



# SCHOOL DISTRICT SUPERINTENDENT EXECUTIVE SEARCH SERVICES

**Executive Recruitment, Interim Staffing Services and Management Consulting...  
TAILORED TO YOUR NEEDS**

## ABOUT GOVHR USA

GovHR USA was founded to serve as a vehicle for excellence in public service, through recruitment and selection, human resources and management consulting, and temporary staffing services for local governments, schools and non-profit organizations across the United States.

## ABOUT GOVTEMPS

Do you have an interim position that needs filling? GovTemps can help. We have placed employees in a variety of temporary positions in numerous organizations. If you're seeking an Interim Superintendent, Principal, Business Manager, HR Professional, Facility Manager or other administrative position, let us know. We carry all the necessary insurance coverages, including professional liability. Avoid the high cost of employee health insurance and pension expense, and consider filling your position through GovTemps.

## EXECUTIVE RECRUITING

Our recruitment and selection process is dynamic, thorough, and tailored to each client's needs. We take the time to understand your organization's culture, the school district and the qualities and experiences you are seeking in candidates. We develop a targeted outreach plan specific to your recruitment.

Finding the right superintendent to lead your school district is one of the most important – and most difficult – tasks for school district officials. Our thorough and detailed process will take the burden off of staff and elected officials, and provide you with the information you need to make an informed decision in selecting your next superintendent.

## SENIOR STAFF RECRUITMENT

In addition to superintendent roles, we can help fill other administrator or senior staff positions such as Human Resources Director, Finance Director or Business Manager, Facilities Director, Communications Director and more.

## GOVHR USA SERVICES

GovHR USA consultants are with you every step of the way, guiding school district officials through each step of the recruitment process.

**We offer a transparent partnership** featuring regular communication and updates with both officials and candidates throughout the process.

**Strong community engagement efforts** include survey tools and public meeting facilitation/focus groups with the community.

**Position assessment** and detailed recruitment brochure.

**Extensive outreach to candidates** using social media, web-based advertising, multiple databases and personal contact.

**Candidate evaluation**, screening, and background due diligence.

**Oral presentation exercises** and written exercises for use during the interview process.



Community Outreach



Video Interviewing Tools

**Utilization of video interviewing tools**, which helps to screen candidates more efficiently. Officials are able to gain more insight into candidates, while at the same time streamlining the process.

**ADDITIONAL SERVICES AVAILABLE UPON REQUEST.**

## MEET OUR CONSULTANTS

### Jean H. Sophie, Ed.D

Dr. Jean Sophie has been in the education field for almost 40 years serving as a high school business teacher, alternative high school instructor, middle school assistant principal, elementary principal, assistant superintendent of HR in CCSD15 in Palatine, and then as a superintendent for the past 12 years serving in Westchester 92 1/2 and Lake Bluff 65. She has her Chief School Business Official (CSBO) Endorsement and experience in a wide variety of areas including strategic planning, personnel, collective bargaining, Board-Superintendent relationships, teacher evaluation, and mentoring. She is a Certified Level 2 Coach. In her career, Dr. Sophie has served on a state wellness committee, was President of both West Cook and Lake County Superintendents' Associations, was President of the Superintendent Roundtable of Illinois and was voted as the Lake County Superintendent of the Year in 2019 by her peers.



#### Contact:

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### Beth Sagett-Flores, Ed.D

Dr. Beth Sagett-Flores has nearly 40 years of experience in education, including 21 years in executive leadership roles. She has served in various roles including special education and middle school teacher, assistant principal, principal, Director of Human Resources for Evanston/Skokie School District 65, and Superintendent of Golf School District 67, in Morton Grove, IL. During this time, she has earned recognition as an Illinois School of Advanced Leadership Fellow, is a certified level 2 coach, a National Blue Ribbon Award recipient, and was instrumental in numerous successful negotiations with bargaining units. During her tenure she has initiated and formed a Board Community Engagement Committee with a focus on enhancing partnerships with stakeholders, and is a leader in implementing best practices in teaching and learning for diverse learners. Dr. Flores is a member of the Illinois Association of School Administrators, North Cook Superintendent Association, Superintendent Roundtable, Suburban Superintendent Association and Urban Superintendent Association. She is passionate about empowering others to grow as leaders.



#### Contact:

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## WHAT OUR CLIENTS SAY...

“COMMUNICATION was timely, informative, RESPONSIVE and professional.”

“The KNOWLEDGE the consultant had of the candidates was IMPRESSIVE.”

“The organization’s STELLAR REPUTATION is well deserved! Start to finish; no detail was overlooked. The GOLD STANDARD!”

“The COORDINATION by the consultant helped to alleviate the workload of internal staff. The consultant was willing to CUSTOMIZE the process based on the our needs.”

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