



DATE, 2026

SUPERINTENDENT SEARCH PROPOSAL



PROUD PARTNER SINCE 2025

HYA | HAZARD
YOUNG
ATTEA
ASSOCIATES

SAMPLE SEARCH PROPOSAL FOR COLORADO SCHOOL DISTRICTS

Executive Summary

- a. Overview of firm's approach to the **ABC School District** superintendent search**
- b. Key distinguishing features of proposed services**

In partnership with the Colorado Association of School Boards, Hazard, Young, Attea & Associates (HYA) proposes to assist the **ABC School District** in a ***national search*** for talented and highly qualified candidates for the position of Superintendent of Schools. This document serves to clearly follow and outline the specific services, deliverables and costs proposed. This proposal gives an overview of a prototypical search, but please know that HYA customizes each search and related services to the District's and Board's specific needs and wishes.

Executive Summary

HYA takes a collaborative, research-based approach to the superintendent search process. We match the right leader with the goals and priorities of your school system and community.

Search Process

The HYA Search process includes four phases: Engage, Recruit, Select, and Transition. The search begins with a planning meeting with the Board to organize the search and create a calendar for completion. The search will engage stakeholders via interviews, focus groups, and surveys to inform the development of the **ABC School District Leadership Profile Report**. The Profile Report describes the strengths and challenges of your district as well as descriptions of desirable characteristics for your new superintendent. The profile is presented to the Board and once approved, placed on the district webpage and the HYA website. The profile becomes a recruitment and screening tool for candidates. It will also serve as a detailed road map for your new superintendent.

Recruitment and Solicitation

Recruitment begins immediately by placing the job posting and position description on the HYA, CASB, and district websites and social media platforms. It is important to note that HYA's website lists ALL superintendent positions regardless of the firm contracted for the search. This brings tremendous traffic to the site from across the nation. Additional national advertising is also available and will be discussed at the planning meeting.

Recruitment takes place throughout the search process as associates make personal contacts with desirable candidates by utilizing the HYA network across all 50 states. If the **ABC School Board** is seeking a search firm that upholds the highest standards in the recruitment industry, we believe HYA is exceptionally well-qualified to meet that expectation. With over 130 associates nationwide, our search team will leverage this extensive network to recruit and connect with top candidates across all regions of the United States.

HYA also maintains a strong relationship with professional associations supporting minority professionals and candidates of color. A candidate database from previous searches is also used by associates to recruit recent job candidates.

Selection of Qualified Candidates

Materials to be included in the application are determined by the Board in the planning meeting. Board members will have access to all application materials within hours of submission through Frontline, via a confidential and secure web-based Board Portal. Associates review all applications and screen and interview ALL candidates to determine the best fit for the ABC School District based on the information and criteria called for in the Leadership Profile. Once all screening interviews are completed, associates will create a slate of (usually) 6-10 best fit candidates. The slate will be presented to the Board so they can select 6-8 candidates for first-round interviews. Candidates not chosen for the slate will also be discussed and may be added at the Board's request. The associates will assist the ABC School District with arrangements for first and final round interviews, support in creating interview questions, can solicit compensation package information, and assist with planning and hosting community forums for finalists.

Internal Candidates

We recommend that we treat an internal candidate just as we would any other candidate and present him/her to the Board only if s/he is competitive with the other candidates. HYA Associates provide personal interviews to all internal candidates unless the Board suggests otherwise.

If there is a known internal candidate(s), we recommend that they do not participate in focus groups with the other administrative team members, school district employees or community members for a variety of reasons. The HYA search team will meet with any internal candidate individually to seek their input and allow them to contribute to the community engagement phase of the search process.

Communication

Associates will communicate with one designated board member to prevent open meeting violations. All information can be shared with the full Board following the district communication protocols. Timely communication to all board members is provided throughout the search process through the Board Portal. Board members will have access to the Portal 24/7 and will be able to review all of the candidates' application materials. ***Weekly updates will be provided to all board members through the Board Portal.*** Deliverables are described in the proposal. Additionally, associates work closely with the Administrative Assistant for communication and arranging details for community sessions. The workload for the district staff is minimal.

Assurance of Required Service

HYA's strong reputation and extensive references reflect the firm's high-quality work and the satisfaction of previous clients. The HYA Associates leading this search are well-respected professionals with established connections nationwide. Their recent experience conducting similar searches provides access to a broad network of qualified candidates. In addition, this team brings valuable local ties within Colorado, complemented by a robust national presence.

Post-appointment Services

The Transition Phase provides transition support to ensure a successful transition. From placing over 2,000 leaders, HYA knows how critical the transition phase is for success and longevity, setting the tone for trust, stability, and momentum. ***HYA Search Clients receive complementary***

enrollment in the HYA Transition Academy for their selected new leader (non-clients pay \$4,500). This six-month program will produce the following essential deliverables to be presented to the Board and shared with constituents:

- 100-day plan to document specific actions the Superintendent will take during the transition period;
- Key Performance Indicators (KPIs) to measure progress, align communication and define school quality;
- an assessment of the current strategic plan.

Topics are designed to coincide with the school calendar. For more information, please go to the Academies page of [HYA's Transition Academy](#).

Additionally, HYA is prepared to provide the District with an independent, 360-degree Superintendent Evaluation process during the first year of the superintendent's contract. This constructive, standards-based process is highly customizable, unique within the industry, and valued at \$3,500. Our goal is to support the long-term success of your new superintendent while fostering a strong, collaborative, and productive relationship between the Board and superintendent.  [HYA Evaluation Brochure.pdf](#)  [HYA Evaluation Process](#)

HYA also offers the following optional services to be considered by the Board and if desired, paid for by the Board. Optional service options are:

- Board Governance Training.
- Strategic Planning.
- Superintendent Evaluation Facilitation (included in the first year of the contract).
- Executive Coaching.
- Strategic Dashboard for tracking progress and communicating success.

Challenges to a Successful Search

First and foremost, a trusting relationship between the Board and the HYA Associates is essential for a successful search. Associates are mindful of the professionalism required throughout the search and when representing the Board to the community. Additionally, the associates are unwavering in their belief that this is the Board's search and will do everything possible to create and conduct a search according to the Board's specifications.

Our current local and national climate has brought challenges for communities, superintendents and boards which can have an impact on searches. Differing community values and beliefs, and a growing shortage of superintendent candidates can create turmoil and impact searches. Associates are well aware of contemporary educational issues and approach each search in a collaborative and inclusive way to gain an understanding of the specific community being served. No challenge is insurmountable.

HYA Associates work as your ambassadors, particularly in the Community Engagement Phase, but also as we interact with candidates for the position. HYA excels at navigating complex dynamics, listening and validating constituent voice while promoting the strengths and capabilities of your District with candidates. We hope the [ABC Board of Education](#) has an opportunity to speak to our references and past clients as a validation of our work.

Why HYA - Rationale and Distinguishing Features of Proposed Services

1. **It's important for students:** HYA believes that every child has the right to a quality education. Recruiting, developing, and retaining great leaders is essential to improving your district's student outcomes.
2. **We work for you:** Leading a school district is difficult. We are with you every step of the way in your customized search for great leadership.
3. **We save you time:** HYA has a technological infrastructure, a fully staffed back office, as well as web-based delivery systems so you can have access at your fingertips.
4. **A firm you can trust:** According to market research, *HYA completes the most searches and has the lowest turnover rates (of placed candidates)* of any of our competitors.
5. **Interest in working with the ABC School District:** The HYA team of Dr. Mike Richie, Brian Ewert and Dr. David Baugh is confident that we will deliver a deep slate of talented candidates to the Board. Richie has personally led over 80 HYA searches across the country in the past eight years. David Baugh and Brian Ewert are both highly successful retired Colorado Superintendents. We understand the educational landscape and what it takes to be a successful superintendent.
6. Every superintendent search includes a **scholarship** to [HYA's Transition Academy](#)
7. HYA is recognized for its **proactive recruitment strategy**, with approximately 75% of client-selected candidates personally recruited. HYA's extensive experience confirms that out-of-state applicants show the same level of interest as local candidates. Furthermore, given the volume of searches and consulting work, HYA Associates maintain frequent contact with cabinet-level leaders across the nation, giving us a deep understanding of their skills and readiness to match them to a district's leadership profile. This is coupled with our Candidate Profile System and Candidate Accounts. HYA is not simply a firm that posts jobs and collects resumes; we are true recruiters. ***In fact, 94% of our placements finish the first contract (three years on average) successfully.***
8. The firm specializes in **deep, meaningful community engagement**, customizing its approach to include diverse voices in the Leadership Profile development via focus groups, community forums, and interviews both virtual and in-person, and with translation services as requested.
9. HYA's **community engagement survey** is designed to be inclusive and accessible, and developed through a multi-stage process to ensure its scientific validity and data collection integrity. The survey is disaggregated by stakeholder groups for insight into the priorities of different community segments.
10. HYA has an **advanced technological infrastructure** to employ data-driven tools and analytics, such as a Board Portal for the dissemination of sensitive information, Data Briefs, Recruitment Analytics, and Strategic Dashboards, to provide a modern process.
11. HYA is an expert at **diplomacy** and the political realities of a search. HYA provides counsel to its client boards given its vast experience working in the most politically charged environments. No matter how pristine the process, there will be detractors and criticism. HYA has the experience to provide expert navigation and communication counsel.
12. HYA Associates stay at the forefront of emerging issues and best practices through **academy partnerships with leading universities.**
13. First year Superintendent Evaluation:

 [HYA Evaluation Brochure.pdf](#)

 [HYA Evaluation Process](#)

Firm Background and Qualifications

- a. Company history, ownership structure, and key personnel***
- b. Relevant experience with similar districts***
- c. Professional credentials and certifications***

Hazard, Young, Attea & Associates (HYA) was established in 1987 and merged with ECRA Group, Inc. in 2011. The firm was reincorporated in 2019 to HYA Corporation doing business as Hazard, Young, Attea & Associates. The remaining survivor of the original owners is still involved with the firm. Currently, 35% of HYA Associates are persons of color, half are women, and HYA is woman-owned. HYA Associates build and invest in one another and advise the firm and one another on best practices, research, and policy.

HYA has served over 2,000 school districts providing consulting services and aggressive quality assistance to school boards in need of identifying and recruiting highly qualified executives for superintendencies and other administrative positions. At HYA we pride ourselves on knowing thousands of educators across the country and use this network to inform our consulting practice and identify potential candidates that are qualified and a match for the positions we are recruiting. HYA's skill set in this area and network of educators has been one of the foundation components of our success over the past 35 years.

- HYA is a national firm.
- HYA has assisted school boards with more than 2,000 executive searches.
- HYA has 12 professionally staffed office personnel employed at our home office.
- 130+ Associates throughout the country.
- Corporate Headquarters: 909 W. Euclid Ave. #926, Arlington Heights, IL 60006.
- HYA is a C CORP – Subchapter C Corporation.
- HYA has not defaulted on any contracts in the past five years (or ever) or has not failed to meet any financial obligations.
- HYA has not been suspended or debarred by the federal government.

See the appendix of this proposal for a list of HYA's relevant experience with similar districts. Mike Richie, the lead associate for the **ABC School District** superintendent search, has conducted more than 80 searches since joining HYA in 2018. Below are 30 significant searches led by HYA and/or members of this team.

Significant Searches led by HYA:

1. Center Consolidated School, CO (enrollment 606)
2. Estes Park School District, CO (enrollment 900)
3. Odyssey School of Denver, CO (enrollment 333)
4. Rocky Mountain School of Expeditionary Learning, CO (enrollment 377)
5. Pueblo School District 60, CO (enrollment 15,000)
6. Roaring Forks Schools, CO (enrollment 5,300)
7. Hayden School District, CO (enrollment 428)
8. Aurora Public Schools, CO (enrollment 38,000)
9. Littleton Public Schools, CO (enrollment 15,000)
10. Aspen School District, CO (enrollment 1,650)
11. Garfield Re-2 School District, CO (enrollment 4,642)
12. JEFFCO Public Schools, CO (enrollment 74,200)

13. Denver Public Schools, CO (enrollment 89,000)
14. South Sioux City, NE (enrollment 4,000)
15. Oxford, MI (enrollment 5,910)
16. Verona, WI (enrollment 5,932)
17. Auburn-Washburn, KS (enrollment 6,000)
18. Neenah, WI (enrollment 6,700)
19. Midland, MI (enrollment 7,500)
20. Gresham-Barlow, OR (enrollment 11,600)
21. Racine, WI (enrollment 17,000)
22. Ann Arbor, MI (enrollment 17,000)
23. Blue Valley, KS (enrollment 22,000)
24. Indian Prairie, IL (enrollment 26,000)
25. Anoka-Hennepin, MN (enrollment 35,000)
26. Lincoln, NE (enrollment 42,000)
27. Milwaukee, WI (enrollment 68,000)
28. Iowa Association of School Boards Executive Director
29. Michigan Department of Education State Superintendent
30. Kansas State Department of Education

HYA Associates bring a breadth of professional and academic expertise to their work. HYA's consultants possess extensive experience as former superintendents, district and school leaders, school board members and higher education faculty. They are skilled facilitators, trained in stakeholder engagement, organizational development, and strategic planning processes aligned with national professional standards.

