

WHAT SETS US APART

Ray and Associates, Inc.

Finding Leaders for America's Schools

YOUR TEAM



Mr. Michael Collins, President
Columbus, OH



Ms. Bridget Cheney
Regional Search Associate/Hastings, MI



Dr. Karen Hall
Regional Search Associate/St. Louis, MO

EXPERIENCE

- **Ray and Associates, Inc. has been in business since 1975 and is a professional organization that specializes in school executive leadership searches.**
- **Our professional consultants, including women and minorities, are persons with long-term experience in the school executive field, with extensive backgrounds as school administrators, business executives, school board members, university professors and attorneys.**
- **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.**

DIVERSITY



- **Over forty percent (40%) of our associates are women or minorities, providing different perspectives as we vet candidates and prepare candidate pools.**

INCLUSION, EQUITY AND ELIMINATION OF INSTITUTIONAL RACISM

During these challenging times we articulate our organizational commitment to identifying and acting upon the changes that are needed to bring about inclusion, recognize the need for equity, and eliminate institutional racism.

We recognize social injustice, systemic racism, socio-economic limitations and the disparities associated with the identification and placement of school district leadership personnel. Furthermore, this recognition has not only guided our recruitment and placement of school district leaders, it directly impacts our recruitment and selection of our search Associates and national office personnel.

Therefore, we will:

- Declare inclusion as an organizational core value;**
- Engage in intentional conversation and behavior around diversity and equity;**
- Identify social justice as a behavior model impacting our school search practices;**
- Recognize systemic racism as an equity problem for children's access to a fair, thorough and effective public education;**
- Place equity, inclusion and diversity as major tenant of practice; and**
- Use our voices and practices as instruments for change.**

As a broad-based representative, nationwide organization that focuses on the delivery of leadership search and selection services to school districts, we commit ourselves to the statements above.

Additionally, we will continue to ask ourselves the appropriate questions that help us focus on the delivery of our respective services through the lenses of integrity, equity, social justice and inclusion.

Finally, we will continue to bring forward the organization's forces of institutional leadership, advocacy, scope of representation, levels of expertise and spheres of influence in these areas from this day forward.

Join us as we: WORK together, ASK questions, LISTEN fully, and ACT meaningfully!

POOL OF CANDIDATES



- **The average number of completed candidate application files per search is forty (40) to fifty (50).**
- **Ongoing candidate communications allow us to attract and maintain strong candidate interest in the position throughout the search process.**

BOARD INPUT

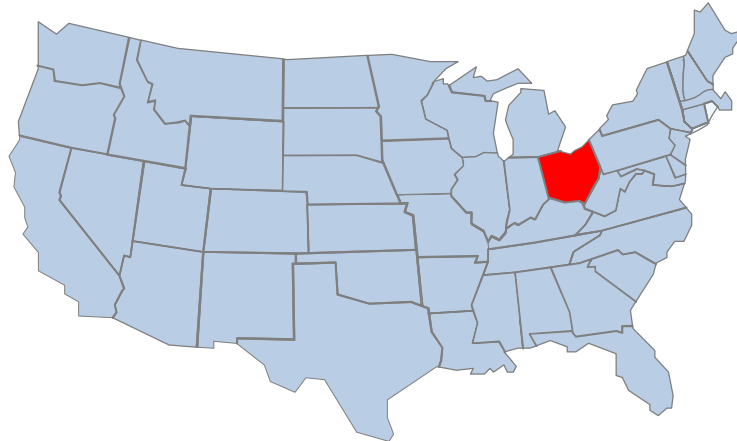
- ❖ **IT'S YOUR SEARCH!**
- ❖ **Individual Board Interviews**
- ❖ **Board Determines Stakeholder Groups**
- ❖ **Board Determines Timeline and Compensation**
- ❖ **Board Finalizes Profile**

PROFILE DEVELOPMENT

- ❖ **Stakeholder Meetings**
- ❖ **Online Survey**
 - **We provide a variety of foreign language surveys at no additional cost**
 - **Research Based**
 - **33 Characteristics**
 - **Stakeholder Comments**
- ❖ **Survey and Focus Group Results (tallying information gained from all resources)**
- ❖ **Board Determines Profile Characteristics (final profile determined from presented survey results)**
- ❖ **Open Public Forums**

