



Strengthening Schools Through Exceptional Leadership Recruitment, Selection and Support

Since its first search in 2013, Grundmeyer Leader Services (GLS) has grown into one of the most trusted educational leadership search firms.

Guided by its mission to Transform Education One Leader at a Time, GLS partners with districts and school boards to recruit, select, and support visionary leaders, including superintendents, principals and other district leadership roles. Every search is led by a dedicated team of experienced consultants and supported by GLS's extensive professional network, targeted recruitment strategies, innovative screening tools and proven search process.

Scalable Search Services for School Districts

GLS offers several options for school leader recruitment services, categorized into five tiers: *Recruit*, *Recruit + References*, *Recruit + Guide*, *Principal Full Search* (category also includes Activities Directors, SBOs and other district leadership roles) and *Superintendent Full Search*. Each tier includes more comprehensive services, ranging from marketing to full-scale search facilitation.

GRUNDMEYER LEADER SERVICES SEARCH OPTIONS	RECRUIT	RECRUIT + REFERENCES	RECRUIT + GUIDE	PRINCIPAL FULL	SUPT. FULL
GLS LEAD CONSULTANT ASSIGNED			✓ VIRTUAL	✓ ONSITE	✓ ONSITE
MARKET & RECRUIT CANDIDATES	✓	✓	✓	✓ + ACTIVE RECRUITING	✓ + ACTIVE RECRUITING
CONDUCT REFERENCE CHECKS		✓	✓	✓	✓
ESTABLISH HIRING TIMELINE & PROCESS			✓	✓	✓
CONDUCT STAKEHOLDER SURVEY/REPORT			✓	✓	✓
DRAFT FORMAL INTERVIEW QUESTIONS			✓	✓	✓
REVIEW CANDIDATE APPLICATIONS			✓	✓	✓
SCREEN SEMI-FINALISTS			✓	✓	✓
FINALISTS' PRESS RELEASES			✓	✓	✓
FINALISTS' LEADER PROFILE (ADVANCED INSIGHTS)			✓	✓	✓
FINALISTS' BACKGROUND/SOCIAL MEDIA CHECK				✓	✓
FACILITATE FORMAL INTERVIEWS & PREPARE INTERVIEW FEEDBACK SUMMARIES				✓	✓
CONTRACT NEGOTIATIONS				✓	✓
NEW HIRE PRESS RELEASE & VIDEO				VIDEO (+\$250)	✓
GLS ONBOARDING WORKSHOP - FINANCE, FACILITIES TEAMBUILDING					✓
GLS FIRST-YEAR EVALUATION (AVAILABLE AT A DISCOUNTED RATE)					✓
SEARCH GUARANTEE				✓	✓
COST	\$2,000	\$2,500	\$3,500	7 %	8 %
	MARKETING	MARKETING + REFERENCE CHECKS	ONLINE MODULES AND TEMPLATES	CURRENT PRINCIPAL SALARY + MILEAGE	CURRENT SUPT. SALARY + MILEAGE



A Seamless Search from Start to Finish

It's the little things that make the difference. For full searches, GLS manages the entire search process, allowing district leaders and boards to remain focused on serving students rather than managing a complex hiring process.



WHY CHOOSE US?



Expert Team

Seasoned education professionals with extensive networks



Proven Processes

From initial planning and stakeholder engagement to rigorous finalist background checks and the candidate offer, GLS delivers



Measured Success

A reputation for transparency, fairness and results



SCAN HERE

Partnership Beyond the Hire

Beyond helping districts identify and hire exceptional leaders, GLS offers transition support, onboarding resources, leadership development opportunities and ongoing guidance to ensure success for both the new leader and the board.



LEADERSHIP DEVELOPMENT

Application and Interview Prep
Monthly Newsletter
New Era Strategic Partnership
Research Briefs and Seminars
Administrative Retreats
Six Month Check-Ins



ONBOARDING WORKSHOP

Summer one-day workshop for superintendent, school business official and board president includes legislative, finance and facilities presentations with case-based learning and practical tools.



SUPERINTENDENT EVALUATION

GLS-facilitated process combines stakeholder feedback aligned to state standards and a superintendent self-assessment. Results reviewed with the board to identify strengths, growth opportunities and future goals.