Consultant Team (*see appendix for consultants' resumes*)

- a. **Detailed biographies of consultants assigned to the ABC School District**
- b. **Roles and responsibilities of each team member**

HYA Search Team for the ABC School District:



Dr. Mike Richie
HYA Vice President
715-891-1816
mikerichie@hyasearch.com



Dr. David Baugh
HYA Associate
215-669-2407
davidbaugh@hyasearch.com



Brian Ewert
HYA Associate
303-471-5342
brianewert@hyasearch.com



Dr. Nanci Perez
HYA President/COO
847-250-7825
nanciperez@hyasearch.com



Daneyelle Martell
HYA Project Manager
847-250-7493
daneyellemartell@hyasearch.com



Stacy Richie
HYA Search Assistant
715-891-0618
stacyrichie@hyasearch.com

Dr. Mike Richie, HYA Vice President: Mike Richie is an innovative leader who excels in thinking outside the box and is always looking for ways to provide the very best in educational leadership. He believes that strategic goals foster the momentum with which an organization's members can be self-motivated and productive. After 40 years in education, Dr. Richie has served as a teacher, coach, principal, and superintendent in small, medium, and large school districts. In his 26 years as a school superintendent, Dr. Richie is known by his staff and colleagues to be a visionary leader with a positive impact on and improving education. He has led his staff in raising test scores, building community and business partnerships, increasing open enrollment numbers, passing eight referendums, and drastically improving communications, public relations and social media efforts. In 2012, Dr. Richie was named Superintendent of the Year by the National Association of School Superintendents (NASS) for his outstanding achievement as a school district superintendent, continuous improvement and commitment to collaboration and mutual support in the profession.

Dr. Richie enjoys coaching and mentoring superintendents that are new to the profession. He serves on the Executive Committee of the National Association of School Superintendents (NASS), has served as an adjunct professor at Viterbo University teaching classes in leadership, school law, politics and community relations – preparing students for their principal and superintendent certifications. He has visited China twice to give numerous presentations on American Education. These experiences make Dr. Richie an ideal Associate for coaching superintendents and assisting school systems in their executive searches. Over his past eight years working with HYA, Richie has successfully led over 75+ searches and in 2022, was named Vice President of HYA.

Dr. David Baugh, HYA Associate: David Baugh has served as a superintendent for 14 years in both Colorado and Pennsylvania and was recognized as Superintendent of the Year in Pennsylvania for 2020. He has an extensive background in leading district searches. Throughout his career, Baugh has worked to ensure that the needs of students and teachers were at the forefront of all decisions. David has held many positions over his 32 years as a public school educator: special education teacher, elementary school teacher, assistant principal, principal, assistant superintendent and superintendent. Baugh continues to work in public education as an assistant coach and is working to get certified in Colorado as a special education teacher of the visually impaired. David relocated to Colorado in July 2020 to open the Aspen School District during COVID. He now splits his time between Western Colorado and Pennsylvania.

David is an experienced negotiator, who began his leadership career in the Upper Darby School District, first as Chief Negotiator for the UDEA, and then as assistant principal and principal. He went on to be a principal in North Philadelphia and then an Assistant Superintendent and Superintendent in suburban Philadelphia. David works with diverse groups of people to develop consensus and vision in the service of creating opportunities for children. These skills include active listening, seeking clarity and remaining both open and calm even in intense situations. David's friendly and approachable demeanor has led to educational leaders in both Colorado and Pennsylvania, seeking guidance and insight in professional situations. As an associate with HYA, David brings a professional and accessible perspective to the search process and has extensive networks across Pennsylvania and Colorado.

Brian Ewert, HYA Associate: Brian Ewert has been passionate about public education for more than 37 years, providing leadership in a variety of roles across urban and suburban school districts. His areas of expertise include district and school improvement, board of education

relations, policy, community engagement, human resources, budget and finance, ballot initiatives, communications, curriculum, instruction and assessment, visioning, strategic planning, and goal-setting.

In retirement, Brian brings his leadership experience, practical judgment, and deep passion for public education to superintendent searches, superintendent evaluations, and leadership coaching. He is especially committed to helping boards understand that hiring a superintendent is one of the most important decisions they will make as a board, and that the right leader can have a lasting impact on students, staff, families, and the broader community.

Brian was named the 2015 Colorado Superintendent of the Year by the Colorado Association of School Executives for his leadership in adopting a common instructional model, setting clear expectations, and building community support for Englewood (CO) Public Schools.

Brian began his career in 1986 as a middle school teacher and coach in Nebraska, then moved to California in 1987, where he advanced from teacher to dean of students, assistant principal, and principal. He returned to Colorado in 1995 to lead the state's first technology magnet school located in Academy School District Twenty in Colorado Springs. In 2000, he joined Douglas County Schools as principal of a new elementary school in Highlands Ranch, and in 2006 became the district's director of human resources. He was named superintendent of Englewood Schools in 2010 and later served as superintendent of Littleton Public Schools beginning in 2015, where he served until his retirement in 2023.

Brian previously served as co-chair of the Denver Area School Superintendents' Council, working alongside fellow superintendents on regional issues, leadership collaboration, and matters affecting public education across the Denver metropolitan area. He has also served as adjunct faculty for the University of Northern Colorado, teaching graduate courses in the master's-level principal preparation program.

Brian received a Bachelor of Science degree in Education from the University of Nebraska, a master's degree in School Administration and Leadership from California State University, and Superintendent Licensure from the University of Colorado.

Dr. Nanci Perez, HYA President/COO: Dr. Perez has led HYA for the past decade. She participates in all large urban engagements and is responsible for the partnerships HYA enjoys with education organizations and leading universities. Prior to HYA, she worked in both the public and private sectors of education. In the public sector, she has served as Director of Instruction, Assistant Superintendent of Human Resources, and as Superintendent of Schools serving four cities just north of the Chicago limits. In the private sector, she was a Senior Advisor for international STEM education with Aria Public Design and the Chief Operating Officer of HYA.

Dr. Perez's area of focus is in providing equitable and rigorous education opportunities for every child in economically diverse communities. She has pursued new models of education through intergovernmental agreements to consolidate school districts, grants and partnerships to operate school-based health clinics, and charter schools. She has proven that trust can be built among diverse constituencies as indicated by the awards she has received from the Indian, Muslim, Asian and NAACP communities. Dr. Perez was named the 2012 Educator of the Year from the State Crime

Commission and the 2012 Outstanding Administrator from the National Science Education Leadership Association. Dr. Perez holds a bachelors, masters, and doctorate degree from Loyola University Chicago and an MBA from the University of Chicago.

Roles and responsibilities of each team member:

Mike Richie, David Baugh, Brian Ewert, and Nanci Perez will lead this search on behalf of HYA. All **ABC School Board** members will receive the consultants' cell phone numbers and email addresses and may contact them at any time throughout the search process, including evenings and weekends. This HYA team will work closely with the Board to plan and guide the search and stakeholder engagement process. They will also oversee candidate recruitment, reference checks and vetting, the interview process, and the development of the District Leadership Profile Report.

Daneyelle Martell serves as the Project Manager. HYA has professionally staffed offices, a technological infrastructure, and a staff of full-time employees that is a valuable resource to school districts. Daneyelle will place all job postings, oversee the social media posts, and manage the search budget and invoicing. Daneyelle Martell has been employed by HYA as a project manager for the past 13 years and has managed over 165+ searches. HYA's back office is comprised of very dedicated and extremely talented resources that will provide ongoing support to the Board, candidates and associates throughout this search process.

Stacy Richie serves as the Search Assistant. Stacy will manage the Board Portal on a daily basis and will work closely with the Administrative Assistant, the communications person and the webmaster throughout the entire search process. In addition, she will provide sample press releases, invites and communication related materials for the stakeholders, media and district website.

Time commitment and availability throughout search period:

This search team will be available during all aspects of the search and will be committed to the **ABC School District's** entire search process. The superintendent search will take approximately four months. We will be fully committed to the search timeline and will be by your side, available and responsive throughout the entire process until your new superintendent is hired. The Board will always have a search consultant present in person when requested by the District. The fee for your search includes five to six consultant days in the district. In addition, consultants are always available via phone, email and Zoom at no additional fee. Typically, boards choose to have associates in person for focus groups, community engagement sessions and for portions of the interview process. More consultant in-person days may be added at the Board's request. We will respond promptly to all questions, emails, texts, and phone calls from the **ABC School District** Board of Education and the Administrative Assistant.

HYA SIGNATURE SEARCH PROCESS AND METHODOLOGY



ENGAGE 3 - 4 Weeks

- Conduct a planning meeting with the Board, which will detail the timeline and steps of the search process and provide advice/assistance to the board
- Complete individual Board Member interviews
- Creation of professional marketing materials
- Conduct focus groups/community forums to gather input from constituent groups
- Post the on-line community engagement survey.
- *All information gathered in the Engage Phase will help create the **District Leadership Profile Report** which will identify goals, needs, and priorities of the school system to help better match a candidate's skills with the needs of the district and give valuable information to the new leader on day one of employment to set goals and priorities.*



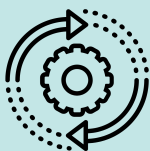
RECRUIT 6 - 8 Weeks

- Draft a position description to use for advertising
- Prepare and place advertisements as selected and authorized by the Board
- Recruit candidates utilizing local and national networks
- Utilize HYA networks for recruitment
- Utilize all HYA Business Partners for recruitment
- Recruit candidates at state and national conferences
- Recruit candidates using HYA's social media platforms
- Correspond with candidates regarding the search process and timeline
- Screen **ALL** candidates using the Leadership Profile Report and Desired Characteristics, seeking out the best fit for the district
- Conduct initial reference checks
- Identify best qualified candidates
- Prepare selected slate of candidates for Board consideration (number of candidates to be determined by the Board)



SELECT 3 - 4 Weeks

- Present slate of candidates to the Board
- Conduct informal background checks with social media searches and reference checks
- Co-coordinate interviews for the Board with selected semi-finalists
- Co-coordinate the "Day in the District" for finalists
- Provide QR codes and feedback forms for the community to provide input for finalists
- Create a matrix to evaluate candidates based on priorities determined by the Board
- Facilitate Board discussion to narrow the candidate pool after each round of interviews (*The Board's decision to hire/not hire a candidate is at the sole discretion of the Board*)
- Coordinate and provide third-party, independent investigative background check(s) of candidates as selected and paid for by the District



TRANSITION Varies

- The HYA Transition Academy is a six-month virtual program designed to help the superintendent hired build a foundation for long-term success
- [HYA National Evaluation](#) at no cost for the first year
- Analyze compensation package/assist Board to determine salary
- Communicate with all unsuccessful candidates at the close of the search
- Hold a debriefing meeting with the new superintendent and Board regarding information learned throughout the search process
- *Transition Dashboard, for the new superintendent to document specific actions they will take during the transition period (first six months included in base fee)*
- Offer other transition services to be considered by the Board and if desired
 - These services include Comprehensive First Year Support, Executive Coaching, Board Governance Training, Superintendent Evaluation, Strategic Planning and Community Engagement Surveys

Community Engagement:

HYA will weigh heavily on community engagement to understand the organization. Individual interviews and focus groups are scheduled to learn about the strengths and challenges of the district as well as the desired characteristics of the new superintendent. Our key stakeholder groups will include but are not limited to: High School students, parents, certified staff, support staff, administrators, school board members, business partners, other businesses, civic groups, district residents, booster clubs, and any other individual, groups or organizations that the Board of Education identifies and wishes to include. These sessions will be both in person and by Zoom, which will allow for maximum participation. Concurrently, an online survey solicits input from disaggregate groups. The **ABC School District** *Leadership Profile Report* is created using data from interviews and surveys. Once approved by the Board, it becomes a public document containing key information to guide the selection process and support the new leader from their first day on the job.

Use of District Staff:

Staff involvement would not be expected to be extensive beyond providing contact information and scheduling interviews and focus groups for identified constituents, identifying facilities to be used during the process, placing the link on the district website for surveying stakeholders, inviting public participation, scheduling and notifying stakeholder groups of the online survey, and acting as a liaison during the search process. The search team communicates regularly with the district's Administrative Assistant in the superintendent's office. If the district has a communications person, they are also an asset during the search process. We also work with your webmaster to help build out a Superintendent Search page on the **ABC School District** Website. HYA will provide sample press releases and focus group invites to assist the District with all stakeholder/community communications.

Recruitment:

HYA uses a myriad of recruiting techniques to ensure all potential candidates are reached. Without spending a dollar on advertising, HYA clients know that they are getting immediate exposure through the HYA Active Searches page with over 25,000 page views per month. In addition, HYA can provide analytics on your job posting, including how many views your job has received during a specific period of time, the average amount of time your posting was viewed, etc. No other firm has the infrastructure to provide this data to its clients.

HYA offers optional national and regional advertising packages that have been designed to maximize exposure for your vacancy. Given the volume of searches HYA conducts each year and our preferred pricing, our national package options provide our clients rates below what they could purchase in the marketplace.

In addition to national and regional advertising, HYA utilizes the firm's extensive national network of associates. HYA Associates throughout the country are aware of outstanding superintendents and aspiring superintendents in their state and region and maintain close professional relationships with many educators and school district leaders who might be interested in making a job change or career move. HYA Associates have ongoing relationships with state and national superintendent organizations including AASA (The School Superintendent's Organization), ALAS (Association of Latino Administrators and Superintendents) and NABSE (National Alliance of Black School Educators).

