Over 30 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 Hazard, Young, Attea & Associates (HYA) enters its fourth 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 an expanded Associate Program for educational professionals who are looking to serve others and develop their personal portfolio as an educational associate within a prestigious professional community. The expanded Program provides associates the opportunity to serve HYA clients as Independent Contractors and/or their own clients that may desire services beyond those typically provided by HYA. Whether you desire to use your expertise in conducting executive searches, facilitating strategic planning 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 expanded HYA Associates Program, please contact the Regional President for your area. Their names and contact information are 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

Message from a Founding Partner
“As an associate that works on multiple searches at a time, 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

“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

“Since retiring from the Superintendency, I have taught graduate courses. HYA offered the opportunity to also stay involved on the practitioner side of public education. 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

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Louise Coleman, Ed. D.
Midwest Associate

“The support of the HYA community has provided me with work, colleagues and friendships alike. I am happy that HYA keeps me involved, helping educators improve the lives of students. I am far from retired!”

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 someone who has generated a lot of consulting on my own, beyond executive search, I like having the HYA brand and resources behind me, especially the HYA business office to handle billing so I can focus on serving schools and ed leaders.”

Joe Farley, Ed. D.
West Coast Associate

Maria Ott, Ph. D.
West Coast Associate

Louise Coleman, Ed. D.
Midwest Associate

Brad Draeger, Ed. D.
East Coast Associate

Joe Farley, Ed. D.
West Coast Associate

Featured Associates
The HYA Advantage

BRAND IDENTITY

The HYA brand provides you 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, Hazard, Young, Attea & Associates (HYA) is one of the oldest and largest education consulting firms, serving thousands of school systems nationally. HYA’s national footprint and credibility has grown beyond Executive Search to include 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. Social events are extended to Associates to support networking.

FEATURED SOLUTIONS

HYA has a set of prepacked solutions to get started including 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.

HYA encourages and supports its Associates in creating 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

**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 Regional President’s Associate newsletters and blog
- Tech support and help desk

**Technology Infrastructure**

- Email and voicemail
- Google office apps (documents, spreadsheets, presentations)
- Mobile 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

**Insurance Protection**

- Professional Liability Coverage
- Employment Practices Coverage
- Access to insurance advisor for optional medical, life, vision, etc.
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 or you desire to grow your own educational consulting practice, 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 by he HYA President to determine eligibility.

REVENUE SHARING
The business model is simple. There is a 60 percent (Associate) 40 percent (HYA) split on executive search and strategic planning. All other consulting work that you generate is an 80 percent (Associate) 20 percent (HYA) split.

MEMBERSHIP FEE
There is a $250 annual membership fee to cover the carrying costs of insurance premiums, technology licensing and business services.
Do you want to join the team? Would you like to learn even more? Visit [www.hyasearch.com](http://www.hyasearch.com) or contact HYA President, Max McGee:

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

Each search is assigned a Project Manager that manages the daily operations of search work and consulting work.

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

- **WEST COAST REGION**: Alaska, Arizona, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming
- **MIDWEST REGION**: Alabama, Arkansas, Colorado, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana
- **EAST COAST REGION**: Connecticut, Delaware, Florida, Georgia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, North Carolina, Pennsylvania, Rhode Island, South Carolina, Vermont, Virginia, West Virginia, New Mexico, North Dakota, Ohio, Oklahoma, South Dakota, Tennessee, Texas, Wisconsin
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.