

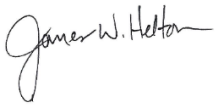
January 1, 2026

Dear School Board Members:

As a school board member, you are about to make one of the most significant decisions of your career: selecting a superintendent. Your decision will have a long-term impact on your school district. To ensure you make the best decision, consider using your state school board association's superintendent search service to facilitate your next search.

The National Affiliation of Superintendent Searchers (NASS), the most experienced network of search professionals in the United States, stands ready to execute a national campaign to find your district's next superintendent. With over 100 consultants located in 38 states, NASS harnesses the skills and experiences of our search professionals with proven track records of accomplishment. NASS consultants are known for their integrity, passion, and focus. They understand that each search is unique and tailored to meet your district's specific needs. They also recognize the importance of maintaining a successful, long-term relationship between your board and your state school board association. Since 2022, NASS members have conducted 484 superintendent searches, resulting in over 5,420 applications.

NASS members serve school boards daily. As Chair of NASS, I can assure you that you will receive personalized attention and a commitment from your NASS professional to assist you in a dedicated and confidential manner, adhering to the specific laws of your state. The successful executive search process commences with a strong team of professional search consultants and culminates in a robust and long-term partnership between the school district and its top administrative leaders. NASS's mission is to identify top executive leadership for school districts across the United States, guided by our core values: ethics, integrity, leadership, and teamwork. If retaining a successful and long-term leader is a priority for your district, consider partnering with a NASS consultant and your school board association.



James (Jim) W. Helton
NASS Chair

National Affiliation of Superintendent Searchers (NASS)

Alabama	Massachusetts	Oklahoma
Alaska	Michigan	Oregon
Arizona	Minnesota	Pennsylvania
Connecticut	Mississippi	South Carolina
Florida	Missouri	Tennessee
Georgia	Montana	Texas
Idaho	Nebraska	Utah
Illinois	New Hampshire	Vermont
Indiana	New Jersey	Virginia
Kansas	New Mexico	West Virginia
Kentucky	North Carolina	Wisconsin
Maine	North Dakota	Wyoming
Maryland	Ohio	