



October 21, 2021

Dear Parents/Guardians,

We are pleased to share the news that Kearney School District is ready to find its next leader following our unanimous selection of EGL Association to facilitate our superintendent search process. As a united Board, we want you to know how and why we made this decision, and also address some misinformation and misperceptions.

Four executive-search firms replied to our request for proposals to lead the process of identifying and attracting high-quality superintendent candidates for the job in Kearney. Individually, we were given the opportunity to use a scoring sheet to rate each proposal packet. Using those scores, we narrowed our consideration down to EGL and MSBA.

Representatives from those two firms met with us for presentations and interviews on Tuesday, Oct. 19. That evening, we all agreed that EGL had submitted the best proposal and we gave them the green light to lead our superintendent search process.

EGL brings a number of important strengths to this process. Their team has decades of experience in public education leadership and governance. They understand the complexities of running a school system and the skills and characteristics needed to do it well. They work regularly and directly with superintendents and other school leaders across the region and state. Their network of connections is deep and wide, which puts them in a better position to attract top talent.

There is also a financial benefit for KSD. In light of events this year, which resulted in our superintendent vacancy, EGL (formerly known as EdCounsel) will honor a guarantee and offer their superintendent search services free of charge. This type of process normally costs thousands of dollars. We will pay nothing.

We are all very confident that EGL is the right team for this job and are eager to work with them to find and recruit the right leader for Kearney School District.

It has been suggested that hiring EGL may be a conflict of interest. This is not true. Though Interim Superintendent Todd White is a part-time member of the EGL team, he was not involved at any stage in the process. Board President Mark Kelly also serves on the EGL board. EGL is a not-for-profit organization and Mr. Kelly donates 100 percent of his time. He receives no compensation. In addition, as we explained above, EGL is not being paid for this contract.

BOARD OF EDUCATION

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Moving forward, EGL will lead a series of focus group meetings in November with our stakeholders to identify the qualities they are looking for in their next superintendent. These meetings will include staff, parents/guardians and community members.

We plan to interview superintendent candidates by early December and are prepared to consider a hiring recommendation later that month. This expedited timeline in part reflects the fact that there are currently several open superintendent positions in Missouri. It's important that we move swiftly to have a good chance to find the best candidates before they commit to other school systems. With that in mind, we will also take every step necessary to hire the right person.

It is very important to us that you are given the opportunity to provide input on this process and be kept up to date. Please send your questions and concerns to boe@ksdr1.net or call (816) 628-4116. Superintendent search updates will be posted to the Board of Education section of the KSD website at ksdr1.net/board-of-education. Thank you for taking the time to read this update!

Sincerely,

Mark Kelly, President

Bree Switzer, Vice President

Darlene Bailey

Brian Hamm

Dan Holloway

John Kern

Susan Woehrman

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