

Ray and Associates, Inc.

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Largest Network in the Country
Over 160 Associates Nationwide

A Highly Qualified
Full Time Staff

Nationally Recognized

- National School Board Association Convention Presentations (NSBA)
- American Association of School Administrators Convention Presentations (AASA)
- Association of Latino Administrators and Superintendents Convention Presentations (ALAS)
- National Alliance of Black School Educators (NABSE)
- Various State Administrator And School Board Convention Presentations
- Affiliated with the Broad Urban Superintendents Academy

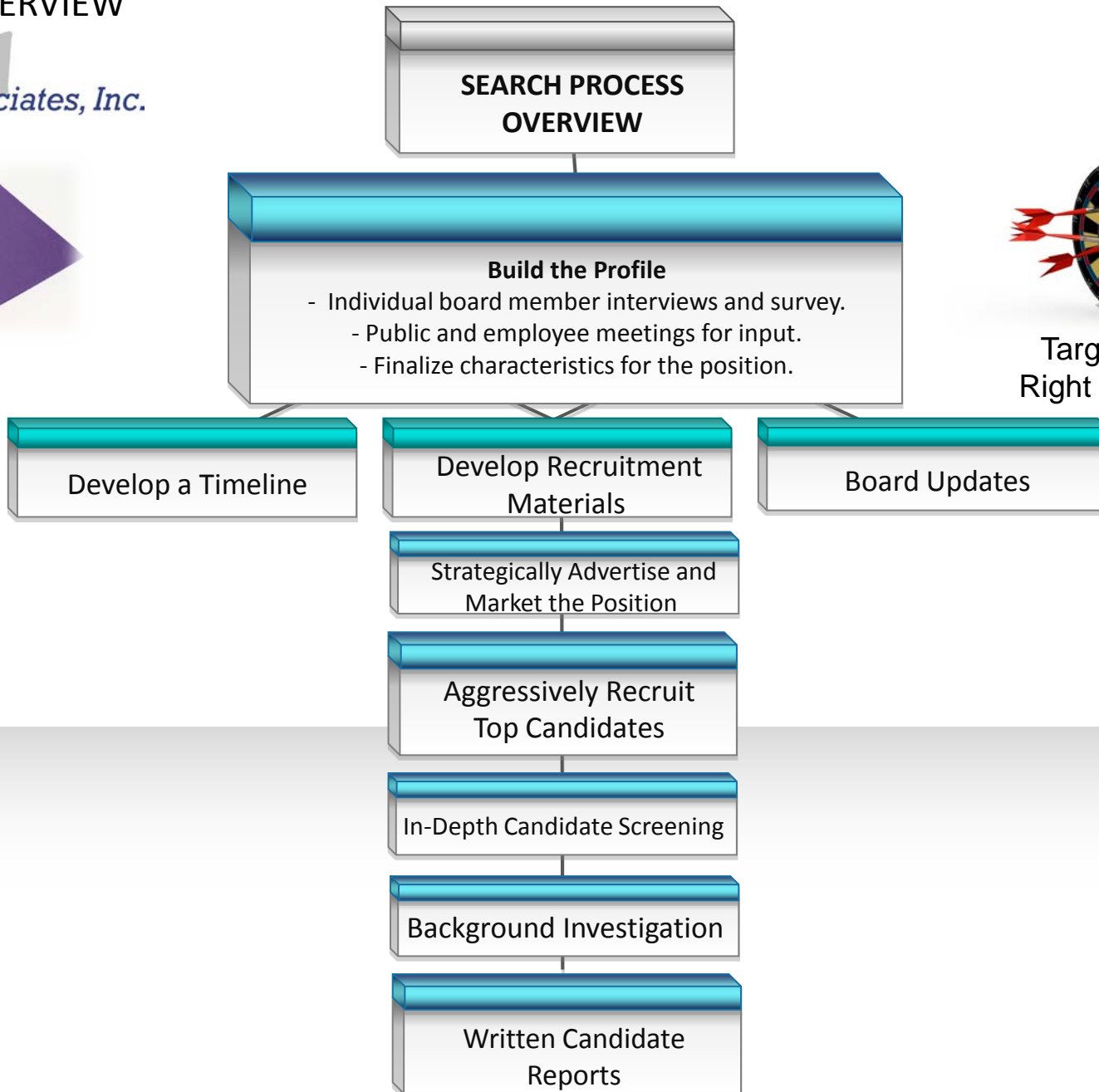
Ray and Associates, Inc.
Leaders in Executive Searches

PROCESS OVERVIEW

Ray and Associates, Inc.



