

# SCORING MATRIX - SEARCH FIRMS FOR SUPERINTENDENT SEARCH

Criteria	Weight	Description	Wisconsin Association of School Boards (WASB)		McPherson & Jacobson L.L.C.		School Exec. Connect		Hazard, Young, Attea, and Associates		Ray & Associates	
			<i>raw</i>	<i>weighted</i>	<i>raw</i>	<i>weighted</i>	<i>raw</i>	<i>weighted</i>	<i>raw</i>	<i>weighted</i>	<i>raw</i>	<i>weighted</i>
<b>Cost</b>	50%	Proposed cost for services, including all fees and expenses.	5	2.5	4	2.0	3	1.5	3	1.5	1	0.5
<b>Reputation and References</b>	20%	Note: Vendors with poor references or past issues are disqualified.	5	1.0	5	1.0	5	1.0	5	1.0	3	0.6
<b>Experience in Placing Good Fit Superintendents</b>	15%	Proven history of placing superintendents who remain in their positions for three or more years.	4	0.6	4	0.6	4	0.6	5	0.8	4	0.6
<b>Completeness of Proposal</b>	10%	Proposal should include all relevant information.	5	0.5	5	0.5	5	0.5	5	0.5	5	0.5
<b>Ability to Identify New Candidates</b>	5%	Capacity to identify fresh candidates not sourced from previous searches.	4	0.2	5	0.25	5	0.3	5	0.3	5	0.25
<b>TOTALS:</b>			<b>23</b>	<b>4.8</b>	<b>23</b>	<b>4.4</b>	<b>22</b>	<b>3.9</b>	<b>23</b>	<b>4.0</b>	<b>18</b>	<b>2.45</b>