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1. Question #1 has three parts:

- Share with us why the Wenatchee School District superintendent search process is one you would like to work with the board to facilitate?

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- What research have you done with regard to the Wenatchee School District that will aid in your facilitation of the search process? What do you know about us?

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- What are some of the unique characteristics of the Wenatchee School District that will attract a highly skilled, diverse, and qualified applicant candidate pool?

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2. The Wenatchee School District strongly supports diversity and equity in all aspects of our work. Describe in detail how you will recruit a diverse applicant candidate pool. What success have you had in placing candidates from a diverse background?

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3. Our community supports transparency and active engagement in all phases of our school operations. How will you ensure that all staff and community stakeholders are engaged in the superintendent search process? What specific tasks will you recommend and organize that will provide opportunities for staff and community engagement?

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4. Share with us your most recent experience in facilitating a school district search process with a district of like size to Wenatchee? What went well? What did not go well? What experiences did you take away from this experience that you would recommend for our process?

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5. How will you work closely with the school board in the search process? What do you believe to be the role of the board in conducting a successful superintendent search process?

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6. What specific services will you provide, including a work plan/timeline and how will you ensure these are scheduled, implemented and that you will be accountable to the agreed upon timelines?

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7. Describe your search process team members - their experience, and how each will be engaged in the search process. How will they work as a team to provide a comprehensive search process?

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8. Describe how your firm will maintain regular contact and communication with the board and the community. How will you work with our communication team to ensure timely and accurate information? What is your recommended start and completion date?

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9. Please describe, in detail, your fee structure, to include your “base fee” and any other additional costs associated or anticipated with the search? Do you provide a guarantee if the candidate does not fulfill the terms of the contract?

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10. What questions do you have for us?

(Please provide a closing statement addressing the question)

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“Why do you believe you should be selected as the firm to conduct our superintendent search process?”