

A PROPOSAL TO HELP IDENTIFY AND SELECT AN OUTSTANDING NEW LEADER FOR THE SALEM-KEIZER SCHOOL DISTRICT

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HUMAN CAPITAL ENTERPRISES

REDEFINING HUMAN RESOURCES LEADERSHIP

OUR VALUES.

- We believe that our track-record in helping find the “right” Superintendent is second-to-none. We routinely exceed expectations.
- We are an HR company grounded in the work of **recruiting**, and committed to the highest level of **detail orientation, board accessibility, technical expertise**.
- We believe Human Resources Leaders and School Superintendents bring different expertise to the work of search, and *we believe you deserve both*.
- We pride ourselves on **integrity, follow-through**, and an **extraordinary work ethic** – all backed by a remarkably strong network – in order to identify and entice the *right* candidate for the Salem-Keizer community.
- Based on our past history, we expect to exceed your expectations on this search.

WE CARE.

- We do this work because we love this work.
- We are deeply wedded to the success of Oregon schools, boards, and leaders; and in this respect we are unlike any other national search firm.
- We develop long-term relationships with our Board partners that often remain intact for years after we complete our searches.

OUR PROCESS.

- Our process is tailored to the unique needs of each Board we serve; however, some commonalities include:
 - **Extensive community engagement** through authentic focus groups; online survey; and working with staff to reach stakeholders whose voices are not always heard.
 - **Recruiting** through a strong nationwide network and a strong PNW network.
 - **Multiple means** of reaching candidates who are not actively seeking a new position. Our e-Blasts reach over 40,000 education stakeholders – and we even get fan mail back sometimes.
 - **We recommend four rounds of interviews including a Community-based set of interviews.**

WE COLLABORATE.

- We are a small team that is intentionally small.
- We collaborate with each other routinely and learn best practices by doing so.
- We consider our Board to be equal partners in this search. We are not afraid to be challenged or learn new ideas from our Boards and are not afraid to amend a process to meet the needs of a board.

OUR LOCAL REACH.

- Your lead consultants have both lived and worked extensively in Oregon, and the firm has served a long list of Pacific Northwest clients. We know the state well. A sample of recent clients include:

Ashland Baker City Beaverton Bend La-Pine Bethel Brookings Centennial Dallas
Eugene Greater Albany Hermiston Hood River Lane ESD Lebanon Lincoln County
McMinnville Medford North Clackamas Portland Public Redmond Reynolds
Riverdale Sherwood South Coast ESD South Lane Willamette ESD

OUR NATIONAL REACH.

- Your team has lived and worked in Washington, Oregon, California, Washington DC, Florida, Portugal, and El Salvador.
- Our national network is very strong, having supported clients on both coasts and in the Midwest, with districts as large as Houston and as small as Sherwood. Of the roughly 44,000 subscribers to our listserv, roughly half live somewhere other than the west coast.
- We attend national events to seek out talent such as the annual AASA symposium and we are frequently in contact with talented leaders across the United States.

WHAT PEOPLE SAY.

- You did exactly what we asked you to do. We asked for a group of outstanding, racially diverse, highly talented leaders – and that's exactly what you brought us.

-- Board Member, Beaverton, 2022

THANK YOU.

Hank Harris

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