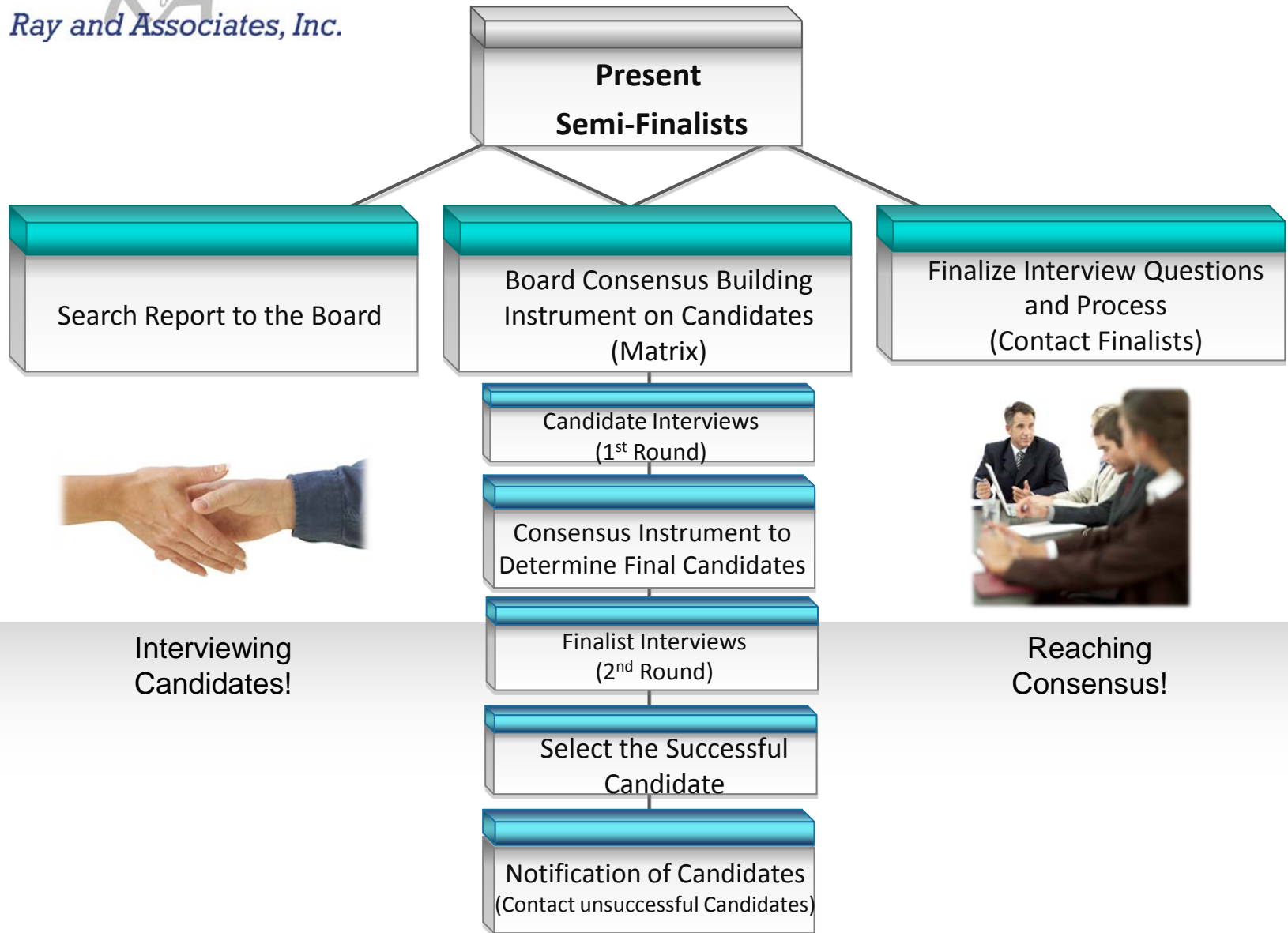
Candidate
Reports



Targeting the
Right Candidate