Associates are kept informed of the searches the firm is conducting and we seek recommendations from them regarding candidates who fit the profile being sought for that district. The proof of our recruiting network and efforts is the fact that approximately two-thirds of the candidates ultimately selected by Boards with whom we work were recruited for the position rather than applied or self-nominated.

Reference checking is one of the most important tasks in the search process. We begin with the informal references of referrals for potential candidates. Once an individual moves to the level of a potential candidate through the application process or through recommendations and recruitment efforts, we begin our vetting process. This includes contacting the listed references on the application or provided by the candidate. While this step is necessary it is not sufficient as most candidates will provide references that will provide only highly favorable comments. We continue the vetting process by conducting comprehensive internet searches to review any public information regarding the candidates. HYA Associates conduct confidential reference calls to obtain deep insight on any candidate that would be recommended to the Board for consideration. Given our network of associates and many professional relationships, it is likely that we know someone who either knows the candidate directly or knows someone who knows the candidate. These references often provide confidential, hard-to-obtain information about the candidate that is invaluable in determining whether to recommend the candidate to the Board.

Selection:

When the HYA Associates present a select slate of candidates to the Board, the number of slated candidates is determined by the Board during the initial planning meeting. HYA believes that the associates are responsible for supporting the School Board in all phases of the search. This is particularly true during the interview process with the semi-finalists and finalists because the Board should be focused on assessing the candidates, not managing logistics. The associates are available throughout the interview process and will facilitate a debriefing session after the interviews to discuss what the Board learned about the candidates. It is the Board's decision and sole discretion to hire or not hire a particular candidate and the Board takes responsibility for that decision.

In preparation for the candidate Interviews the associates will solicit questions, hypothetical situations and/or topics of interest, identified by the Board as desirable topics of discussion for the Board's initial round of interviews with the candidates. It should be noted that second round interviews are generally unscripted and designed to follow-up on topics, questions identified during the first round interviews or candidate presentations.

The associates will facilitate each decision-making session of the Board, if desired. Such involvement permits more active engagement by all **ABC School District** Board Members in both the general search process and the specific dialogue regarding the candidate pool. In facilitating the decision-making process, HYA assists the Board in assessing the abilities of the respective candidates in relation to the criteria identified by the Board. HYA does not provide counsel relative to the Board's process for interviewing candidates. The Board will seek advice from its attorney regarding the Board's process for interviewing candidates to comply with open meeting laws in Colorado.

An additional step is recommended towards the end of the Select Phase, before any public announcement: executive due diligence. HYA **highly recommends** executive due diligence on the finalist(s). Executive due diligence involves an investigative background check(s) that may be conducted on the three candidates that the Board brings back for second interviews or the preferred candidate. The investigative background check(s) is conducted by an independent third-party entity and includes a review of criminal and civil court records, driving records, college degrees and university accreditations. The comprehensive package includes a news and social media review.

Timeline and Project Management

TENTATIVE SCHEDULE FOR ABC SCHOOL DISTRICT SUPERINTENDENT SEARCH <i>This timeline may be adjusted by the Board to better align with the District's needs and priorities</i>	
Dates	Activity
TBD	The HYA Team will meet with the Board to plan the search and determine the process, finalize timeline
TBD	Post position on HYA site and other sources Network with other HYA Associates Advertising and marketing Accepting applications and recruiting
TBD	HYA screening interviews/vetting
TBD	Individual interviews with board members (Zoom/phone)
TBD	Stakeholder interviews/focus groups/forums
TBD	Open online survey to all stakeholders
TBD	Close Survey
TBD	Presentation of District Leadership Profile Report
TBD	Presentation of Slate to the Board
TBD	Board first round interviews to identify semi-finalists
TBD	Day in the District
TBD	Board conducts final interview(s)
TBD	Superintendent's hiring approved and announced
TBD	Superintendent contract formally begins

The HYA Associates assigned to this search will maintain regular communication with the Board President throughout the search process. Additionally, all board members will have direct access to the HYA search team via cell phone and email. Additionally, a weekly search update will be posted in the Board Portal.

Regarding contingency planning, we tailor each search to meet the unique needs of the district. Our process is highly flexible, allowing for adjustments to the timeline or approach at any point during the search to best support the district's goals.

Board Portal:

Communication and organization are critical to successful searches. HYA uses web-based delivery systems that give our clients anytime, anywhere access to all documents regarding the search. Whether through a tablet, smartphone, laptop or desktop computer, the Board and search associates have access to all information associated with the search in an organized and confidential, password protected Board Portal. The Board can view all application materials in the Board Portal as they are submitted. Items are organized by the search phase under the following six tabs. Example items included are listed below:

Home	Propose	Engage
• Search Team Members • Board Updates • Zoom Links • Board Planning Summary • Summary Notes • Search Timeline	• RFP • Proposal • Presentation • Signed Letter of Agreement	• Summary Survey • Open Ended Survey Questions • District Leadership Profile Report • Profile Report Presentation • Focus Group Schedule
Recruit	Select	Transition Services Available
• Job Postings • All Candidate Application Materials and Resume / CV • Slate Presentation	• Interview Schedule • Day in the District Schedule • Tier 1 -2 -3 Document • Interview Questions • Google Forms (Day in the District Feedback) • Feedback Responses Document • Candidate Presentations • Delphi Technique • Screening Tool • Interview Rubrics	• Transition Academy • Comprehensive First Year Support • Executive Coaching • Board Governance • Board Goal Setting • Superintendent Evaluation • Strategic Planning • Community Engagement • Transition Dashboard • End of first year 360 evaluation

Weekly Board Update:

A weekly Board Update will be available in the Board Portal, ensuring that all board members remain informed throughout the search process. Utilizing the Board Portal as the primary communication tool streamlines the process by eliminating the need for excessive email correspondence between the HYA search team and the school board.

Advertising:

During our board planning meeting, we will discuss where the Board would like to advertise. Keep in mind all HYA searches are advertised on the HYA Active Searches webpage and social media accounts - Facebook, LinkedIn, Instagram and Twitter. The HYA Active Searches webpage averages 25,000 views per month and is a clickable list that leads its viewers to a separate page fully dedicated to your search. We will always recommend advertising within your state/region. For the **ABC** superintendent search, we would also advertise the position through the Colorado Association of School Boards (CASB) website/social media. We also recommend the District advertise through the Colorado Association of School Executives (CASE). You may also want to consider advertising nationally; this will all be discussed at the planning meeting. Your HYA search team will collaborate with you to develop professional, high-quality marketing materials designed to strengthen recruitment efforts and maximize visibility throughout the search process.

Creation of a Diverse Candidate Pool:

HYA Associates always work to provide a slate of candidates that is representative of the student demographic in the school district. Associates will recruit candidates that specifically match attributes and desired characteristics identified in the *District Leadership Profile Report*.



Scan QR code for all superintendent job openings

Confidentiality:

HYA is committed to ensuring the confidentiality that is crucial for building and maintaining trust, protecting privacy, and ensuring the integrity of sensitive information for the duration of the search process. Information and application material on all candidates is available to the Board throughout the search process through the password protected Board Portal.

Frontline - Applications:

Candidates will submit their applications for this position via Frontline, using the HYA application process. Frontline is a comprehensive administrative platform that enables us to efficiently manage and streamline the entire application process.

Zoom/Virtual Meetings:

We will conduct virtual pre-screening interviews with all candidates. In addition to in-person focus groups, virtual focus groups will also be offered via Zoom to provide greater flexibility and accessibility.

QR Codes and Links for Stakeholder Feedback:

As part of the finalists' full-day visits to the district, each candidate will engage with a variety of stakeholder groups. To facilitate the collection of timely input, QR codes and links to a Google form will be provided to stakeholders, enabling them to submit real-time feedback for each candidate. All responses will instantly be compiled into a spreadsheet within the Board Portal, ensuring board members have immediate and organized access to this information for their review and consideration.

Delphi Technique:

A method for narrowing the candidate field is the use of the Delphi technique. Whether it be the initial slate or semi-finalist interviews the Delphi technique can be applied. It is particularly useful for larger candidate pools. Essentially, the technique requires each board member to make a forced choice by doing a head-to-head comparison (ranking) of each candidate. For the process to be effective each board member must independently review the slated candidates' credentials and interview responses. This process is facilitated by an associate on your HYA team.

References (all search listed below led by Mike Richie, Brian Ewert and/or David Baugh)

School District	Reference	Contact Information
Colorado Association of School Boards	Jubal Yennie Executive Director	Phone: 720-355-1775 Email: jyennie@casb.org
Iowa School Board Association	Elizabeth Brennan Board President (at time of search)	Phone: 515-778-5123 Email: ejcb@me.com
Michigan State Education Department	Dr. Pamela Pugh Board President	Phone: 989-992-6353 Email: pughp@michigan.gov
Kansas Department of Education	Cathy Hopkins Board President	Phone: 913-634-0445 Email: Cathy.Hopkins@ksde.gov
Odyssey School of Denver, CO (350 students)	Keri Melmed Board President	Phone: 720-272-8147 Email: kerimelmed@gmail.com
Turtle Lake School District, WI (423 students)	Bill Muench Board President	Phone: 715-641-0297 Email: wmuench@turtlake.k12.wi.us
Rocky Mt School of Expeditionary Learning, Denver, CO (450 students)	Kimberlee Shia Board Member	Phone: 720-786-1868 Email: kimberlee_sia@dpsk12.net
Center Consolidated, CO (600 Students)	Carrie Zimmerman Retiring Superintendent	Phone: 719-480-1491 Email: czimmerman@center.k12.co.us
Estes Park R-3, CO (900 students)	Stacy Ferree Board President	Phone: 970-646-5929 Email: stacy_ferree@psdr3.k12.co.us
Prescott School District, WI (1,200 students)	Mike Matzek, Board President	Phone: 612-240-0122 Email: mike.matzek@prescott.k12.wi.us
South Sioux City, NE (4,000 students)	Chris Krueger Board President	Phone: 712-223-0698 Email: chris.krueger@ssccards.org
Littleton Public Schools, CO (15,000 students)	Angela Christensen Board President (at time of the search)	Phone: 720-341-2197 Email: afchristensen412@gmail.com
Pueblo #60, CO (15,000 students)	Sue Pannunzio Board President	Phone: 719-821-0272 Email: susan.pannunzioboe@pueblod60.org

References (all search listed below led by Mike Richie, Brian Ewert, and/or David Baugh)

School District	Reference	Contact Information
Gresham-Barlow, OR (11,656 students)	Cathy Keathley Board Search Committee Chair	Phone: 503- 805-8973 Email:
Anoka-Hennepin, MN (38,000 students)	Michelle Langenfeld Board President	Phone: 651-442-6482 Email: michelle.langenfeld@ahschools.us
Auburn-Washburn, KS (6,000 students)	Jeremy Wiltz Board Board President	Phone: 913-706-2526 Email: wiltzier@usd437.net
Aurora, CO (38,000 students)	Dr. Anne Keke Board President	Phone: 720-939-0654 Email: anne.keke@aurorak12.org
Hayden, CO (450 students)	Ryan Watters Board President	Phone: 970-846-8155 Email: rywattles@haydenschools.org
Midland, MI (7,500 students)	Phillip Rausch Board President	Phone: 989-430-1612 Email: phil.rausch@hscpoly.com
Ann Arbor, MI (17,000 students)	Torchio Feaster Board President	Phone: 734-531-7434 Email: feastert@aaps.k12.mi.us
Oxford, MI (5,910 students)	Dr. Erin Reis Board President	Phone: 734-755-3904 Email: erin.reis@oxfordschools.org
Neenah, WI (6,800 students)	Brian Epley Board President	Phone: 920-277-0949 Email: brian.epley@neenah.k12.wi.us
Monona Grove, WI (3,700 students)	Elizabeth Cook Board President	Phone: 586-215-7958 Email: elizabeth.cook@mgsschools.net
Dodgeland, WI (690 students)	Jeff Caine Board Vice President	Phone: 920-210-1852 Email: cainej@dodgeland.k12.wi.us
Milton, WI (3,400 students)	Annette Smith Board President	Phone: 608-346-3673 Email: smitha@milton.k12.wi.us
Chilton, WI (1,050 students)	Terry Criter Board President	Phone: 920-216-8466 Email: criter@chiltonsd.org
Sun Prairie, WI (8,500 students)	Diana McFarland Board President	Phone: 608-215-4056 Email: dmmcfar@sunprairieschools.org

Fee Structure (in alignment with the Master Services Agreement CASB/HYA partnership)

ABC School District Superintendent Search Price Proposal

Since each district is unique, HYA's customizable menu will provide options that fit your district's needs. For example, some districts choose to do more/less focus groups or smaller/larger advertising packages which will impact the final price. A minimum/maximum price is provided below, however HYA will work with you to find the package that fits your budget and needs.

