NORTH CAROLINA SCHOOL BOARDS ASSOCIATION

SUPERINTENDENT SEARCH SERVICES

25+
Years of Experience

84
School Boards
Assisted with Searches

216
Total Searches
Completed or In Progress

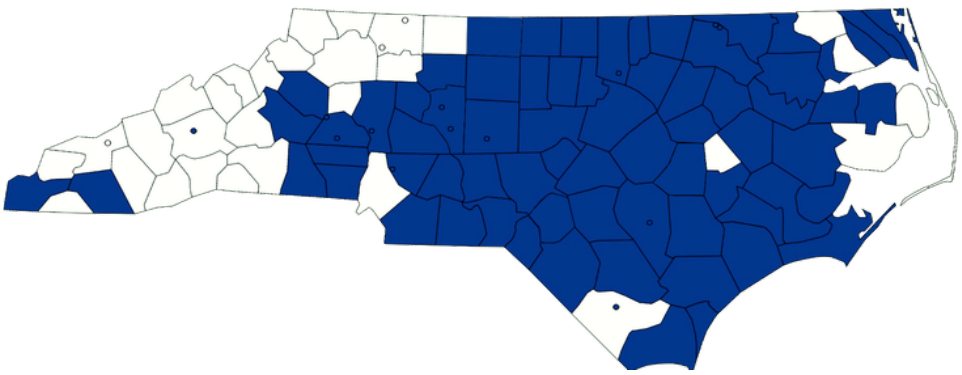
Choosing a superintendent is one of the most important responsibilities your board of education must make. The thought of searching for your school system's next leader — someone with passion, experience, and a proven track record of success — may be overwhelming. While there's a lot to consider, NCSBA is here to help you streamline the process.

For over 25 years, NCSBA has provided quality superintendent search services to school boards across North Carolina. We are proud to have assisted 85 school districts of all sizes on a total of 216 superintendent searches.

Your time is valuable. By leaving the details to us, your board can focus on what's most important — hiring the right superintendent. This is your board's search. NCSBA's role is to facilitate and simplify the process for you. Our dedicated team of attorneys and staff will guide you through the search process with relevant NC laws in mind and will be available to you every step of the way. You can count on our superintendent search team to:

- Develop a proposed timeline
- Draft a custom vacancy announcement
- Advertise the position nationally
- Engage stakeholders for feedback
- Design a leadership profile
- Compile application materials
- Arrange interviews and help draft questions
- Check references and facilitate background checks
- Handle all communication with applicants
- Maintain confidentiality at all times

SCHOOL BOARDS NCSBA HAS ASSISTED

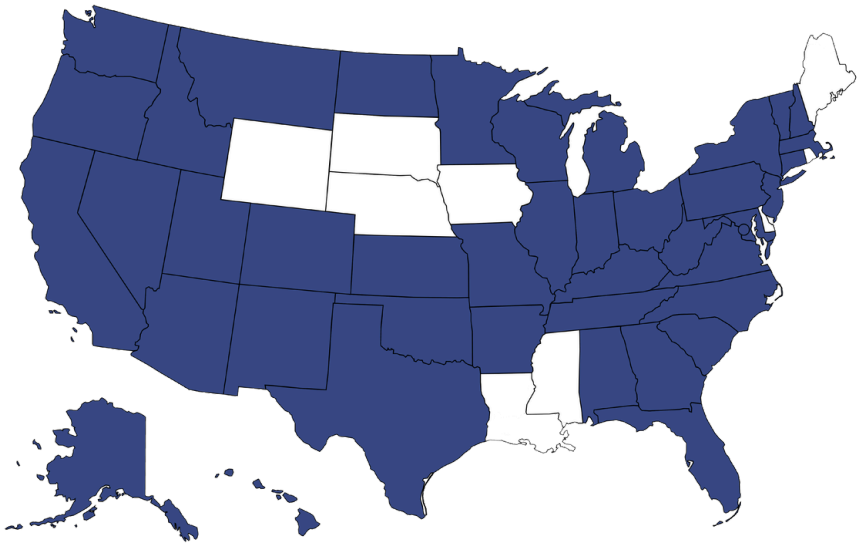


ncsba
NORTH CAROLINA SCHOOL BOARDS ASSOCIATION

As your state school boards association, we have a crucial duty to foster relationships with our members. That means we have a vast statewide network of board members to provide information about candidates as well as a network of administrators who may be interested in applying for your position. Our extensive knowledge of NC public schools, boards of education, and the board-superintendent relationship will be an asset to your superintendent search.

In addition to our in-state network, we also recruit strong applicants from across the country. NCSBA is part of the National Affiliation of Superintendent Searchers. Through this national network of search professionals, we have access to valuable resources to help us provide your board with an exceptional superintendent search service. Since 2018, our superintendent applicants have come from 41 states plus Washington, D.C., and Guam.

RESIDING STATES OF RECENT APPLICANTS



FEES

The fee for a superintendent search initiated during 2026-2027 is $19,900 plus authorized expenses, such as advertising, travel, or large-scale copying.

If needed, we are also happy to help your board find an interim superintendent to fill the position in the event that your current superintendent leaves before a new hire has been identified. This additional service is included in the superintendent search fee.

CONTACT

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