



To Whom It May Concern:

Please accept this letter as a recommendation for Impact Education Specialists.

In the last 22 years IPCISD has had two superintendents, each serving for about 11 years. As sitting board president, I knew that this hire was possibly the most important decision this board would make during its tenure. I had been through an executive search the year before, seeking a new pastor for our church. One of the things that I learned very quickly through the pastor search was that a lot of the candidates applying were wanting to get away from where they were, or the people where they serve were ready for them to move on. So, if you want someone who is doing a good job, is happy where they are, and those that they are serving are happy with their service, you are going to have to recruit. You are not going to get their application, because they aren't actively looking.

We interviewed three search firms: our regional service center; TASB; and Impact Education Specialists. Doug Williams with Impact brought his excitement and enthusiasm into his interview, and was eager to help us find the next fit for Iowa Park. He completely blew the other groups away with the presentation of services offered and eagerness to help. Impact knows how important fit is, not just with the culture of the district, but also with the leadership of the current board of trustees. Fit is extremely important, when speaking of a community and district with a new superintendent. One of the things about Impact is that they have all served as superintendents. They know the job, its requirements, and how to work with boards. What is even more valuable is that they know all the players. What I didn't want was candidates upset with where they were, or those getting run out of town. How do you get around that? Knowing all of the players involved around the state, and actively recruiting those who fit. Impact was willing and able to do just that.

Impact knows the current market of superintendents. They know them and have worked alongside them. They know individual superintendent's personalities, they will get to know you as a board, and the values of your community and its culture. This will help in creating the right fit between district and superintendent.

In my mind I can't understand why a district wouldn't use the most professional source available to make such a critical decision for their district. Impact will lead you through the process from beginning to end, giving you sound advice along the way, to find the best candidate for your district's most important administrative position. I know from our teachers, principals, and administrative office personnel that they are all extremely happy and impressed with our new superintendent. He wouldn't be here without Impact Education Specialists.

Thank You,

*Shawn Price*