



HYA

Associate Program

An Opportunity for Independent
Educational Consultants

Message from a Founding Partner

Over 40 years ago, four professional educators like yourself came together to fulfill a dream – to provide school districts and professional colleagues like you with quality, thorough and personalized service when they desired to employ competent school executives, improve school board governance, or address issues related to student performance or other aspects of school district operations. As HYA enters its fifth decade of service to school districts, educational organizations and professional colleagues throughout the United States, the success which the firm has enjoyed is no secret. Its success is in large part due to the firm's continuing emphasis on quality, thoroughness, and personalized service to each client and the firm's ability to attract highly knowledgeable, dedicated and professional Associates!

As HYA looks to the future, it is pleased to introduce a structure, known as HYA's Associate Program, for educational professionals who are looking to serve others and develop their personal portfolio as an educational associate withing a prestigious professional community. Whether you desire to use your expertise in conducting executive searches, facilitating strategic planning, completing operations audits or focusing on building your unique consulting

practice, the HYA Associate Program will provide a brand name and business infrastructure to help you meet your personal, professional and financial goals, while leaving the headaches of running the business to HYA.

As an experienced and credentialed professional, HYA realizes you have many opportunities. We invite you to become a member of our highly respected group of educational professionals as you pursue and fulfill your personal goals. For more information on the HYA Associates Program, please contact the HYA Leadership. Contact information is on the final page of this brochure.

Our Best Wishes for Success in Your Future Endeavors,

Bill Attea

Bill Attea
Founding Partner
and in memoriam of Rod Bickert,
Bill Hazard and Charles Young



“The support and on-line tools provided by HYA has allowed me to be much more efficient and productive.”

Hank Gmitro, Ed. D.
Chief Search Associate



“HYA offered the opportunity to stay involved on the practitioner side of public education in addition to my university appointment. HYA’s Associate Program provides the opportunity to grow my network of colleagues in California and across the nation and to continue to make a difference for students. The talented leaders in HYA’s Associate Program have enriched my professional life, and I value their expertise and friendship.”

Maria Ott, Ph. D.
West Coast Associate



“The support of the HYA community has provided me with an infrastructure to grow my consulting practice.”

Louise Coleman, Ed. D.
Midwest Associate



“Being a part of the HYA community of associates keeps me connected to the field of education and the staff in Chicago gives me incredible logistical and executive support so I can focus on growing client engagements and serving my clients well.”

Brad Draeger, Ed. D.
East Coast Associate



“As an associate that works with numerous clients simultaneously HYA provides both the infrastructure and network to grow my business and better serve my clients.”

Shawn Joseph, Ed. D.
East Coast Associate

Featured Associates

The HYA Advantage

BRAND IDENTITY

The HYA brand provides immediate national credibility and recognition. For clients, the HYA designation brings confidence that the associate is part of a group of vetted professionals. Founded in 1987, HYA is one of the oldest and largest education consulting firms, serving thousands of school systems nationally. HYA's national footprint and credibility includes a wide range of consulting and leadership services for school systems.

SUPPORTIVE COMMUNITY

HYA is a community of Associates that work together to innovate and enhance one another's capabilities. HYA's reputation and experience make it one of the preeminent education consulting firms in the nation and a standard others try to emulate. The vetting process ensures all Associates represent the highest professional standards. Associates are enrolled twice a year, in July and January

FEATURED SOLUTIONS

HYA has developed solutions and best practice processes and templates for executive search, strategic planning, superintendent evaluation, and board governance training.

LEAD GENERATION

HYA creates many opportunities for Associates through our marketing efforts and website. As an Associate of HYA, we provide a national platform to generate consulting opportunities, including referrals and RFP notices to match to your expertise and help you grow your practice.

Associates also create their own consulting opportunities. HYA has the communication tools and marketing resources to help with this effort. As your consulting engagements grow beyond your capacity to deliver, HYA can expand your capabilities by adding team members and services.



Business Services

LICENSING

As an HYA Associate you can meet the requirements to bid on most RFP's because HYA has the necessary:

- Policy Compliance
- Certifications
- Bonds
- Business Licenses and registrations

TRAINING & SUPPORT

- Comprehensive training and professional development opportunities
- Access to the Associate portal with step-by-step guides, materials and videos
- Coaching and guidance from the HYA Associate newsletters and blog
- Products to utilize for comprehensive consulting practice

TECHNOLOGY INFRASTRUCTURE

- Email and voicemail
- Google office apps (documents, spreadsheets, presentations)
- Product support
- Conference call and video webinar tools
- Application and other support solutions

FINANCE

- Invoicing
- Accounts payable/receivable
- Expense management

OFFICE SERVICES

- Receptionist
- Business cards
- General office support
- Branded supplies

INSURANCE PROTECTION

- Professional Liability Coverage
 - Employment Practices Coverage
 - Commercial insurance policies for all contracts
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Business Relationship

LIFE-WORK BALANCE

As an HYA Associate, you have control over how work fits into your lifestyle. Whether you want the flexibility to take on a couple of clients a year (a bench player) or you desire to grow your own educational consulting practice (a Lead Associate), HYA gives you the infrastructure, tools and network.

ELIGIBILITY

HYA maintains the highest standards for membership into its Associate program. Significant experience as an educational professional and/or work in the education sector is required. Interested individuals will be interviewed to determine eligibility. Sitting administrators/school personnel are not eligible.

REVENUE SHARING

The business model is simple. Consulting work that you generate and deliver is an 80 percent (Senior Associate) 20 percent (HYA) split. If you serve on a team, fees for service are offered by the Lead Associate.

MEMBERSHIP FEE

There is a \$495 annual membership fee to cover the carrying costs of insurance premiums, technology licensing, software and business services.



Do you want to join the team? Would you like to learn even more? Visit www.hyasearch.com or contact HYA President, Max McGee:

Next Steps



Dr. Max McGee
President, HYA
224-234-6129
maxmcgee@hyasearch.com

As an Associate, you are assigned to a region to minimize travel costs for our clients:



HYA values your thoughts and is dedicated to elevating HYA to unparalleled heights and ensuring its Associates have access to the tools and network they need to empower school leaders with information to improve student outcomes.

HYA
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