

*A Proposal Prepared for*

**Webster Groves  
School District  
Webster Groves, Missouri**

*for*

*The Search and Selection of a  
Superintendent of Schools*

*submitted by*

**MCPHERSON  JACOBSON, LLC**

7905 L St., Suite 310  
Phone: 888-375-4814/402-991-7031  
Email: [mail@macnjake.com](mailto:mail@macnjake.com)

Omaha, Nebraska 68127  
Fax: 402-991-7168  
Website: [www.macnjake.com](http://www.macnjake.com)

## *Phase V*

In Phase V McPherson & Jacobson's consultants will:

✓ **Establish performance objectives for new superintendent.**

Working with the board and new superintendent, the consultant will assist in establishing two or three performance objectives the board wants the superintendent to focus on during the first year. These objectives are beyond the day-to-day school district operations.

Once the performance objectives have been identified, board members will be asked what they will accept as evidence of progress towards the accomplishment of the identified objectives.

The superintendent will take the information generated from this session and develop an action plan for achieving the performance objectives. The action plan will be presented to the board for formal approval and forwarded to McPherson & Jacobson's home office.

✓ **Provide a guarantee.**

If the board chooses to use our complete service, we will guarantee our process. If the person selected leaves the position, *FOR WHATEVER REASON*, within the guarantee period, we will repeat the process at no charge except actual expenses.

We are convinced that our process of identifying your most important selection criteria, meaningfully involving stakeholders, screening candidates against the criteria, and working with you during the critical first year, will ensure your search results in quality leadership for education excellence.