(A) Base Professional Fee for Search Service - HYA Search Fee:

- HYA search fee includes the following 6 in-district days by HYA consultants:
planning Meeting, one day for focus groups, slate of candidates presentation, first round interviews, Day in the District, and final interviews
- Board planning meeting
- Includes Board/Community Engagement, interviews, focus groups, town halls
- Google survey
- Creating and presenting the Leadership Profile Report to the Board
- Creating and managing the Board Portal for daily communication
- Recruitment and pre-screening of candidates
- Vetting, reference checks, Google searches and AI assisted searches
- Slate presentation to the Board
- Development of interview questions
- Review interview procedures with Board
- Candidate interviews
- Design/and develop Day in the District schedule
- Sample press releases
- Public Relations Materials
- **Six month HYA Transition Academy for new superintendent and one board member (\$4,500 value)**
- **First year Superintendent Evaluation Process and Tools (\$3,500 value)**

See Master Services Agreement (MSA) on the CASB Website for search fee schedule

Identification of any additional costs or optional services

HYA base search fee includes days in the district as listed above by HYA consultants. The Board can request additional days from HYA consultants billed at \$2,500 per day/plus travel expenses. **Typically, the days in the district listed above will cover the entire search process unless more days are added for focus groups.**

Travel and meeting expenses

HYA uses an expense management system whereby all costs are detailed with receipts and expense reports. **Utilizing Zoom for portions of the search will reduce travel costs.** Estimated travel expenses are anticipated to range from: \$/// to \$///

Not to exceed \$///

(B) Anticipated Expenses for Advertising and Marketing

Advertising: The Board determines what type of advertising it wants. HYA has designed extended advertising packages to maximize exposure for the vacancy. The Board will choose the package that best suits their needs. The following is included in the base price:

- Advertising on the CASB website

\$0 (included in base price)

• Advertising on the HYA website and HYA social media • Advertising in the National Association of School Superintendents (NASS) online newsletter • Advertising in HYA Newsletter and with HYA's networks • HYA Active Searches Page, outreach to candidates in Candidate Profile System	
ABC School District Superintendent Search Price Proposal (continued)	
The board may choose additional advertising (national, CO state associations, local/regional advertising). For the ABC superintendent search, we would recommend advertising the position through the Colorado Association of School Executives (CASE).	Optional
Background check and verification costs HYA offers Comprehensive Third-Party Background Checks. The background checks/Executive Due Diligence Services are typically conducted on the lone finalist, as selected by the Board. The cost from a third-party professional firm (per candidate) ranges from \$1,100 to \$1,950 the comprehensive background check includes the following: • <i>Personal Profile Summary</i> • <i>Social Security Trace</i> • <i>County Criminal Record History</i> • <i>Federal Criminal Record History</i> • <i>County Civil Record History</i> • <i>Department of Motor Vehicles License Information</i> • <i>Education (Degree) Verification</i> • <i>Credit Report</i> • <i>Investigation of all Aliases Identified within Past Seven Years</i> • <i>Investigation of all Jurisdictions of Residence within Past Seven Years</i> • <i>Investigation of all Jurisdictions of Education within Past Seven Years</i> • <i>Investigation of all Employment within Past Seven Years</i> • <i>University and Academic Program Accreditation</i> • <i>National Criminal Record History</i> • <i>National Sex Offender Search</i> • <i>News Media Review</i> • <i>Social Media Review</i> School districts may utilize their own Human Resource Department and conduct their own background check on candidates.	\$1,100 to \$1,950 (optional)
Payment schedule and terms - the fee is due in two installments: • 50% of the "not to exceed" amount above will be invoiced upon contract signing. • 25% of the "not to exceed" amount above will be invoiced upon slate presentation. • Balance due will be invoiced after the appointment of the new superintendent.	

Client Satisfaction (Guarantee)

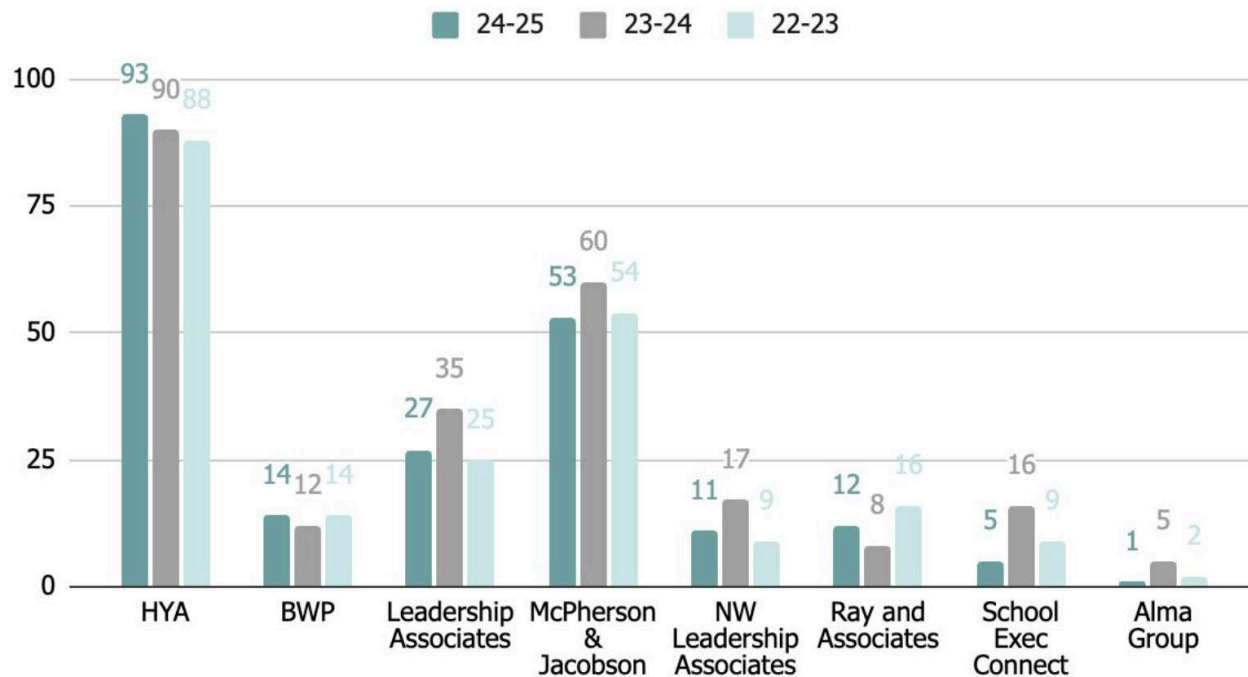
If the superintendent departs from the position during the first year under any circumstances professional or personal, or within two (2) years, if the majority of the Board is still in place and departure is due to dissatisfaction and not personal or familial reasons, HYA will recruit new candidates for the Board at no additional cost with the exception of travel, advertising and due diligence expenses. A full 94% of all superintendents we have placed in the last ten years have completed at least the full term of their first contract (usually three years). If the new hire leaves the district as mentioned above, the district should contact their HYA Lead Associate and they will begin the process for the guarantee coverage.

HYA's Signature Search Process Exceeds the Industry Standard

- The sheer volume of searches and consulting work the firm engages in puts us in frequent contact with the nation's cabinet level leaders and gives us intimate knowledge of their skillset to better recruit candidates that are a match to your leadership profile. We have both the network and personal contact information of the nation's top leaders to discuss with them your opportunity if they are a fit. We are not a firm that advertises and accepts resumes. Rather, we are recruiters.
- HYA is an expert at diplomacy and the political realities of a search. We provide counsel to our client Boards (and often district communication and legal staff), given our vast experience working in the most politically charged environments. No matter how pristine the process, you will have detractors and criticism. The decision before you is which firm do I want standing next to me, defending the process, with the experience to provide expert counsel.
- HYA suggested interview practices range from blind candidate review, to performance interviews using data sets provided by HYA. The tools and analytics we use from our Data Briefs to our Strategic Dashboard, from our Board Portal to our Recruitment Analytics, are unmatched by any of our competitors. We bring a modern, technological, and evidence based process to our client districts.
- Deep, meaningful, community engagement best practice varies by context; HYA specializes in school communities. We understand the importance of including student, parent, teacher, staff, administrator, philanthropic organization, elected official, ecumenical and other faith based organization, voice in the process and development of the leadership profile. HYA uses a structured and research based approach to both connecting with your community and analyzing the qualitative data to incorporate into the leadership profile.
- 30,000+ email subscribers to our monthly newsletter
- 46,000 unique users on our website Find a Job page since January 1, 2023
- Candidate Profile System, 7,000+ registered candidates
- We work with superintendents as a result of our Strategic Planning, Equity, and Executive Coaching Collaboratives.
- Our associates lead the Superintendent Academy and Central Office Academy through our Partnerships with Universities
- Six-month Transition Academy for the new superintendent and one board member
- Professional Growth webinars throughout the school year
- First year Superintendent Evaluation - The HYA Approach

SAMPLE HYA ANALYTICS

Search Firms



APPENDIX

The APPENDIX pages of this proposal include the following documents:

1. Resume - Mike Richie, Ed.D.
2. Resume - David Baugh, Ed.D.
3. Resume - Brian Ewert
4. Resume - Nanci Perez, Ed.D.
5. Reference Letter - Pueblo 60, CO
6. Reference Letter - Littleton, CO
7. Reference Letter - Iowa Association of School Boards
8. HYA Five-Year Reference Chart
9. Sample Recruitment Flyer
10. Transition Academy Information
11. HYA Superintendent Evaluation Process
12. Transition Services
13. HYA Certificate of Liability Insurance



MIKE RICHIE, ED.D.

HAZARD, YOUNG, ATTEA & ASSOCIATES
VICE PRESIDENT



mikerichie@hyasearch.com



@mikerichie130



https://hyasearch.com/



715-891-1816



linkedin.com/in/mike-richie81050a274/

EDUCATION

- 2006-Ed.D. Edgewood College, Madison, WI
- 2000 - Specialist Certification in Educational Administration, UW Superior, Superior, WI
- 1990 - M.S. Educational Administration, UW Superior, Superior, WI
- 1986 - Certification in Elementary Education, UW River Falls, River Falls, WI
- 1984 - B.S. in Physical Education, UW La Crosse, La Crosse, WI

AWARDS

- 2023
WASDA Superintendent 25 Year Service Award
- 2012
National Association of School Superintendents, National Superintendent of the Year
- 2012
The Collaborative Leadership Network, Collaborator of the Year, Rivers as Bridges
- 2010
YMCA Wisconsin Key Leader Award
- 2010
National Association of School Superintendents Featured Member
- 1994
WI Reading Association Outstanding Administrator Award

PROFESSIONAL EXPERIENCE

2022-Present Vice President/Senior Associate Hazard, Young, Attea & Associates

2018-2021 Educational Consultant Hazard, Young, Attea & Associates

2015-2024 Adjunct Professor Viterbo University, La Crosse, WI

2013-2017 & 2022-Present Executive Committee-National Association of School Superintendents

K-12 EXPERIENCE

2024-2025 Interim Superintendent DeSoto Area School District | DeSoto, WI

2019-2023 Interim Superintendent Tomorrow River School Dist. | Amherst, WI

2004 -2018 (Retired) Superintendent Northland Pines School District Eagle River, WI

2003 -2004 Superintendent Howard-Suamico School District | Green Bay, WI

2001 -2003 Superintendent New London School District | New London, WI

1995 -2001 Superintendent/Principal Hurley School District | Hurley, WI

1992 -1995 Elementary Principal Bonduel School District | Bonduel, WI

1990-1992 Elementary Principal New Richmond School District | New Richmond, WI

1984-1990 Teacher Rice Lake School District | Rice Lake, WI, Teacher St. Paul's Grade School | Bloomer, WI

RELATED LEADERSHIP ACTIVITIES

- 2025 Presenter - NASS National Conference: What School Boards are Looking for in a Superintendent Today
- 2025 Presenter - WASDA Conference: Leveraging Community Engagement to Shape School Climate, Culture and Trust: A Guide to Stronger Connections with Stakeholders
- 2022 National Association of School Superintendents Hall of Fame Member
- 2015 & 2017 Presenter - China/American PK-12 Education: Shanghai, Beijing, Chengdu, Yangzhou, Langfang, Wuhan, Wuxi China
- Presenter - WASB State Convention: Pay for Performance Pay Scale
- Presenter - WASB State Convention: Using a 360 Leadership Performance Review Tool
- Presenter - WASB State Convention: Strategies for Passing Referendums
- National Association of School Superintendents - Member 2011-Present
- WASDA - Administrative Salaries and Fringe Benefit Committee 2011-2017
- 2012 Published Monthly Superintendent's Message for the National Association of School Superintendents
- Wisconsin Association of School District's Administrators Member 1998-2025
- Association of School Administrators - Member 1998-2025
- District Administrators Leadership Institute Invitee and Member 2014-2019

David Baugh, Ed.D.

Innovative, servant-minded leader who delivers organizational value through vision, strategic thinking, and a deep commitment to education, while honoring the traditions that define each community.

