

**Executive Search Firm - RFP 540 150000275 - Score Sheet**

Proposal #  
101

Technical Evaluation Team: David Karem - KBE

Roger Marcum - KBE

Grayson Boyd - KBE

Mary Ann Miller - KDE

Hiren Desai - KDE

Kevin Brown - KDE

Vendor  
Greenwood/Asher & Associates, Inc.

Evaluation/Scoring Date  
April 29, 2015

Cost Evaluation Team: Charlie Harman - KDE

Tom Stratton - KDE

Part	Description	Points Possible	Score	Comments
1	Previous Experience	300	272	<p>Experience: 23 years. 97% repeat client rate.</p> <p>Post-secondary. State level. CEO. School Districts. CPE and KDE Commissioner.</p> <p>Commissioner of Education New York. CPE president. Multiple K-12 districts. Education CEOs in KY. Multiple state level searches. 271 placements. Very good searches.</p> <p>Average answer for historical trend and current status of education reform - lacked detail and evidence.</p> <p>Significant searches: higher ed, non-profit.</p> <p>Other: completed CPE search in KY, NY state CEO, K-12 school districts. Didn't mention anything other than examples of other searches. Client list is outstanding.</p>

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2	Qualifications	200	197	<p>Multiple locations, employees, adequate staff to handle a search of this magnitude.</p> <p>Business stability info for 3 years.</p> <p>No legal proceedings ("not applicable").</p> <p>Members of professional organizations in their professions.</p>
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3	Familiarity with Kentucky's Educational Needs	200	200	Prior Commissioner search. CPE search. Ties to KY. Searches for universities. Good relationships. Work plan is outstanding. Dr. Asher has a KY connection.
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4	Availability	40	36	3 people x 40 hours/week Can start immediately. No restrictions.
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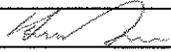
5	References	60	60	3 references.
Cost Completed by KDE Procurement	Total Cost (base fee + indirect)	200	63	Base Fee = \$70,000 Indirect Expenses = \$10,000 Total = \$80,000
<b>TOTAL POINTS</b>			<b>828</b>	

Justification: KBE recommends oral presentation.



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PROACT Search

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Cost Evaluation Team: Charlie Harman - KDE  
Tom Stratton - KDE

Part	Description	Points Possible	Score	Comments
1	Previous Experience	300	189	Cover letter is boilerplate. 18 years experience. Most searches are at the K-12 school district level, not state level or national searches. Expertise limited to K-12 education administration - district level. Education searches - K-12 district. About 40 education placements in last 5 years (LEAs). Knowledge of historical trend and current status of education reform is good. Significant searches: Nebraska state search. Dallas Independent. 2 ongoing. Other items relevant to previous experience - average and very general. Client list: primarily K-12 district positions. Nebraska at state level. Client list was adequate.

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2	Qualifications	200	113	<p>Small firm. 6 full-time employees. 90 field consultants in marketing and research. Not clear what the consultants do.</p> <p>CEO not much experience in search firm work - since 2008. He's also the CEO of an urban school reform group. Splitting his time. Limited in their expertise.</p> <p>Poor diversity answer.</p> <p>Evidence of business stability: 1 year's worth of information. No letter from accountant. Just gave balance statement - profit and loss. Capacity to conduct a national search appears low.</p> <p>No legal proceedings.</p> <p>Affiliated with couple organizations. No specific examples of memberships.</p>
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3	Familiarity with Kentucky's Educational Needs	200	80	Fayette County School District, which is currently ongoing. Prior work for NKU. No other significant work in KY. Work plan appeared generic.
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4	Availability	40	36	24/7, staff estimated at 120 hours per week. Can start immediately. No restrictions.
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5	References	60	56	3 references. 1 reference could not respond to one of the questions.
Cost Completed by KDE Procurement	Total Cost (base fee + indirect)	200	200	Base Fee = \$25,000 Indirect Expenses = \$0 (Included) Total = \$25,000
<b>TOTAL POINTS</b>			<b>674</b>	

Justification:



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Isaacson Miller

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Cost Evaluation Team: Charlie Harman - KDE

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Part	Description	Points Possible	Score	Comments
1	Previous Experience	300	231	<p>33 years in education searches. 2/3 of their business focuses on higher ed.</p> <p>Expertise is in universities and non-profits. 2 current state level commissioner searches.</p> <p>Education searches: 70 education placements - high profile placements, several non-profit, university, not much K-12. Knowledge of historical trend and current status of education reform: very good response, researched what we're doing.</p> <p>5 most significant searches: post-secondary.</p> <p>Other items relevant to previous experience: good information about diversity, listed their placements that were diversity placements.</p> <p>Very good client list for the previous 3 years, primarily post-secondary.</p>

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2	Qualifications	200	158	<p>Large organization. Multiple offices.                  Key personnel: information on one person - experience back to 2003.                  Would've liked more detail on the curriculum vitas for the staff.                  Diversity: good, detailed information. Listed their diverse placements.                  Business stability: 2 years, multiple items. No issues.                  No legal proceedings.</p>
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3	Familiarity with Kentucky's Educational Needs	200	130	No K-12 experience in KY. Very good work plan.
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4	Availability	40	39	No limit on time and effort. Can start immediately. No restrictions.
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Cost Evaluation Team: Charlie Harman - KDE  
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5	References	60	60	3 references.
Cost Completed by KDE Procurement	Total Cost (base fee + indirect)	200	61	Base Fee = \$75,000 Indirect Expenses = \$6,750 Total = \$81,750
<b>TOTAL POINTS</b>			<b>679</b>	

Justification:

