

FW: Tomball ISD
From McStravick, John
To John McStravick
Date 2013/02/01 12:37
Subject: FW: Tomball ISD

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From: Mike Moses [mailto:MMoses@swst.com]
Sent: Wednesday, January 30, 2013 3:01 PM
To: McStravick, John
Subject: RE: Tomball ISD

John,

We have done many searches that have included internal candidates. We are happy to do so. We just like for the board to be apprised that it can have the effect that you acknowledged. We would be happy to conduct a search in this manner.

With regard to the focus groups, that is your call all the way. We have done searches without this step. It is only included in case the board wants to have some community validation and input. Again, it is at the discretion of the board.

Please know that David and I always customize searches. It is not our search. It is a search by

the board of trustees with a process that we help facilitate. We also think that our value is a fairly extensive network of trusted professionals that allows us to recruit outstanding individuals.

Please let me know if you need more information.

Thanks,

Mike

From: McStravick, John [mailto:John.McStravick@iberdrolaren.com]
Sent: Wednesday, January 30, 2013 1:00 PM
To: Mike Moses
Subject: RE: Tomball ISD

Mike,

Yes, I received the proposal. I have done a quick review and it is helpful. Two areas where I would like your more detailed opinion are:

1. You had expressed some concern about having an internal candidate. **We would definitely want to run a process with at least one internal candidate.** Understanding that to some degree that might cause a potential external candidate not to apply, are you comfortable running a process in this manner?
2. **I don't think the Board is going to want to conduct an "input process/session" with non-board members (e.g., community forum, etc.).** I know your presentation assumes such a process would occur. How strongly do y'all feel about having such a process and are you ok with moving forward without one?

Please keep the evening of Feb. 11th penciled in on your calendar. I need to firm things up with fellow board members, but I still expect that to be the date we have such a meeting.

Thanks...JEM

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