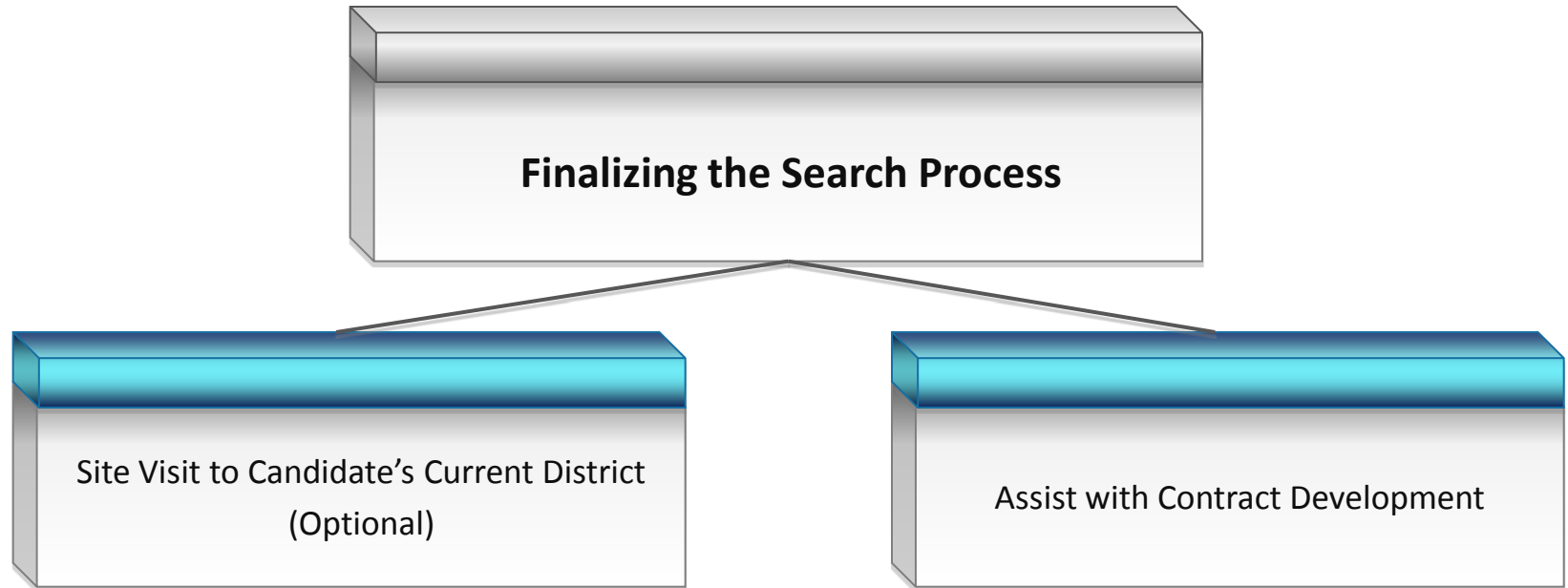
PROCESS OVERVIEW - CONTINUED

Ray and Associates, Inc.



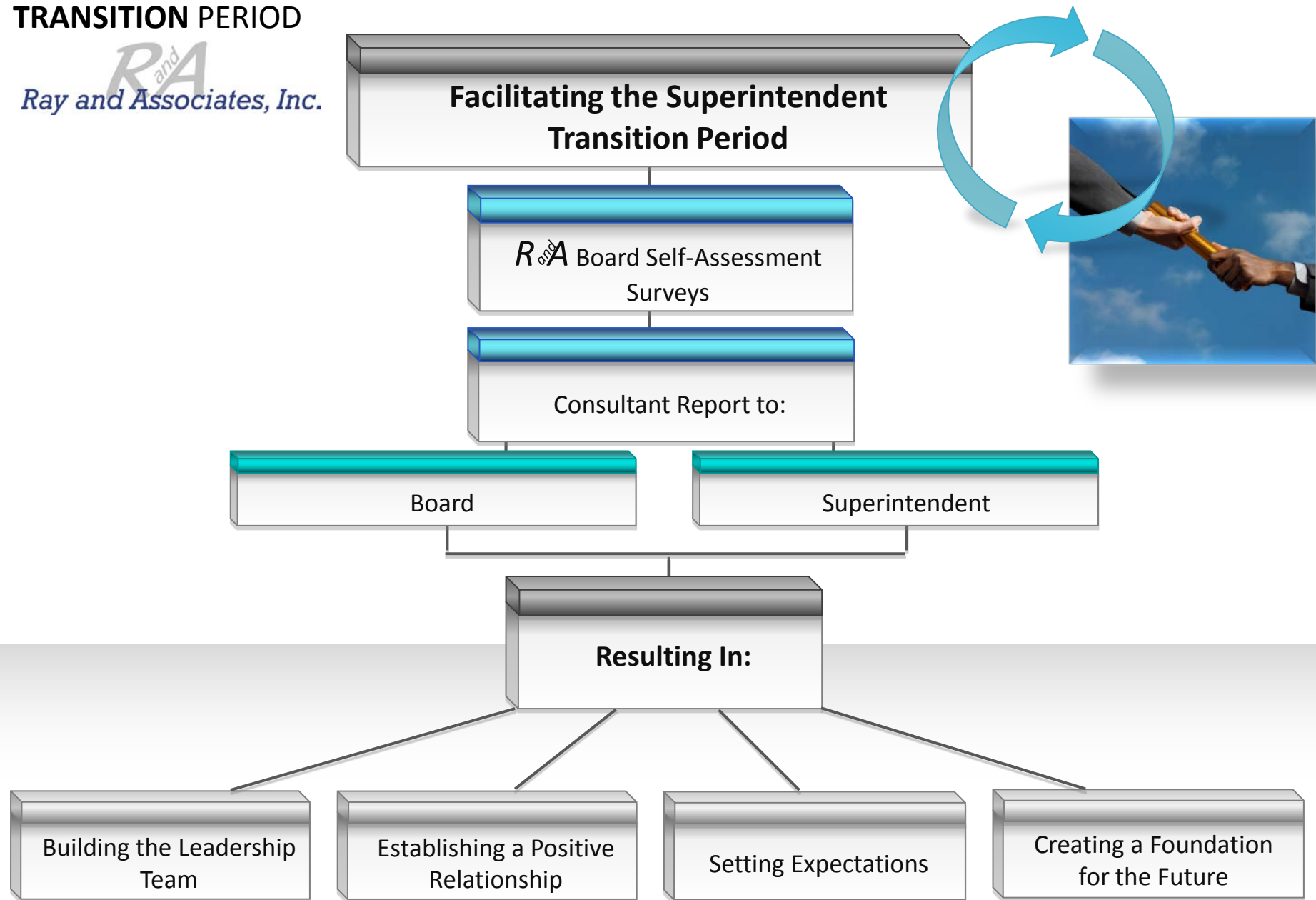
PROCESS OVERVIEW - CONTINUED

Ray and Associates, Inc.



TRANSITION PERIOD

Ray and Associates, Inc.



MISSION STATEMENT

Our mission statement since 1975:



Ray and Associates, Inc.

We will provide our clients with the highest quality services to assist them in hiring leaders who will meet specific needs and positively impact the education of all students.

WHAT SETS US APART

R^{and}A
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!

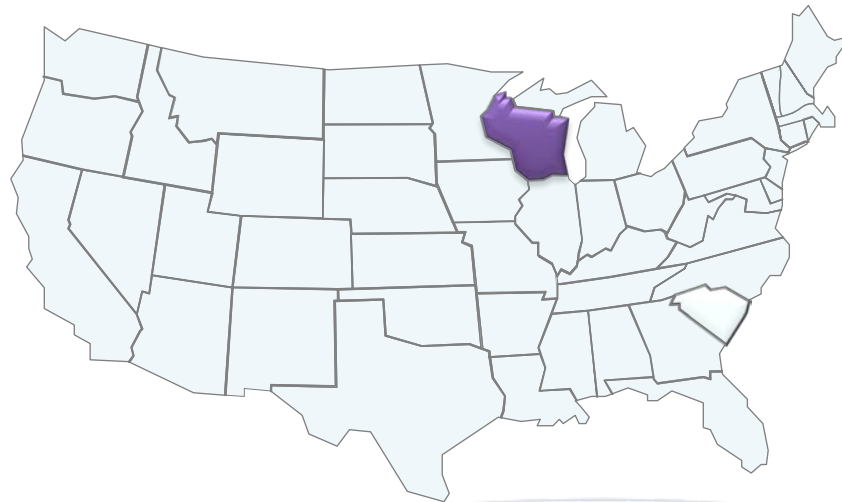


BUILDING THE PROFILE

- **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 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 in site visits to finalists' current places of employment, if desired.
 - Working to see our client and the finalist reach contractual agreement.
 - Providing 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.
 - 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.