

Executive Search Firm Rubric and Interview Questions

Name of Search Firm: _____

- The Search Firm has proven experience in conducting successful executive searches for urban PreK-12 school districts.

1	2	3	4	5
Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

- The Search Firm has proven experience in recruiting diverse candidates.

1	2	3	4	5
Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

- The credentials of the staff assigned to the Boston Public Schools superintendent search strongly qualify them to complete the search.

1	2	3	4	5
Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

- The recruitment plan for the search is thoughtful and likely to yield a diverse array of qualified candidates.

1	2	3	4	5
Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

- Search firm supplies references who can speak to the credentials of the firm and the specific staff assigned to the search.

1	2	3	4	5
Strongly disagree	Disagree	Neutral	Agree	Strongly Agree

Search Cost Estimate: _____ **Below Mean** **At Mean** **Above Mean**

Total Score: _____

NOTES: