



HYA Executive Search

HYA | HAZARD
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ASSOCIATES

The HYA Difference

Build Your Own Executive Search

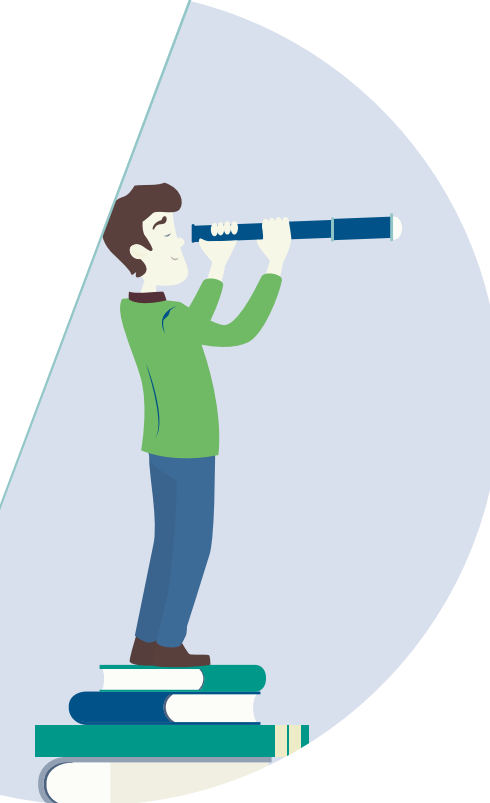
At HYA, we know that all Districts are not alike. We work with you to build the best search that best fits your needs! Whether simple advertising and recruitment is desired or a comprehensive community engagement process, HYA builds the search to your needs and fiscal constraints.

National Reach – Local Focus

Established in 1987, Hazard, Young, Attea & Associates (HYA) is one of the oldest and largest search firms having assisted more than 1000 school districts select exceptionally talented leadership in school systems across the nation, large and small, urban and rural. HYA's reputation and experience make it one of the preeminent school search firms in the nation and a standard which others often emulate. HYA Associates are located across the country to conveniently serve clients and are thus uniquely qualified to bring local - as well as national - perspectives, knowledge, experience, and connections to each search.

Executive Oversight

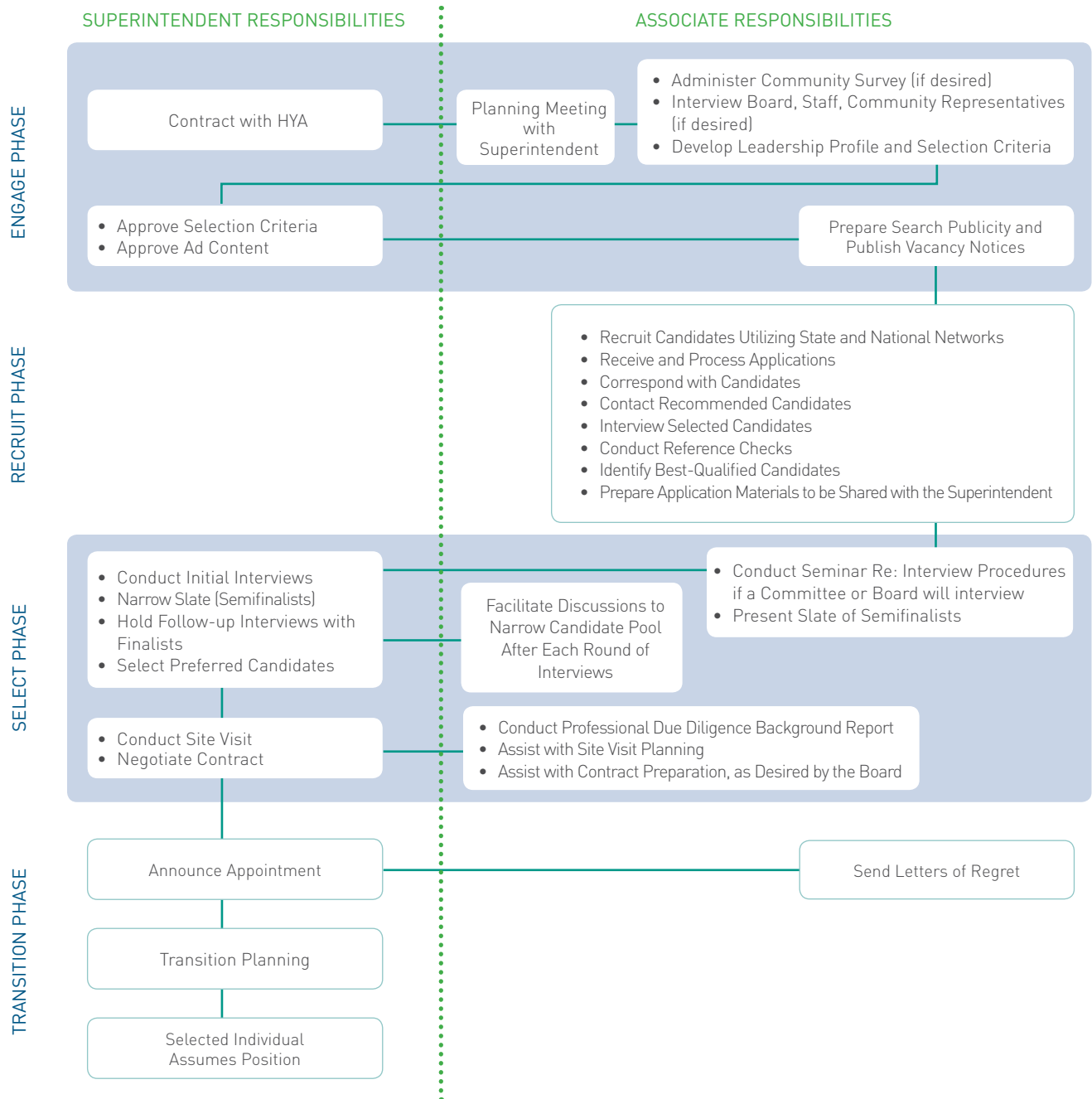
Every HYA search has executive oversight by a Regional President, and HYA's Director of Operations serves as project manager to ensure all details are carefully managed. HYA has professionally staffed offices, a technological infrastructure, and a staff of full-time employees. HYA provides confidential on-line access to all materials associated with a search through a secure portal. These resources make HYA capable of responding to requests in a very timely fashion.



More Than a Background Check – Executive Due Diligence

HYA’s comprehensive and expanded background checks are completed by independent third-party investigators and include an executive summary allowing for an analysis of findings, not simply dozens of articles and documents to read. The investigative procedures are comprehensive and thorough with a focus on the public school landscape - well beyond what constituents could produce through a simple internet search. This includes on-site research of primary source documents at relevant county court houses for civil and criminal record history. Additionally news and social media investigations provide a better understanding of a candidate’s leadership style, public relations skills, and reputation.

HYA Executive Search Process



HYA looks forward to the possibility of working with the District and assisting with the selection of a new leader. Please contact HYA at 847-318-0072 or at hya@decragroup.com with questions or requests for additional information.

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