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January 13, 2023

Dear Members of the Charlotte-Mecklenburg Board of Education,

As your state school boards association, our team of dedicated professionals would be delighted to assist your board with selecting and hiring a new superintendent to lead the Charlotte-Mecklenburg Schools.

For more than 20 years, NCSBA has provided quality superintendent search services to school boards throughout North Carolina. **We pride ourselves on offering a comprehensive search process to recruit excellent candidates from across the country, to provide you with accurate and reliable information about those candidates, and, most importantly, to empower you—the elected board of education—to make the best decisions on behalf of your schools and your community.**

Although we cannot provide a formal response to your RFP due to several required and preferred parameters in the RFP that conflict with the superintendent search services we currently offer and recommend to all of our members, we hope that will not prevent the board from considering NCSBA to facilitate its upcoming superintendent search.

As such, in the event the board is interested in considering alternatives to the consolidated timeline and exact process outlined in the RFP, we have provided additional information about NCSBA’s superintendent search services. These materials include our services memo (a version of which we shared with the board previously), a sample recommended timeline, a more detailed presentation describing the scope of our services, an itemized cost estimate, and a copy of our standard consulting agreement. Again, to the extent that we are unable to provide some of the information requested due to the nature of our service and the organization of our team, we hope that will not prevent the board from considering NCSBA to facilitate its upcoming superintendent search.

If hired, our superintendent search team will work diligently to provide the board with a professional, thorough, and effective search process. In addition, as your state school boards association, we will be here to support your board and the new superintendent long after the search is completed.

Thank you again for your consideration, and please do not hesitate to contact us if you have any questions about the enclosed materials or if we can otherwise be of further assistance as you decide how and with whom to proceed on your superintendent search.

Respectfully submitted,

Sam Thorp

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