



Tina Owen-Moore, Ed.L.D.
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August 1, 2025

Dear District Colleagues:

I am pleased to write this letter of recommendation for Hazard, Young, Attea & Associates (HYA).

As the Board Clerk for Milwaukee Public Schools, I worked directly with the HYA team throughout our superintendent search process and can speak firsthand to their professionalism, responsiveness, and commitment to supporting our district.

Over the past two years, Milwaukee Public Schools has navigated a perfect storm of challenges: steep enrollment declines driven by long-term demographic shifts, competition from voucher and charter schools, financial reporting delays, academic shortfalls, and leadership turnover. At the same time, facility issues such as lead contamination in aging buildings have created acute public health emergencies, further straining district resources and highlighting deeply rooted operational vulnerabilities. Altogether, these systemic pressures highlighted the urgent need for transformative reform and a strong leader willing to take on these challenges with urgency.

From the very beginning, the HYA team worked diligently to guide and support the search process for a new superintendent. Their team was not only responsive and available, but also frequently onsite, meeting with board members, staff, and stakeholders to ensure a thorough and transparent process. When our initial applicant pool fell short, with a request from the Board, HYA immediately and without hesitation reopened the search. Rather than seeing this moment as a setback, they redoubled their efforts and expanded their outreach to ensure we had access to a stronger pool of candidates.

Thanks to this persistence, the Board was able to identify and hire a highly qualified, experienced superintendent—someone well-equipped to lead our district through a particularly challenging time.

I recommend Hazard, Young, Attea & Associates to any district embarking on a leadership search. Their dedication, expertise, and collaborative approach made them an exceptional partner.

Sincerely,

A handwritten signature in cursive script that reads "Tina Owen-Moore".

Dr. Tina Owen-Moore
Chief Officer, Office of Board Governance
Milwaukee Public Schools