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A BOARD'S MOST IMPORTANT DECISION!

The Telego Center for Educational Improvement of Ashland University is pleased to announce that beginning in January 2008, it will offer a new service to school systems throughout Ohio. The Telego Center is now prepared to conduct Superintendent Searches for public school boards in need of finding the best leaders to guide their school systems.

The selection of the right person to lead a school district as superintendent is the most important task of a school board. Therefore, it is of the utmost importance to conduct a search process that will result in the selection of the best candidate for your schools. The Telego Center for Educational Improvement will provide search consultants to offer advice and recommendations to assist school boards while the final decision and all the steps along the way remain under the control of the school board.

FOR MORE INFORMATION:

Tom Lavinder, Director

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A S H L A N D

Ashland University | Since 1878

TELEGO CENTER
FOR EDUCATIONAL IMPROVEMENT



School Superintendent Searches

CONDUCTED BY DR. DWIGHT McELFRESH
AND TOM LAVINDER

PROFESSIONAL SERVICES

FOR BOARDS OF EDUCATION

OUR CONSULTANTS

The Telego Center for Educational Improvement is pleased to announce the consultants who will assist you in your search for the best school leader:

Dr. Dwight McElfresh, Assistant Dean of Professional Development Services, brings to the Telego Center over 30 years of teaching and administrative experience in the public schools with particular emphasis on school leadership in both large and small systems. He holds an Ed. D. from Ashland University, a Master of Science in Education from Akron University, and a Bachelor of Science in Education from Ashland University. Prior to joining the Telego Center at Ashland University, Dr. McElfresh served as interim superintendent of the Ashland City Schools. Previously, Dr. McElfresh had served as assistant superintendent, director of pupil personnel, director of curriculum, supervisor of special education, and teacher of learning disabled children in a variety of school settings.

Tom Lavinder, Director of the Telego Center for Educational Improvement, has over 30 years of teaching and administrative experience in public education. Tom previously held the position of Superintendent in the Loudonville-Perryville Exempted Village of Schools and the Montpelier Exempted Village Schools, and most recently served as Business Manager for the Ashland City Schools. He also has been a high school

principal for nine years. Tom holds a Master's Degree in Secondary Administration from the University of Akron and a Bachelor's Degree in Secondary Education from Kent State University. He also has completed additional course work at Bowling Green State University, the University of Toledo, and Ashland University.

SEARCH OUTLINE

- A. Preliminary Meeting with Board of Education (Pre-Search)
- B. Screening Meeting (Determining interview process and selection of candidates)
- C. Initial Interviews are held and completed
- D. Meeting to determine Second Interviews/Finalists
- E. Second Interviews or Meeting with Finalist
- F. Awarding of Contract and Press Release for employment of new Superintendent

COSTS

Fees for the coordination of the selection process will be determined based on the magnitude and extent of the search process as determined in the Preliminary Meeting.

SEARCH PROCESS

Our consultants will meet with school boards to discuss key areas of the search such as:

- development of a candidate profile
- information for a brochure announcing the vacancy
- advertisement of the vacancy
- time period for the search process
- questions for interviews
- community and staff involvement
- reference checking
- selection of candidates for second interviews
- forming consensus for the final selection
- compensation and length of contract
- public announcement of new Superintendent selection

For more information or to arrange engagement of our search services, please contact Dr. McElfresh or Mr. Lavinder at 1-419-289-5350, or dmcelfre@ashland.edu and tlavinde@ashland.edu