

N2 Learning Executive Search Services

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N2 Learning (N2) provides a wide variety of customized services to the districts with whom we work. Our managing partners and senior associates have significant experience working and consulting with school districts in Texas. We are well positioned to provide excellent service to the College Station ISD (CSISD) Board and community. Our goal is to listen to you.

Working with you we will develop a candidate profile, a candidate pool, and a selection process that meets your needs and results in an outstanding school district leader. We have the expertise, the personal contacts, and passion to generate interest from a well qualified and diverse candidate pool.

Recent executive searches conducted by Eddie Coulson and/or Brad Lancaster include:

- Duncanville ISD CFO (2023 - ongoing)
- Grapevine-Colleyville ISD CFO (2023 - ongoing)
- **Midway ISD Superintendent Search (2023)**
- San Angelo ISD (2023)
- Leander ISD CFO (2022)
- Dripping Springs CFO (2022)
- Aldine ISD CFO (2022)
- Dallas ISD CFO (2022)
- Marble Falls ISD CFO (2022)
- Belton ISD CFO (2021)
- Leander ISD Chief Technology Officer (2020)

Superintendent Search Process

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Consultants actively recruit candidates by:

- Personal contact through email, phone calls and one-on-one interactions
- Posting/distributing information to local and national organizations
- Consult with educators to generate a list of potential candidates

Consultants vet candidates by:

- Reviewing materials/credentials submitted by all candidates
- Conducting phone interviews or face-to-face screening interviews with selected candidates
- Evaluating candidates using a rubric based on the candidate profile
- Providing the Board with materials/credentials from all candidates, as desired by Board
- Creating a summary of all candidates and their distinguishing characteristics for review by the Board
- Based on the number of candidates the board wants to interview, N2 recommends candidates to interview

Facilitate the Board through a process to develop interview questions and final interview process.

Facilitate the Board through a process to select candidates to interview

- The Board reviews recommended candidates and selects candidates to interview
- N2 works with staff to schedule interviews
- N2 discusses important issues such as salary range and probable start dates with each of the candidates

Superintendent Search Process

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Interview candidates

- Board interviews candidates
- N2 facilitates the discussion of the Board at the conclusion of the interviews

Board determines lone finalist

- Board president communicates with the lone finalist
- Board determines a Board meeting date to officially name the lone finalist
- District Communications Department works with local media outlines related to the naming of a lone finalist

21 day waiting period - feedback on candidate

Board officially names lone finalist as superintendent and contract is signed

Superintendent Search Draft Timeline

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Date	Action
March/April 2023	Planning Session with Board <ul style="list-style-type: none"> • Discuss search timelines and interview process • Board feedback related to strengths and opportunities • Determine the Board's desire/method for soliciting input from community and staff related to district strengths and opportunities
March/April 2023	Application process opens, recruitment and marketing begins
April 2023	Community Input process, develop candidate profile <ul style="list-style-type: none"> • N2 conducts up to three community forums at selected sites in the district
May 19, 2023	Applications Close
May 22-24, 2023	Board reviews candidate pool and selects candidates to interview
June 1-6, 2023	First round Interviews, Second round interviews
June 7-8, 2023	Background Checks, district visit, final arrangements
June 9, 2023	Name Lone Finalist
July 1, 2023	21 day waiting period ends, contract is signed
July 2023	New superintendent reports to district

About the Consultants

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Eddie Coulson, Ed.D.

- August 2014 - Present: Partner, N2 Learning, LC
- September 2006 - July 2014: Superintendent of Schools, College Station ISD
- July 2001 - August 2006: Deputy Superintendent, Curriculum & Instruction, College Station ISD
- June 1997 - June 2001: Executive Director of Human Resources, College Station ISD
- July 1994 - June 1997: Director of Staff Placement, Spring ISD
- Summer 1993 & 1994: Summer School Principal, Spring ISD
- August 1989 - July 1994: Associate/Assistant Principal, Spring ISD

Brad Lancaster, Ed.D.

- January 2022 - Present: Senior Associate, N2 Learning, LC
- January 2012 - August 2020: Superintendent of Schools, Lake Travis ISD
- January 2007 - December 2011: Superintendent of Schools, Midway ISD
- March 2001 - December 2007: Asst. Superintendent for Curriculum and Instruction, Allen ISD
- June 1999 - March 2001: Asst. Superintendent for Curriculum and Instruction, Ennis ISD
- January 1996 - June 1999: Principal, Pebble Creek Elementary School, College Station ISD
- June 1990 - January 1996: Principal, South Knoll Elementary School, College Station ISD
- June 1987 - June 1990: Assistant Principal, A&M Consolidated Middle School, CSISD
- December 1983 - June 1987: Teacher, A&M Consolidated High School, College Station ISD