Selected Qualifications, Competencies & Accomplishments

- Administration, Supervision and Evaluation
- Data Driven Decision Maker
- Union Negotiation Expertise
- Student Oriented Budget Development
- Adjunct Professor of Leadership
- Designed Alternative Middle School
- Launched an Alternative High School
- Member of PASA Governance Committee

Leadership Development

EXECUTIVE DIRECTOR

Aspen Valley Ski and Snowboard Club, Aspen, CO | 2024- 2025

SUPERINTENDENT OF SCHOOLS

Aspen School District, Aspen, CO | 2020-2024

SUPERINTENDENT OF SCHOOLS

Aspen School District, Aspen, CO | 2020-2024

SUPERINTENDENT OF SCHOOLS

Centennial School District, Warminster, PA | 2015-2020

SUPERINTENDENT OF SCHOOLS

Bensalem Township School District, Bensalem, PA | 2011-2015

ASSISTANT SUPERINTENDENT OF SCHOOLS

Bensalem Township School District, Bensalem, PA | 2009-2011

PRINCIPAL

Dr. Tanner G. Duckrey School , Philadelphia, PA | 2005-2009

PRINCIPAL

Hillcrest Elementary School, Upper Darby, PA | 2002-2004

Recognition, Honors & Affiliations

- Pennsylvania Superintendent of the Year, 2020
- American Association of School Administrators National Recognition for Impact in Communities and Student Learning in 2018-19; One of Two Pennsylvania Leaders that Matter
- Elected to Pennsylvania Association of School Administrators Treasurer, Fall 2019
- Former member of the Pennsylvania Association of School Administrators Board of Governors, 2017-2020
- Chair of Research and Development Committee, PASA, 2017
- Middle Bucks Institute of Technology, Superintendent of Record, 2016-2019



HYA Associate

Hazard, Young, Attea & Associates

Leads national superintendent searches for school boards across the United States, based in Parachute, Colorado.

Education

DOCTOR OF EDUCATION

Leadership, Management & Policy
Seton Hall University
South Orange, NJ

MASTER OF SCIENCE

Elementary Education
University of Pennsylvania
Philadelphia, PA

MASTER OF SCIENCE

Special Education
State University of New York
Geneseo, NY

MASTER OF HUMANITIES

University of Aberdeen
Aberdeen, Scotland

Contact

davidbaugh@hyasearch.com
215-669-2407

Work Information:

Hazard-Young-Attea Associates
 1475 E. Woodfield Road (14th Floor)
 Schaumburg, IL 60173
 Cell Phone: 303.471.5342
 Email: brianewert@hyasearch.com

Brian K. Ewert**Home Information:**

7648 S. Rosemary Circle
 Centennial, CO 80112
 Phone: 303.471.5342
 Email: bkefroggy@gmail.com

Education

2007, July Executive Leadership, Superintendent Licensure, University of Colorado – Denver, CO
 1991, Dec. M.A. School Administration, California State University – San Bernardino, CA
 1986, May B.S. Education, University of Nebraska - Lincoln, NE

Credentials

Colorado K-12 Professional Principal License #226799
 Colorado Professional Administrator/Superintendent License #328501

Employment History

7/21-present **Associate:** Hazard-Young-Attea Associates (superintendent search firm)

7/15-6/23 **Superintendent:** Littleton Public Schools, CO (**retired**)

- Accredited with Distinction (8 years by the Colorado Department of Education)
- Direct Reports: Deputy Superintendent of Learning Services, Assistant Superintendent of Human Resources, Chief Financial Officer, Chief Operations Officer, Chief Communications Officer, Chief Information Officer
- Oversight of ~14,000 students
- Oversight of 2 early childhood centers, 13 elementary schools, 4 middle schools, 3 high schools, 2 charter schools, 5 alternative education programs
- Oversight of 117 administrators, 944 licensed teachers, 869 classified staff, 200 substitutes • Oversight of a ~\$200 M general fund operating budget
- Oversight of a \$298 M voter approved 2018 bond program
- Oversight of academic standards, curriculum adoption, instructional models, assessments
- Chairperson: Denver Area School Superintendents' Council

6/10-6/15 **Superintendent:** Englewood Schools, CO

- 2015 Colorado Association of School Executives: Colorado Superintendent of the Year

7/06-5/10 **Director of Human Resources:** Douglas County School District, CO

7/08-7/15 **Adjunct Faculty:** University of Northern Colorado

- Instructor of Education Leadership 604: *Understanding People*

7/00-6/06 **Principal:** Eldorado Elementary School, Douglas County School District, CO

7/95-7/00 **Principal:** Mountain View Technology Magnet School, Academy District 20, CO

8/93-6/95 **Principal:** Desert Knolls Elementary School, Apple Valley, CA

8/92-8/93 **Assistant Principal:** Rio Vista and Yucca Loma Elementary Schools, Apple Valley, CA

7/87-7/92 **Teacher** Mojave Mesa School, Apple Valley CA

8/86-5/87 **Teacher:** Ogallala Middle School, Ogallala, NE

EDUCATION :

MBA University of Chicago, Booth School of Business Executive Program, March 2011
Ed.D. Loyola University Chicago; Curriculum, Instruction and Ed. Psychology, May 2000
M.Ed. Loyola University Chicago; Curriculum and Instruction, May 1995
B.A. Loyola University Chicago; English, May 1994

EDUCATIONAL WORK EXPERIENCE:

HYA Corporation

7/2025-Present *President*

8/2016-7/2025 *Chief Operating Officer*

HYA is a network of independent education experts that work for Boards of Education and Administrators to recruit and develop great leaders, plan for the future, and provide additional human resources to move critical projects and initiatives forward.

Responsibilities include:

- Setting and executing the overall strategy and vision for the company.
- Developing and implementing short- and long-term plans and goals to achieve the company's objectives.
- Providing leadership, guidance, and direction to senior management, employees and associates.
- Building and maintaining relationships with key stakeholders, such as associates, customers, and partners.
- Ensuring that the company is financially stable and profitable.
- Managing and allocating resources effectively.
- Identifying and managing risks that could impact the company's success.
- Establishing and maintaining a positive organizational culture that promotes teamwork, creativity, and innovation.
- Ensuring that the company operates in compliance with all relevant laws and regulations.
- Representing the company to the public, including the media, industry groups, and the general public.
- Identifying new markets or product lines, expanding into new geographies, and developing strategic partnerships
- Managing and developing staff including hiring, training, performance management, and multi-state employment filings
- Ensuring compliance with all relevant laws and regulations, as well as internal policies and procedures

District 219, Illinois

2008 - 2015 *Superintendent of Schools*

District 219 is a public school system that serves four cities just North of the Chicago city limits. The student body speaks more than 60 different languages are enrolled on three campuses (1,200,000 sq. ft.) and are serviced by 700 staff members (395 professional staff). The annual budget is approximately \$190 million.

Before serving as Superintendent, Dr. Perez held the positions of **Assistant Superintendent for Human Resources, Director of English and Fine Arts, English Teacher and Executive Vice President of Local Union.**

PRIVATE SECTOR EXPERIENCE:

Richelieu Group, Inc. , Northbrook, Illinois

Director of Human Resources and Executive Assistant

The Richelieu Group is a holding company managing a portfolio of food manufacturing and distribution companies with total revenues of approximately \$200 million. I directed the Human Resource Program including 401k pension plans, employee health and dental insurance and all personnel records. I coordinated the commercial insurance program at the corporate and subsidiary level.

HONORS AND AWARDS:

2015 United States Green Building Council Outstanding Organization Limelight Award

Recognizing our "comprehensive plan to leverage infrastructure to supercharge the achievement of every student and ensure the next generation of eco-conscious citizens."

Presented at the Museum of Broadcast Communications, Chicago, IL

2014 and 2015 College Board 4th and 5th Honor Roll

The Honor Roll Award is given to Districts who increased access to Advanced Placement® courses for a broader number of students and also maintained or improved the rate at which their AP students earned scores of 3 or higher on an AP Exam.

D219 was one of 477 districts in the nation and 30 in Illinois to receive this recognition.

2012 Educator of the Year

Illinois State Crime Commission

Presented at the Annual Awards Dinner, Oakbrook Terrace, IL

2012 National Science Education Leadership Association

Kendall/Hunt Outstanding Administrative Support Award

Given to one administrator in the nation for outstanding contributions in supporting science education in our nation's schools

Presented at the annual meeting in Indianapolis, IN

2011 IL Association of School Boards Award of Distinction

One of two districts recognized for excellence in the design of educational environments

Presented at the tri-conference (IASB-IASBO-IASA); Chicago, IL

2011 Asian American Award for Promotion and Support of Diversity in the Community

Presented by the Asian American Hall of Fame; Chicago, IL

2010 NAACP Community Service Award for Educational Leadership

Evanston/North Shore Branch; Evanston, IL

Presented at its Annual Awards Dinner, Northshore Skokie Holiday Inn, Skokie, IL

2010 Muslim Community Center Award for Building Character and Developing Minds

Presented by the Muslim Community of Niles Township; Niles, IL

2010 National School Board Association Citation

One of three districts in the United States to be recognized for construction of STEM research labs to integrate the STEM disciplines

2009 Excellence in Education and Leadership Award

Presented by the Indian Community of Niles Township, Skokie, IL

2009 Communicator Award, Opportunities for Every Student television series

Presented by the International Academy of the Visual Arts

2008 - 2015; Executive Board Member, Alliance for Lifelong Learning

Oakton Community College, Skokie, IL

2008 Distinguished Alumni Award

Presented by Wheeling High School, Wheeling, IL

2007 NSBA Kennedy Center for the Performing Arts
#1 Fine Arts Program in the Nation
Presented at the National Conference in San Francisco, CA

SPEAKING, PRESENTATIONS AND PUBLICATIONS:

National School Board Association

Speaker, "A Taste of Their Own Medicine: Your School-Based Health Center Up and Running"
March 2015; Nashville, TN

National School Board Association

Speaker, Growth Models to align individual student, program and personnel performance
April 2012; Boston, MA

American Association of School Administrators

Speaker, Growth Models to align individual student, program and personnel performance
February 2012; Houston, TX

Illinois Association of School Administrators

Speaker, Growth Models to align individual student, program and personnel performance
November 2011; Chicago, IL

Educational Theatre Association National Conference

Speaker, School Administrators and the Theatre Program: Cooperating to Survive
September 2010; New York, NY

Tech Forum Chicago

Speaker, Anywhere Anytime Learning
April 2010; Itasca, IL

Loyola University School of Law

Speaker, Myth v. Fact: Illegal Immigrants are Freeloading on American Taxpayer Dollars to Support Their Families. *In Immigration: If Everyone Has a Solution, What's the Problem?*
January 2008; Chicago, IL

Albert Shanker Institute

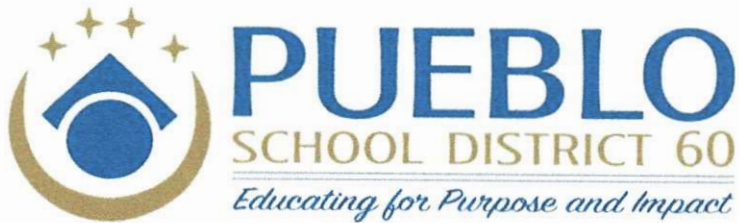
Speaker, The Good Schools Seminar Series for Union Leaders, Policy Experts and Superintendents.
January 2008 to 2012; Washington, DC

2008 Chinese Bridge Delegation Chinese Language Council International (Hanban)

Speaker closing ceremony, delegate
2008; Beijing and Wuhan China

Channel 16, Skokie, IL

Opportunities for Every Student Cable TV Show
Fall 2008; Skokie, IL.



June 2024

To Whom It May Concern:

It is a pleasure to recommend Mr. Brian Ewert, Dr. Mike Richie, and Hazard, Young, Attea, and Associates for your upcoming Superintendent search. As President of the Pueblo School District 60 Board of Education, I had the privilege of working with Brian, Mike, and HYA this past winter when our Board was looking for a new Superintendent.

From the very beginning, I was impressed with HYA and the services they offered. Some of the things that sold me on the search firm immediately were the Leadership Profile Report, the district and community survey, and the Day in the District visit by candidates. Brian and Mike used all of these powerful, effective, tools and processes to help our Board determine the main characteristics that we were looking for in our next Superintendent.

Brian and Mike were true professionals from start to finish. They put in countless hours to ensure our search was successful. This meant they were always available to the Board when we had questions, concerns, or needed clarification. They were sticklers for detail, striving always to keep the process clean and as uncomplicated as possible.

It was evident that Brian and Mike brought a wealth of experience to the table as former Superintendents themselves, as well as, having previously ran many successful searches. This enabled them to guide us in constructing a realistic timeline, creating a job posting that would attract a deep candidate pool, and keep us on track and moving in a steady, forward direction, allowing us to ultimately find just the right individual to fill the position.

It is without hesitation that I recommend Brian, Mike, and HYA to organize and lead your district's Superintendent search. I am confident that you will be very pleased with the personal service they provide and the successful results you attain from utilizing their services. If I can be of any assistance, please feel to contact me at susan.pannunzioboe@pueblod60.org or 719-821-0272. Thank you.

Best regards,

Susan L Pannunzio, President
Pueblo School District 60 Board of Education



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February 2023

To Whom It May Concern:

I am pleased and honored to recommend Mike Richie and Hazard, Young, Attea, & Associates for your Superintendent search. Our Board of Education selected HYA after interviewing a number of search firms and we were not disappointed. The role of hiring a new superintendent can be daunting, yet sacred, and Mike was with us every step of the way.

HYA's process from beginning to end was thorough, thoughtful, and transparent. Beginning with their RFP, it was clear that Mike would lead a strong search. His attention to detail was unmatched. We were provided with all of the information we needed in order to determine what our community was looking for in a superintendent and to then put that information into action to recruit the most highly qualified candidates.

Mike was available and responsive throughout all steps of the process. Our search was truly nationwide and Mike and his team came through and provided us with a diverse pool of candidates that each fit the needs of our unique community. We are now at the end of our search and are beyond pleased with the final result. Mike continues to support us as we begin the transition phase.

