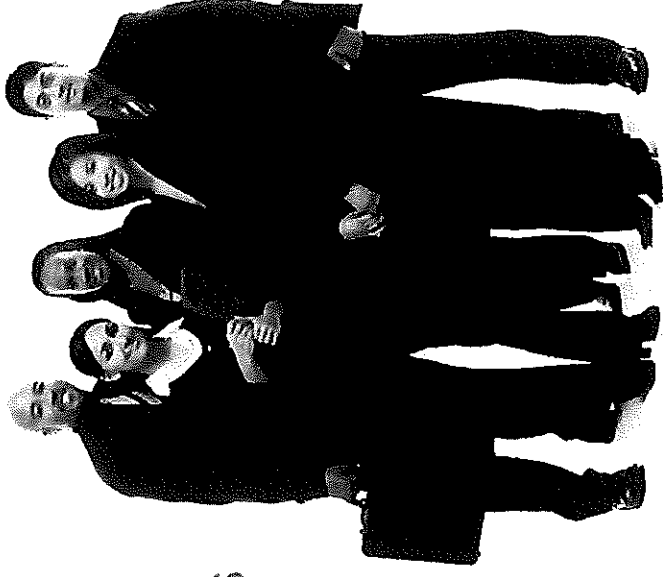
# ASSOCIATE CONTINUITY

- Our associates are with us long-term, which provides stability in the firm.
- Our associates work extremely well together and typically work in teams organized regionally. We will spend as much time as necessary to complete a successful search.



# DIVERSITY

➤ **Over forty percent (40%) of our associates are women or minorities, which helps to provide different perspectives as we vet candidates and prepare candidate pools.**



# DATABASE/CANDIDATE CARE

- Our database is built on years of aggressive recruiting, and our candidates are prescreened and prequalified.
- Through ongoing communications we build trust with every candidate. This allows us to attract and maintain strong candidate interest in the position throughout the search process.



# THE PROCESS

- **Thorough – great attention is paid to detail.**
- **Flexible – allows the search to be tailored to the needs of our client district.**
- **Includes – use of a highly qualified, full-time office staff which takes the burden off district employees and enables the firm to be responsive to district needs!**



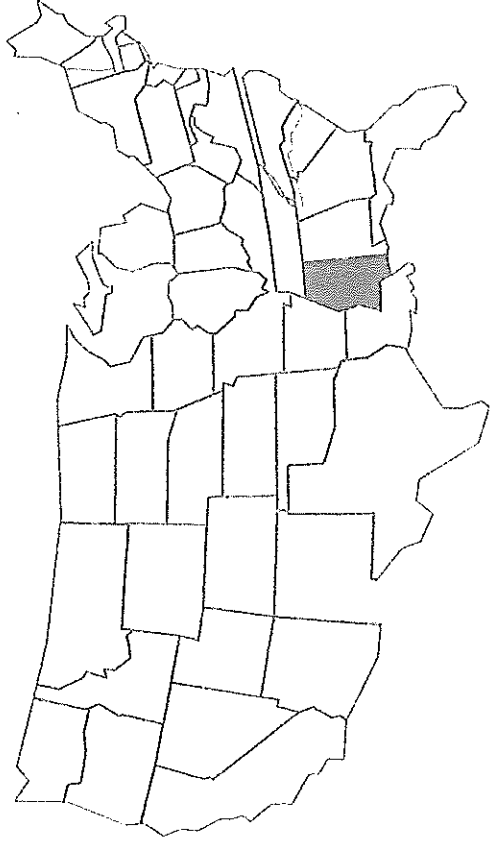
# BUILDING THE PROFILE

- We demonstrate to the district's public the board's sincere interest in seeking constituent opinion and feedback.
  - Individual interviews with board members
  - At the board's discretion, meetings may be held with constituents (public and staff) at which:
    - board approved timeline is shared
    - dialogue is encouraged through consultant questions
    - comprehensive notes are recorded and the public is advised on how the information will be used
    - A 33 Characteristics Survey is completed and collected
    - This survey is also provided online for those unable to attend scheduled meetings
  - Profile report delivered to the Board by the consultant (or via Skype, conference call or gotomeetings.com.)
  - Board approves profile for the position with any desired changes.



# RECRUITING TOP QUALIFIED CANDIDATES

- We advertise the position at national venues and through other channels, including our website, Facebook and Twitter. Additionally, we advertise in media known for high readership by educational leaders.
- We **AGGRESSIVELY RECRUIT** top candidates for the position by personally reaching out and encouraging them to apply.
- We have an excellent track record over other firms in providing highly qualified, diverse candidate pools for our positions.



# CANDIDATE PRESENTATION

- We typically bring 8-12 semi-finalists to the board for consideration: including an in-depth candidate video interview and written report, full application file and other materials/notes as requested by the board.
- Information on all individuals recruited and all those who complete the application will be provided to the board.
- Extremely thorough and fully investigated candidate background checks are performed to ensure that there are no surprises!

# FINALIZING THE SEARCH PROCESS AND BEYOND

- As the search concludes, Ray and Associates will work at the will of the Board to ensure that proper measures are taken to ensure successful closure: This may include the following:
  - Assisting the Board on site visits to finalists' current places of employment, if desired.
  - Working to see our client and the finalist reach contractual agreement.
  - Provide ongoing yearly assistance after the search to ensure that the transition period is successful. Our *Board Self-Assessment Survey* is designed to create a good board/superintendent relationship from the start and is continuing as long as the superintendent is employed.
  - Maintaining contact with the new superintendent and the Board of Education as long as that superintendent is in tenure.
- We provide a two-year guarantee.