



Bellflower Unified School District

16703 South Clark Avenue, Bellflower, California, 90706 (562) 866-9011

Request for Proposals PROFESSIONAL SERVICES FOR A HYBRID RECRUITMENT AND SELECTION PROCESS SUPERINTENDENT OF SCHOOLS

Bellflower Unified School District is seeking professional services to provide guidance and assistance to the Board of Education through a collaborative process for the purpose of the selection of a Superintendent of Schools.

The Board of Education has elected to use a hybrid process in which the criteria, screening and selection methods are developed by the Board of Education and the recruitment process is conducted by the District's Human Resource Department.

SCOPE OF SERVICE

The basic scope of services shall include the following:

- Support the Board of Education members in the establishment of a collaborative environment throughout the various stages of the selection process.
- Meet with Board members to assess priorities, goals, and objectives.
- Assist the Board in determining and articulating criteria and qualifications necessary for selecting a Superintendent as well as the key characteristics of the District's culture, strengths, future challenges and issues.
- Assist the Board in developing recruitment criteria and information.
- May lead community groups/stakeholders meetings.
- Assist the Board in determining a fair compensation package.
- Coordinate with the District's Human Resource Department as defined by the Board.

PROPOSALS

Indicate the methodology you would employ to initiate and carry out such services.

The proposal must address:

1. How you propose to communicate and work with a five-member Board of Education.
2. Relevant Experience
3. Three References
4. Cost of services

SUBMISSIONS

Proposal must be submitted to Bellflower Unified School District, Attention of Adrianna Cervantes, Administrative Assistant, Personnel Services, 16703 South Clark Avenue, Bellflower, California 90706.

DEADLINE

Proposals are due no later than March 1, 2018, at 12:00 PM, or until District needs are met.

PLEASE POST