I have no reservations in wholeheartedly recommending Mike Richie and HYA. If you have any additional questions, I would be happy to visit with you. I can be reached at achristensenboe@lps.k12.co.us or 720-341-2197. Best of luck as you begin your search.

Angela Christensen
Board of Education
Littleton Public Schools



Iowa Association of School Boards

6000 Grand Ave., Ste. A

Des Moines, IA 50312

direct (515) 288-1991

fax (515) 243-4992

March 2, 2023

To Whom It May Concern:

The Board of Directors for the Iowa Association of School Boards recently completed a search for an Executive Director with the assistance of HYA. We worked with Dr. Mike Richie and Todd Strom and we are very pleased with their service.

Our work with Mike and Todd spanned three months. For the duration of the search they were very responsive and professional. They also helped us find ways to make our search more economical, such as limiting our advertising budget. We chose to hold the initial interview round through Zoom and they were diligent in helping that process run smoothly.

One of the most helpful tools in the search was the HYA Board Portal. The Portal was always up-to-date and allowed our board members to have all the information they needed to learn about the candidates. In addition to using the portal, Mike and Todd were always available to answer emails and phone calls. We appreciate them making us feel important and like we were their top priority client.

As we chose our final candidates and then our new Executive Director, Mike was ever ready to help guide the process. We found his insights to be thoughtful and productive. Mike's network reaches far and he had many ways to learn background information about our final candidates.

Mike, Todd, and the HYA team helped IASB find great candidates. We know their professional service found the best person to serve as our next Executive Director. Thank you, HYA!

Sincerely,

Elizabeth Brennan, President

Jim Green, Past President

IASB Board of Directors

SELECT HYA SUPERINTENDENT SEARCH HISTORY WITH REFERENCES

2024-2025

0 – 2,500 students	2,501 – 5,000 students	5,001 – 7,500 students	7,501 – 15,000 students	15,001+ students		
Benjamin School District, 25 (IL) 620 Students, K-8 Eric Rogers, Board President 815-690-8019 erogers@benjamin25.org Benton Harbor Area Schools (MI) 1,314 Students, K-12 Dashuna Robinson, Board President trustee.robinson@bhas.org Bickleton School District (WA) 104 Students, K-12 Mitchell Powers, Board President 509-820-0430 powersranches@gmail.com Bristol School District (WI) 782 Students, PK-8 Tina Elfering, President 262-206-3992 elfering.tin@bristol.k12.wi.us Bruce School District (WI) 410 Students, PK-12 Roxie Kemnitz, President 715-403-3425 rkemnitz@bruce.k12.wi.us Cambridge, School District of (WI) 909 Students, K-12 Christopher Holt, Principal 920-382-6178 85chrisholt@gmail.com Dodgeland School District (WI) 754 Students, PK-12 Jeff Caine, Board Member 920-210-1852 cainej@dodgeland.k12.wi.us ECHO Joint Agreement (IL) 1,200 Students Dr. Dwayne Evans, Board President 708-475-1774 devans@hsdist157.org Marathon City School District (WI) 753 Students, PK-12 Jodi Debroux, President 715-574-7824 idebroux@marathon.k12.wi.us Minoqua J1 School District (WI) 565 Students, K-12 Christy Seidel, Board President 715-614-3821 cseidel@mhlit.org	Neillsville School District (WI) 873 Students, K-12 Sue Voigt, Board President 715-937-0788 svoigt@neillsvillek12.org Ottawa Elementary School District 141 (IL) 1,700 Students, PK-12 Brenden Donahue, Board President bdonahue@oes141.org Parkview School District (WI) 900 Students, K-12 Zach Knutson, Board President 815-904-4011 zknutson@email.parkview.k12.wi.us Prescott School District (WI) 1,240 Students, PK-12 Mike Matzek, President 612-240-0122 mike.matzek@prescott.k12.wi.us Ripon Area School District (WI) 1,694 Students, PK-12 David Scott, Board Member 920-229-7099 ScottDa@ripon.k12.wi.us Skokie School District 73.5 (IL) 1,050 Students, K-8 Kelli Nelson, Board President 847-722-4727 knelson@sd735.org Somerset School District (WI) Matt Foucault, Board President 651-325-6094 mfoucault@somerset.k12.wi.us South Whidbey SD (WA) 1,200 Students, PK-12 Joe Greenhoren, WIAA Representative jgreenheron@sw.wednet.edu Taholah School District (WA) 168 Students, PK-12 Merian Juneau, Board Member merian.juneau@quinault.org	Waupaca School District (WI) 2,037 Students, K-12 Betty Manion, Board President 715-572-3362 bmanion@waupacaschools.org Whitewater Unified SD (WI) 2,000 Students, PK-12 Stephanie Hicks, Board President 920-723-7892 stephaniehicks@wwusd.org Wisconsin Heights SD (WI) 780 Students, PK-12 Barb Statz, Board President 608-712-9383 bastatz@wisheights.k12.wi.us Reedsburg School District (WI) 2,650 Students, PK-12 Gary Woolever, Board President 608-963-5232 gwoolever@rsd.k12.wi.us Rye City School District (NY) 3,000 Students, K-12 Jane Anderson, Board President anderson.jane@ryeschools.org	Falls Church City Public Schools (VA) 2,700 Students, K-12 Dr. Tate Gould, Board President tgould@fccps.org Jericho Union Free School District (NY) 3,200 Students, K-12 Dr. Christopher Foresto, President 516-220-6868 christopher.forest@jerichoschools.org New Trier Township HSD 203 (IL) 4,000 Students, 9-12 Jean Hahn, Board President 312-246-0403 hahnj@newtrier.k12.il.us Paul Salley (Retired Superintendent) 847-784-6109 salleyp@newtrier.k12.il.us Reedsburg School District (WI) 2,650 Students, PK-12 Gary Woolever, Board President 608-963-5232 gwoolever@rsd.k12.wi.us Rye City School District (NY) 3,000 Students, K-12 Jane Anderson, Board President anderson.jane@ryeschools.org	Dry Creek Unified School District (CA) 6,500 Students, K-8 Jon Fenske, Board President jonfenske@dciesd.us Liverpool School District (NY) 6,750 Students, K-12 Jecenia Bresett, Board President jbresett@liverpool.k12.ny.us Mount Vernon City School District (NY) 6,800 Students, PK-12 Adriane Saunders, Trustee asaunders@mtvernoncsd.org Oxford Community SD (MI) 7,000 Students, K-12 Dr. Erin Reis, President 734-755-3904 erin.reis@oxfordschools.org Walla Walla Public Schools (WA) 5,500 Students, K-12 Derek Sarley, Board President dsarley@wwps.org	Gresham-Barlow School District (OR) 11,500 Students, K-12 Kris Howatt, Board Chair (503) 830-3608 howatt3@gresham.k12.or.us Santa Clara Unified School District (CA) 14,200 Students, K-12 Bonnie Lieberman, Board President (650) 504-5199 blieberman@scusd.net	Atlanta Public Schools (GA) 50,300 Students, PK-12 Dr. Erika Mitchell, Board President Erika.Mitchell@atlanta.k12.ga.us Blue Valley School District (KS) 22,400 Students, K-12 Gina Knapp, Board President GKnapp@bluevalleyk12.org Jefferson County School District (KY) 95,000 Students, PK-12 Dr. Corrie Shull, Board Chair corrie.shull@jefferson.kyschools.org Mesa Public Schools (AZ) 58,343 Students, K-12 Marcie Hutchinson, Gov. Board President 602-363-6429 mhutchinson@mpsaz.org Milwaukee Public Schools (WI) 67,500 Students, K-12 Tina Owen-Moore, Director 414-531-5957 owentm@milwaukee.k12.wi.us Montgomery Public Schools (AL) 26,435 Students, K-12 Arica Smith Arica.smith@mps.k12.al.us Rochester City School District (NY) 23,000 Students, K-12 Camille Simmons, Board President Camille.Simmons@rcsd.k12.org Sioux Falls SD (SD) 25,123 Students, K-12 Carly Reiter, President 605-310-9400 Carly.Reiter@k12.sd.us

SELECT HYA SUPERINTENDENT SEARCH HISTORY WITH REFERENCES

2023-2024

0 – 2,500 students	2,501 – 5,000 students	2,501 – 5,000 students	5,001 – 7,500 students	7,501 – 15,001+ students
Cedar Grove Belgium Area Schools (WI) 910 students, PK-12 Chad Hoopman, Board President 414-336-5571 choopman@cgbrockets.com Clarke County Public Schools (VA) 1,900 students, PK-12 Monica Singh-Smith, Board Chair singhsmithm@clarke.k12.va.us Coupeville School District (WA) 1,055 students, PK-12 Morgan White, Board President mwhite@coupeville.k12.wa.us 360-632-2429 Elgin Math & Science Academy (IL) 361 students, K-6 Ron Manderschied 312.636-7471 Irvington Union Free School District 1,700 students, KG-12 Brian Friedman (Pres.) brian.friedman@irvingtonschools.org 917-439-8746 Mosinee School District (WI) 2,000 students, PK-12 Diane Gorman, Board President dgorman@mosineeschools.org 715-570-1176	Odyssey School of Denver (CO) Keri Melmed, Board President kerimelmed@gmail.com 720-272-8147 Ramapo Indian Hills HSD (NJ) 2,000 students, PK-12 Kim Ansh kansh@rih.org 917-679-6208 Tomorrow River School District (WI) 1,700 students, PK-12 Mark Kryshak, President mkryshak@amherst.k12.wi.us Ames Community School District (IA) 4,600 students, PK-12 Kelly Winfrey, Board President 785-979-0200 Barrington Public Schools (RI) 3,400 students, PK-12 Patrick McCrann, School Committee Chair mccrannp@barringtonschools.org Katonah-Lewisboro Union Free School District (NY) 2,800 students, PK-12 Julia Hadlock, Board President jhadlock@klschools.org 914-393-5551 Monona Grove School District (WI) 3,500 students, PK-12 Elizabeth Cook, Board President 586-215-7958 elizabeth.cook@mgschools.net North Monterey CUSD (CA) 4,400 students, KG-12 Martha Chavarria chavarria_martha@nmcusd.org Oxford Area Community Schools (MI) 5,600 students, PK-12 Dr. Erin Reis, President erin.reis@oxfordschools.org 734.755.3904 Proviso Township HSD 209 (IL) 4,708 Students, 9-12 Amanda Grant, Board President 630-776-2066 agrant@pths209.org	Port Washington-Saukville School District (WI) 2,510 students, PK-12 Brenda Fritsch, Former President 262-483-4048 Karen Krainz, Vice President karen.krainz@pwssd.k12.wi.us 708-601-0171 South Sioux City Community Schools 3,800 students, PK-12 Chris Krueger 712-223-0698 chris.krueger@ssccards.org	Longview Public Schools (WA) 6,300 students, PK-12 Jennifer Leach jenniferleach1890@gmail.com 360-430-0607 Midland Public Schools (MI) 7,400 students, PK-12 Phillip Rausch, Board President 989-430-1612 phil.rausch@hscpoly.com South Orange-Maplewood School District (NJ) 6,800 students Qawi Telesford, Board President qtelesfo@somsd.k12.nj.us Tahoma School District (WA) 9,000 students Michael Wiggins mwiggins@tahomasd.us Township HSD 211 (IL) (2024) Anna Klimkowicz 847-302-7223 aklimkowicz@northwestcompass.org Township High School District 214 12,000 students, 9-12 Alva Kreutzer alva.kreutzer@d214.org Yorkville CUSD 115 6,900 students, PK - 12 Darren Crawford, Board President 630.927.1701 dcrawford@y115.org	Maryland State Department of Education Joshua Micheal, PhD. joshua.michael1@maryland.gov Phoenix Union HSD (AZ) 27,900 students, 9-12 Naketa Ross 480.435.5262 nross@phoenixunion.org Pueblo School District 60 (CO) 15,000 students Sue Pannunzio, President susan.pannunzio@pueblod60.org 719-821-0272 Racine Unified SD (WI) 16,500 Students, K-12 Jane B. Barbian, Board President 262-732-4063 jane.barbian@rusd.org Virginia Beach City PS 65,456 students, PK-12 Kimberly A. Melnyk, Board Chair 757.619.3811 kimberly.melnik@vbcpso.com Yonkers PS (NY) 24,500 Students, K-12 Rev. Steve Lopez, President 914-374-3117 trusteelopez@yonkerspublicschools.org

SELECT HYA SUPERINTENDENT SEARCH HISTORY WITH REFERENCES

2022-2023

0 – 2,500 students	2,501 – 5,000 students	5,001 – 7,500 students	7,501 - 15,000 students	15,000+ students	
Colby SD (WI) 960 students, PK-12 Kristen Seifert 715.223.2301 kseifert@colby.k12.wi.us Bill Tesmer 715.316.2569 wtesmer@colby.k12.wi.us Steve Kolden 715.223.2301 skolden@colby.k12.wi.us CCSD 89 (IL) 2,300 students, PK-8 Haydee Núñez 708.558.5009 hnunez@ccsd89.org Hayden SD (CO) 435 students, PK-12 Tammie Delaney 970.846.1404 tdelaney@haydenschools.org Hood Canal SD (WA) 315 students, PK-8 Edie Reclusado 206.612.2011 ereclusado@hoodcanalschool.org Hudson City (NY) 1,600 students, PK-12 Willette Jones, joneswm@hudsoncsd.org Cheryl Rabinowitz rabinowitzc@hudsoncsd.org Manson SD (WA) 600 students, PK-12 Robin Bloch robin_b@frontier.com	North Salem CSD (NY) 1,200 students, K-12 Andrew Brown brownboe@northsalemschools.org Deb D. dgostinoboe@northsalemschools.org Roseland SD (CA) 1,500 students, K-12 Patricia Kreuger pkrueger@roselandsd.org	Oak Park-River Forest SD 200 (IL) 3,400 students, 9-12 Greg Johnson 217.369.0827 gjohnson@oprfs.org PS of the Tarrytowns (NY) 2,400 students, PK-12 John Paine 914.407.2099 jpaine@tufsd.org SD of Menomonee Falls (WI) 4,000 students, PK-12 Nina Christensen 262.893.4396 nchristensen@sdmfschools.org South Sioux City CS (NE) 3,700 students, PK-12 Chris Kreuger 712.223.0698 chris.krueger@ssccards.org	Highland Park ISD (TX) 6,700 students, PK-12 Maryjane Bonfield BonfieM@hpsisd.org Mamaroneck UFSD (NY) 5,400 students, PK-12 Ariana Cohen 917.626.0707 arcohen@mamkschools.org Neenah Joint School District (WI) 6,500 students, PK-12 Brian Epley, Board President 920-277-0949 brian.epley@neenah.k12.wi.us Ridgewood Public Schools (NJ) 5,600 Students Sheila Brogan, Board President 201-519-5485 sbrogan@rpsnj.us Upper Arlington Schools (OH) 6,300 students, PK -12 Jenny McKenna 614.620.0400 (cell) jcmckenna@uaschools.org Washington Township SD (NJ) 7,200 students, PK-12 Connie Baker 609.922.6760 connie_baker@verizon.net	Bellflower SD (CA) 10,200 students, K-12 Renita Armstrong renitaarmstrong@busd.k12.ca.us Littleton SD (CO) 13,700 students, PL-12 Angela Christensen 720.341.2197 achristensenboe@lps.k12.co.us Newton Public Schools (MA) 12,000 students, PK-12 Tamika Olszewski, 443.255.2891 olszewskit@newton.k12.ma.us Emily Prenner, 443.255.2891 prennere@newton.k12.ma.us Township HSD 214 (IL) 12,000 students, 9-12 Bill Dussling 630.248.0162 bill.dussling@d214.org Westerville City SD (OH) 14,500 students, PK-12 Tracy Davidson 614.797.5700 davidsontracy@westerville.k12.oh.us	Aurora Public Schools (CO) 38,000 students, PK-12 Debra Gerkin 303.364.3794 degerkin@aurorak12.org Frederick County PS (MD) 45,000 students, PK-12 Brad Young 240.674.0516 Prince George's County PS (MD) 130,000, PK-12 Erica Berry Wison 240.620.9386 ebwilson1@co.pg.md.us Rochester Public SD (MN) 18,000 students PK-12 Jean Marvin 507.282.3427 jemarvin@rochesterschools.org Syracuse City SD (NY) 19,000 students, PK-12 Tamica Barnett 315.200.3979 tbarnett@scsd.us U-46 (IL) 36,000 students, PK-12 Susan Kerr susankerr@u-46.org

SELECT HYA SUPERINTENDENT SEARCH HISTORY WITH REFERENCES

2021-2022

0 – 5,000 students		5,001 – 25,000 students		25,000+ students
Bedford Central SD (NY) 4,100 students, K-12 John Boucher 914.584.3321 Ed Reader 914.334.1448	SD of Monroe (WI) 2,230 students, PK-12 Ron Olson 608.293.0320	Ames Community SD (IA) 5,001 students, PK-12 Sabrina Shields-Cook 515.451.8306	Roaring Fork SD (CO) 5,600 students, PK-12 Kathryn Kuhlenberg 970.379.4725 kkuhlenberg@rfschools.com	Anne Arundel County PS (MD) 85,000 students, K-12 Dr. Joanna Tobin 410-570-0366 jtobin@aacps.org
Cedarburg SD (WI) 3,100 students, PK-12 Rick Leach 262.894.4284	SD of New Richmond (WI) 3,450 students, PK-12 Holly Butler 715.243.7443	Highline PS (WA) 17,500 students, K-12 Angelica Alvarez angelica.alvarez@highlineschools.org	Starkville Oktibbeha SD (MS) 5,001 students, PK-12 Wes Gordon 662.418.7783 wgordon@starkvillesd.com	Frederick County SD (MD) 43,250 students, PK-12
Chester Community Charter School (PA) 4,500 students, K-8 Jake Der Hagopian jderhagopian@csmillc.com	Niles Township HSD 219 (IL) 4,650 students, grades 9-12 Naema Abraham 773.953.6870 naebr@d219.org	Hillsborough Township PS (NJ) 7,300 students, PK-12 Paul Marini pmarini@htps.us	St. Charles CUSD 303 (IL) 12,500 students, PK-12 Jillian Barker 630.613.0694 jillian.barker@d303.org	Fort Worth ISD (TX) 75,000 students, K-12 Tobi Jackson tobi.jackson@fortworthsparc.org
Dobbs Ferry SD (NY) 1,500 students, K-12	Pioneer SD (WA) 660 students, PK-8 Dr. Susan Day 360.878.3952	Monroe SD (WA) 6,000 students, PK-12 Jennifer Bumpus 425.232.5479 bumpusj@monroe.wednet.edu	West Des Moines CSD (IA) 9,300 students, PK-12 Lonnie Dafney 515.225.7033 Ldafney@msn.com	Lincoln PS (NE) 42,000 students, K-12 Connie Duncan 402.419.0070
Edgemont SD (NY) 2,029 students, K-12 Monica Sganga 914.450.0135	Pittsville SD (WI) 550 students, PK-12 Mandy Hoogesteger 715.213.9277	Newburgh Enlarged City SD (NY) 12,000 students, PK-12 Carol Mineo cmineo@necsd.net		Los Angeles USD (CA) 640,000 students, K-12 Monica Garcia 213.505.6122 Kelly Gonez kelly.gonez@lausd.net
Faribault PSD (MN) 3,500 students, K-12 Chad Wolff 612.716.1757 Jerry Robicheau 507.330.4524	Riverview SD (WA) 3,100 students, PK-12 Lori Oviatt 425.785.7971	SD of Janesville (WI) 9,575 students, PK-12 Greg Ardrey 608.757.1677 gardrey@janesville.k12.wi.us		Montgomery County PS (MD) 165,000 students, K-12 Brenda Wolff 240.740.3030
Gibraltar Area SD (WI) 517 students, PK-12 Stephen Seyfer 920.421.5101 sseifer@gibraltar.k12.wi.us	Rosholt SD (WI) 500 students, PK-12 Karla Schoofs 715.572.1591	North Penn SD (PA) 12,600 students, K-12 Tina Stoll 215.783.1817 stolli@npenn.org		San Francisco USD (CA) 50,000 students, K-12 Jenny Lam 415.699.5349 jennylam@sfsd.edu
Holmdel PS (NJ) 3,000 students, PK-12 Vicky Flynn 201-486-2718 vflynn@holmdelschools.org	Scarsdale PS (NY) 4,650 students, K-12	Oak Park Elementary SD 97 (IL) 5,700 students, PK-8 Jung Kim 847.331.7797 jkim@op97.org		Seattle PS (WA) 50,000 students, K-12 Brandon Hersey brandon.hersey@seattleschools.org
Johnson Creek SD (WI) 570 students, PK-12 Richard Wrensch 920.988.4878	Verona PS (NJ) 2,300 students, PK-12 Lisa Freschi 862-202-5134 lfreschi@veronaschools.org			
Los Gatos-Saratoga JUHSD (CA) 3,500 students, grades 9-12 Katherine Tseng ktseng@lgsuhd.org	Voorhees PS (NJ) 3,000 students, PK-8 Rachel VanAken 856-631-3454 vanakenr@voorhees.k12.nj.us			
Middlesex County Vocational and Technical Schools (NJ) 2,100 students, grades 8-12 Keith Jones kjdevonsrenaissance@gmail.com Michael Affrunti maffrunti@connellfoley.com	Watertown Unified SD (WI) 3,300 students, K-12 Margaret Brady 920.262.1460 bradym@watertown.k12.wi.us			

SELECT HYA SUPERINTENDENT SEARCH HISTORY WITH REFERENCES

2020-2021

0 – 2,500 students	2,501 – 5,000 students	5,001 – 7,500 students	7,501 - 15,000 students	15,000+ students
Lake Forest Elementary SD 67 (IL) 1,600 students, grades K-8 Suzanne Sands 847.878.6764, ssands@lfschools.net Lake Forest Community High SD 115 (IL) 1,500 students 9-12 Jenny Zinser 847.778.6174; jzins@lfschools.net Northbrook SD 27 (IL) 1,330 students, PK-8 Helen Melnick 847-275-7946 Ramapo Indian Hills RHSD (NJ) 2,300 students, grades 9-12 Filomena Forgia 201.264.1576 School District of Cambridge (WI) 930 students, PK-12 Tracy Smithback-Travis 608-423-4345 Bensenville School District (IL) 2,000 students, PK-8 Dr. Chris McCullough 312.608.8406 c1mccullough@bsd2.org	Charlottesville City Schools (VA) 4,300 students, K-12 Lisa Larson-Torres torresl1@charlottesvilleschools.org Cheltenham SD (PA) 4,500 students, PK-12 Pam Henry 215.446.5253 Niles Township HSD 219 (IL) 4,500 students, grades 9-12 Naema Abraham 773.953.6870 naeabr@d219.org Joe Nowik 847.800.6726 joenow@d219.org Orinda Union ESD (CA) 2,529 students, K-8 Roseland SD (CA) 2,800 students, PK-12 Laurie Biggers 707.545.0102 ext 4218 lbiggers@roselandsd.org		Ankeny Community SD (IA) 12,500 students, PK-12 Aaron Jonson 515.556.4277 Bedford County PS (VA) 9,500 students, K-12 Susan Mele 540.797.4423 susan.mele@bedford.k12.va.us Coeur d'Alene PS (ID) 11,000 students, PK-12 Jennifer Brumley 208.661.4208 jbrumley@cdaschools.org Lower Merion SD (PA) 8,000 students, K-12 Lucy Klain 215.680.3055	Albuquerque Public Schools (NM) 84,000 students, PK-12 David Percy 505.362.6834 percy_d@aps.edu Allentown School District (PA) 16,500 students, K-12 Nancy Wilt 484.707.6496 Jefferson County PS (CO) 80,000 students, PK-12 David Bell 303.881.7497 david.bell2@jeffco.k12.co.us Loudoun County PS (VA) 81,000 students, PK-12 Brenda Sheridan 571-233-0307 Brenda.Sheridan@lcps.org Poudre School District (CO) 30,000 students K-12 Christophe Febvre 970.227.0282 Rob Petterson 970.218.7722 rpetterson@psdschools.org

**RMSEL**ROCKY MOUNTAIN SCHOOL OF
EXPEDITIONARY LEARNING

POSITION OPENING

EXECUTIVE DIRECTOR

ROCKY MOUNTAIN SCHOOL
OF EXPEDITIONARY LEARNINGDENVER
COLORADO

WELCOME TO THE ROCKY MOUNTAIN SCHOOL OF EXPEDITIONARY LEARNING

Rocky Mountain School of Expeditionary Learning (RMSEL) is seeking an Executive Director beginning on July 1, 2024. A public school of choice, RMSEL is a vital partnership of Denver-area school districts: Aurora, Cherry Creek, Denver, Douglas County and Littleton; and a non-profit organization actively involved in the renewal of public education: the Public Education and Business Coalition. Expeditionary Learning captures the power of Outward-Bound principles and research about best practices and combines them in the classroom to promote high academic achievement and character development. Academic achievement and character development are placed together at the core of the curriculum. This is an amazing opportunity for a dynamic, high-energy, hard-working leader to join a nationally recognized K12 school. One who can immediately manage all aspects of the current school's operations, finances, and academic program. The Executive Director must demonstrate a blend of inspirational leadership and management skills with a strong passion for Expeditionary Learning, the backbone of the school's academic program.



Questions? Contact HYA Associate Mike Richie
715-891-1816 or mikerichie@hyasearch.com

TIMELINE

Deadline to apply: February 21, 2024

1st round interviews: Week of February 26, 2024

Finalists Day at RMSEL: Week of March 4, 2024

Final interviews: Week of March 11, 2024

Selection and announcement: Mid-April, 2024

Position to begin: July 1, 2024



To apply for the RMSEL Executive Director position
visit the Hazard, Young and Attea website at:
www.hyasearch.com or scan the QR code

**400
Students
K-12****\$5.2 million
General
Fund Budget****Authentic
Real World
Connections****74%
Exceeds State
Accountability
Standards****BEST Grant
Renovation
& Building
Extension****40
Staff
Members****Exemplary
Adventure
Program****11 Years
CDE Accredited
with Distinction****6 Board of
Cooperative
Educational
Services Members****Strong Invested
Community
Students, Staff
& Parents****\$140,000 - \$170,000
Anticipated
Salary Range****HYA** | HAZARD
YOUNG
ATTEA
ASSOCIATES

HYA Transition Academy

Navigating the Superintendent's Essential Work

The Transition Academy is a 6 month Virtual Program

Navigating the Superintendent's transition is critical, setting the tone for trust, stability, and momentum. A strong leader aligns priorities, minimizes disruption, and builds credibility. With experience in 2,000+ districts and a national network of education leaders, HYA goes beyond recruitment, offering research-based strategies and ongoing support to ensure leaders begin with the relationships, confidence, and deliverables needed for long-term success.

HYA Search Clients receive complementary enrollment (non-clients pay \$4,500) for their selected new leader. This six month program will produce the following four essential deliverables to be presented to the board: a 100 day plan, Key Performance Indicators (KPIs) to guide the district and share with constituents, an agreed upon evaluation process and instrument, and an assessment of the current strategic plan. Topics are designed to coincide with the school calendar. For more information, please go to the Academies page of hyasearch.com

- Instructors are field experts who work with school districts nationwide, bringing practical experience in each session's topic
- Length: 6 months
- Dates: third Thursday of each month: July 16, 2026; August 20, 2026; September 17, 2026; October 15, 2026; November 19, 2026; December 17, 2026
- Time: 4 PST/5 MST/6 CST/7 EST – Sessions are 1.5 hours
- Sessions: One per month (virtually)
- Content: Sessions are designed to live independently; all sessions are integral for success.
- Consult: Virtual drop-in hours after each month's session are available based on the session topic for the month
- Deliverables: Participants in the Academy will produce four deliverables for the Board:
 - 100 day plan
 - KPIs to guide the district and share with constituents
 - Agreed upon evaluation
 - Assessment of the current district strategic plan.

Syllabus

Topics are designed to coincide with the school calendar. It is preferred to do sessions in order, however, each session is designed to be independent. This is a six month program that will produce four deliverables for the Board, essential work for any new leader: **a 100 day plan, KPIs to guide the district and share with constituents, an agreed upon evaluation, and an assessment of the current strategic plan.**

Before Your First Day – prerequisites before module 1

Gather all of the following files or URLs to be utilized in your personal transition plan. HYA will assist you in creating your own AI Assistant to synthesize all pertinent information:

- Leadership Profile from the search
- Current Strategic Plan
- Current Collective Bargaining Agreement
- Current Policies and Procedures
- Notes from your individual meetings with Board members

July - Align Governance and Leadership for successful Board-Superintendent relationship (recommended the board president attends this session with the superintendent)

August - Learn, Listen and Plan

- Learn about the district and create your AI Assistant
- Create the Listening Tour Calendar
- Plan and codify Activities in a 100-day/Transition Plan

September – Define

- Define analytic framework for communication for the entire year
- Define KPIs for Accountability and Measuring ROI
- Define contents for a Strategic Dashboard

October – Establish

- Establish goals and Superintendent evaluation process

November – Assess

- Assess the current strategic plan and make recommendation to reaffirm, modify, or begin a new process and plan

December – Transform

- Transformation Leadership
- Continuous quality improvement
- Commitments that define your superintendency.

Why utilize the HYA 360 Evaluation Process?

Currently, there is little guidance around superintendent standards or a formal, uniform evaluation tool. As a result, evaluation of this mission-critical role is usually left entirely to local boards of education and varies significantly from district to district. While a small number of districts have established robust and effective evaluation practices, many are still in varying stages of development. The HYA 360 Superintendent Evaluation Process is grounded in the eight most commonly used superintendent standards nationwide and is intentionally designed to address this gap.

The HYA Superintendent Evaluation Process serves two primary purposes. First, it provides the superintendent with a clear, written evaluation reflecting feedback from the Board of Education on performance as the district's chief executive officer. Second, it generates meaningful data and insights to support the superintendent—and the broader leadership team—in strengthening their contributions to the district's continuous improvement efforts through an open, transparent, and growth-oriented process.

HYA associates facilitate the evaluation and provide the research-based feedback instruments. As an independent, third-party facilitator, HYA reduces personal bias and delivers an objective, evidence-based report that supports reflection, professional growth, and accountability, while also meeting contractual and legislative requirements.

A strong, trusting relationship between the Board of Education and the superintendent is essential to district success. The HYA 360 Evaluation Process fosters a shared understanding of expectations and culminates in an actionable report that informs future goals, strengthens alignment, and enhances superintendent performance.

Advantages of a third-party, formative evaluation

In addition to incorporating stakeholder input, this process offers several distinct advantages:

- Guaranteed anonymity for stakeholders participating in interviews or the 360-degree survey, ensuring candid and honest feedback
- Raw data retained by CASB as an independent third party
- Objective reports and presentations grounded in evidence
- Evaluation instruments designed to minimize and control for bias

Overview of the process

The Board evaluates the superintendent based on previously agreed-upon—ideally measurable—goals to assess progress toward established key performance indicators. Through a combination of surveys and interviews, HYA gathers raw data to inform a comprehensive, practical 360-degree evaluation. The resulting report highlights strengths, identifies opportunities for growth, and supports a collaborative dialogue around goal setting for the year ahead. HYA then debriefs both the Board and the superintendent, facilitating a reflective conversation focused on the past year's performance and priorities for the year to come.

Evaluation Standards for Superintendent (A typical evaluation focuses on eight major areas)

1. Visionary and Educational Leadership: Assesses the superintendent's effectiveness in establishing, communicating, and leading a coherent vision that advances student success and district priorities.

2. Student Achievement and Academic Outcomes: Evaluates the superintendent's impact on student performance, growth, and overall academic success.

3. Board Governance and Policy Leadership: Examines the superintendent's effectiveness in working with the Board of Education and implementing board-adopted policies.

4. Organizational Management and Operations: Focuses on the superintendent's leadership of district operations, resources, and systems to support teaching and learning.

5. Human Resource and Personnel Leadership: Assesses the superintendent's leadership in recruiting, developing, supporting, and retaining a high-quality workforce.

6. Communication, Community Relations, and Stakeholder Engagement: Evaluates the superintendent's effectiveness in communication and engagement with internal and external stakeholders.

7. Culture, Climate, and Human Relations: Assesses the superintendent's role in fostering a positive, inclusive, and supportive district culture.

8. Ethics, Professionalism, and Values: Evaluates the superintendent's ethical conduct, professionalism, and adherence to legal and professional standards.

HYA Superintendent Evaluation

Executive Summary

The HYA 360 Superintendent Evaluation is a comprehensive, standards-based process designed to support effective governance, strengthen board–superintendent relations, and promote continuous leadership growth. Developed to support district leadership, this evaluation model aligns superintendent performance with district priorities, strategic goals, and key performance indicators.

Purpose and Approach

The evaluation framework emphasizes clarity, consistency, and constructive feedback. It incorporates multiple perspectives—including board members, district leadership, and, when appropriate, staff and community stakeholders—to provide a balanced and meaningful assessment of superintendent performance. The process is customized to reflect the unique context, size, and priorities of each school district and becomes more useful when used over multiple years..

Evaluation Phases

The evaluation is conducted through a structured, three-phase process:

Planning Phase

The process begins with coordination between HYA associates and the Board President to establish timelines and expectations. District strategic goals and Key Performance Indicators (KPIs) are reviewed and confirmed. The superintendent completes a self-evaluation, and board members complete an evaluation survey. A 360-degree feedback component may be included at the Board's discretion.

Administration Phase

HYA consultants collect, analyze, and synthesize all evaluation data, including surveys and 360-degree feedback when applicable. Findings are summarized and presented to the Board and Superintendent. KPIs are validated as the evaluation metrics, and the superintendent updates goals and professional growth documentation for review. The final report is submitted to the Board for approval and becomes the property of the district.

Implementation Phase

The Board and consultant review cumulative findings to determine the evaluation rating and narrative. The Board meets with the Superintendent to discuss results, finalize the evaluation, and formally approve the final rating.

Roles and Support

The District schedules meetings and designates a primary contact for coordination. Throughout the process, HYA consultants provide guidance, facilitation, and professional counsel to both the Board and Superintendent.

Sample Fee*:

Tier I	360 Survey-Unlimited stakeholders, 20 interviews (Board, Direct Reports, Community, etc.), two days in district with consultant	\$10,000
Tier II	360 Survey-50+/- stakeholders, 10 interviews (Board, Direct Reports, Principals), two days with consultant	\$7,500
Tier III	360 Survey-30+/- stakeholders, 10 interviews (Board, Direct Reports, Principals), consultant works remotely	\$5,000
Tier IV	5-7 Interviews (Board Only) consultant works remotely	\$3,500

* Sample fees are provided based on the scope of work and the specific needs of the district. HYA surveys are easily customized to align with the district's strategic initiatives and goals.

HYA/CASB formal interview questions:

1. What are your perceptions of the superintendent's overall effectiveness?
2. What are the superintendent's strengths and assets?
3. Please share what you think are some of the superintendent's most notable accomplishments?
4. What are some areas for growth that would benefit the superintendent and the district?
5. Finally, let's say the superintendent swings by your office or gives you a call to ask for some "off the record" advice on what he/she could do to do a better job and/or make things better for students and staff. What would you tell him/her?

[HYA Standards](#) and key indicators are found here. These are the eight national standards with key indicators that are most commonly used in the United States.

[Sample 360 Survey](#) found here. Note, this can be adapted to the district and specific initiatives.

Board Governance Workshop

The Board Governance Workshop requires a half day and provides the Board the opportunity to clarify the respective roles of the Board and the Superintendent. The workshop addresses the concepts of trusteeship, governance, management, continuous improvement, and systematic change. Developing and maintaining effective Board-Superintendent relations, the need for long and short range planning, consensus decision-making, and other components of successful Board service are also discussed at this workshop.

\$2,500 (includes all preparation and material)

Board Goal Setting & Superintendent Evaluation

To develop and maintain effective Board-Superintendent relations and provide the Board with an opportunity to determine what it desires to have the Superintendent achieve in the position, goals and the evaluation process must be codified and understood with great clarity. The evaluation process should reinforce the concept of continuous improvement and should monitor the achievement of the Board's goals. Processes and instruments for performance evaluation will be provided.

\$5,000 (2 sessions: 1. Goal setting for superintendent, 2. Facilitation/review of superintendent evaluation)

Executive Coaching

Creating and sustaining powerful Superintendent-Board partnerships is a key component of HYA's Signature Superintendent Coaching program. HYA Associates understand first-hand the demands of the position and are able to come alongside Superintendents as experiences through partners to explore leadership challenges and generate strategies to overcome obstacles before problems arise.

The HYA program includes:

- Customized, confidential Executive Coaching sessions offered twice monthly
- Interviews and assessments designed to foster understanding of Superintendent's strengths, areas of growth, successes, and challenges, including:
 - » Strengths Inventories
 - » Emotional Intelligence (EQi2.0) Assessment
- Additional assessment options and 360 survey instruments available for Superintendent use
- Integration of additional HYA Associates with content-specific expertise available as needed throughout coaching experience
- 24/7 On-demand access for emergency situations

\$10,000/yearly subscription

Transition Dashboard

Performance during the transition period in a new district is critical; it is an opportunity for the Superintendent to build relationships, analyze student achievement and financial status, understand community expectations and values, and arrive at a set of performance indicators to measure district success. Actions by the leader during the transition period form the foundation upon which all future rests. A solid foundation promotes future accomplishments. The Transition Dashboard provides a framework for the Superintendent to align communication and define school quality based on the priorities of the Board and community stakeholders.

The Transition Dashboard includes:

- An online, dynamic, and transparent infrastructure for the new Superintendent to communicate what they learned throughout the search process
- Key performance indicators that represent the values and priorities of the school district
- Specific actions the superintendent will do during the transition period

\$10,000/year hosting fee



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

06/30/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER DSP Insurance Services, Inc. 1900 E Golf Rd Ste 225 Schaumburg IL 60173	CONTACT NAME: Katherine Hamilton PHONE (A/C, No, Ext): (847) 934-6100 E-MAIL ADDRESS: Khamilton@dspins.com FAX (A/C, No): (847) 934-6186
INSURED HYA Corporation 909 W. Euclid Avenue #926 Arlington Heights IL 60006 (847) 801-3812	INSURER(S) AFFORDING COVERAGE INSURER A: Allmerica Financial Benefits I INSURER B: Hanover American Insurance Co INSURER C: Federal Insurance Company INSURER D: INSURER E: INSURER F:
	NAIC # 41840 36064 20281

COVERAGES **RS** **CERTIFICATE NUMBER:** Cert ID 44004 **(4)** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	☒ COMMERCIAL GENERAL LIABILITY ☐ CLAIMS-MADE ☒ OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: ☒ POLICY ☐ PRO-JECT ☐ LOC OTHER:			Z2CJ064329	07/01/2025	07/01/2026	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ Included
A	☒ AUTOMOBILE LIABILITY ☐ ANY AUTO ☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS ☐ HIRED AUTOS ONLY ☐ NON-OWNED AUTOS ONLY			AWCJ625559	07/01/2025	07/01/2026	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
A	☒ UMBRELLA LIAB ☒ OCCUR ☐ EXCESS LIAB ☐ CLAIMS-MADE DED ☒ RETENTION \$ None			Z2CJ064329	07/01/2025	07/01/2026	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below Y/N ☒ N/A			WZCJ064305	07/01/2025	07/01/2026	☒ PER STATUTE ☐ OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
C	Professional Liability			82641319	07/01/2025	07/01/2026	Retention: \$10,000 \$ 3,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER

CANCELLATION

Evidence of Insurance

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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ACORD 25 (2016/03)

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