

# TenSquare Talent Services

We find **the right fit.**

## WHO WE ARE

TenSquare sources talent for public charter schools across the country, placing exemplary school leaders, teachers, and staff in K-12 and adult education settings. As former teachers and administrators, we draw on our extensive network of local and national relationships, and a database of over 15,000 diverse candidates, to match top talent with the unique needs of schools.

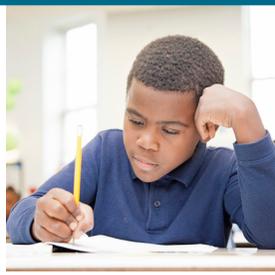
## WHAT WE DO

From sourcing and screening to placement and onboarding, we manage the entire recruitment process. We identify top candidates with the skills and passion to match a school's mission-driven needs. We help build stellar teams that maximize student growth and achievement.

## THE SEARCH PROCESS

- 1 NEEDS ASSESSMENT AND LAUNCH**  
Understand position details, organizational culture, and your process preferences to inform a comprehensive search model
- 2 CANDIDATE SEARCH AND CULTIVATION**  
Create a customized sourcing plan, job description, and marketing materials to achieve a pool of qualified candidates
- 3 INTERVIEWS AND ASSESSMENT**  
Use a streamlined and rigorous evaluative process to guide selection of top-quality candidates aligned with your school's culture and mission
- 4 OFFER AND NEGOTIATIONS** *(Senior leaders only)*  
Research compensation and benefits packages to ensure a competitive offer and resulting hire
- 5 ONBOARDING** *(Senior leaders only)*  
Facilitate a seamless transition for your school from one leader to the next

*TenSquare is a national charter school support organization that works alongside schools and staff to make lasting and measurable change in public education. Talent sourcing is one of our key areas of expertise; we are the only firm with an exclusive focus on charter schools.*



# TenSquare Talent Services

**We find the right fit.** Charter schools need leaders with proven academic expertise, knowledge of school culture, and operational and financial skills. With more than two decades working in public charter schools, TenSquare's team knows exactly how to find the right fit of expertise.

From a single search to an annual package, we work with each partner to identify the support needed to find the most qualified staff. Our pricing structure varies by the size and talent needs of each school. The amounts listed below are for illustrative purposes only.

## SINGLE SEARCHES

Struggling to fill that one position?

- **Teacher, social worker, or related service provider:** \$7,000
- **Mid-level leader** (e.g. Dean, Data Manager, or Special Education Coordinator): Competitive market rates range from 10-12% of the first year's salary
- **Building-level leader** (e.g. Principal, Director of Operations, or Director of Student Support Services): Competitive market rates range from 12-15% of the first year's salary

## BUILD YOUR TEACHER TEAM

Looking to recruit multiple positions on an ongoing basis? We have two options.

- **The All-In Option:** We manage all teacher recruitment needs throughout the academic year for a monthly fee. This package requires a six-month commitment. Pricing varies by size of school.
- **The Packaged Deal:** Purchase a bundle of 5+ searches and we will discount the cost. Pricing varies by size of school.

## EXECUTIVE SEARCH

Are you looking for the next great executive leader? We guide you in crafting an ideal leadership profile and conducting a national search for the candidate who embodies specified competencies, values, and characteristics. Competitive market rates range from 25-30% of the first year's salary.

### **READY TO START BUILDING YOUR TEAM?**

Contact Jessica Sher, Director of Talent  
(646) 872-5652 | [jessica@thetensquaregroup.com](mailto:jessica@thetensquaregroup.com)