RECRUITMENT

- ❖ **AGGRESSIVELY RECRUIT** top candidates for the position by personally reaching out and encouraging them to apply.
- ❖ **Access** highly qualified, diverse candidate pools.
- ❖ **Utilize** robust Ray and Associates website (with over 3,500 monthly hits).
- ❖ **Advertise** with productive venues and through other channels: including our website and social media such as Facebook and Twitter.
- ❖ **We will not come back and try to recruit any placed candidate for a five-year period.**
- ❖ **Average 4-5 times more applicants than any other firm.**



CANDIDATE POOL

- ❖ **Screen according to Profile.**
- ❖ **Extensive background investigations and internet checks of top candidates.**
 - ❖ **Investigate/vet the candidates (using Google, Yahoo, Twitter, Facebook and other media sources).**
- ❖ **Bring 8-12 top candidates to the Board for consideration.**
- ❖ **Provide candidate application and video interview to the Board.**
- ❖ **Criminal, civil litigation, social security, sex offender, motor vehicle record checks and verification of educational degrees can be conducted for top (2-3) candidates at no additional fee.**
- ❖ **NO surprises!**

BOARD SELECTION OF CANDIDATES

- ❖ **Review top candidate applications**
- ❖ **Review top candidate videos**
- ❖ **Complete consensus building matrix (scoring instrument)**
- ❖ **Deliberate/discuss and reach consensus of matrix results**
- ❖ **Select candidates for interviews (either one or two rounds)**
- ❖ **Assist in development of Board interview questions**

FINALIZING THE SEARCH AND BEYOND

- ❖ **Interviews and final selection.**
- ❖ **Assist the District to reach contractual agreement.**
- ❖ **Two (2) year guarantee on Superintendent search.**
- ❖ **Provide a Board Self Assessment Survey for as long as the new Superintendent is employed (at no cost).**
- ❖ **Building the new leadership team.**

"What school boards say about Ray and Associates"

"From the very beginning, they delivered professional, comprehensive services. Ray and Associates, Inc. provided professional services in a consumer-friendly manner that allowed us to select a superintendent that will serve our community well."

May 20, 2020

Mr. Michael Raczak, Board President

Indian Prairie School District 204, IL

Enrollment: 27,400

"The quality of services provided by Ray and Associates cannot be understated and their ability to bring consensus among board members was phenomenal. They were professional and knowledgeable throughout the entire process. I would highly recommend Ray and Associates to any School Board who wants to conduct a national search."

Search completed January 2020

Mr. Steve Cona III, Board Vice Chairman

Hillsborough County Public Schools, FL

Enrollment: 220,000

"Their in-depth knowledge of conducting a national search, large number of consultants through out the country, and strong recommendations from other boards put them at the top of the list after our search firm interviews. I am confident Ray and Associates and their team of consultants would do the same outstanding job for other school boards needing consultation in the hiring of a new superintendent."

August 7, 2019

Ms. Caroline Mason, Board Vice President

Everett Public Schools, WA

Enrollment: 21,000

"What school boards say about Ray and Associates"

“Ray & Associates’ professionalism was unparalleled as they worked alongside us to entertain all ideas, suggestions and opinions we had to aide in our search. They had a complete understanding and respect for our timeline, being expedient in deliverables. The Berlin Area School District Board of Directors is pleased to recommend the expertise of Ray & Associates and their seasoned team members.”

July 15, 2019

Ms. Catherine Kujawa, Board President

Berlin Area School District, WI

Enrollment: 1,600

“The guidance and knowledge provided was invaluable, as was the depth and breadth of the search that was conducted. Ray & Associates, and Mr. Collins, were highly professional throughout our interaction. Most importantly, you allowed the Board to choose from a strong pool of candidates and identify a leader that will continue our progress toward a stronger District that will benefit our kids.”

September 16, 2018

Jamie Glasser, Esq., Board President

Woodland Hills School District, PA

Enrollment: 3,600

All of the factors presented today allow our firm to provide you with a proven search process tailored to the needs of Bexley City Schools.



Bexley City Schools