



OXFORD COMMUNITY SCHOOLS

Dr. Vickie Markavitch, Superintendent
Sam Barna, Assistant Superintendent of Business & Operations
Anita Qonja-Collins, Assistant Superintendent of Elementary Instruction
Ryan Reid, Assistant Superintendent of Human Resources
Steve Wolf, Assistant Superintendent of Secondary Instruction

Dear Board Members,

I am writing this letter as a recommendation for services provided by Mike Richie and the Hazard, Young, and Attia (HYA) search firm for your upcoming superintendent search. Oxford Community Schools recently used HYA for a critical superintendent search for our district. Oxford Community Schools has been with an interim superintendent since January 2023 and knew that this search would be imperative to the continued healing our community is working on.

From the beginning it was evident that HYA researched our community, the initial presentation of services was articulate and supportive of our community's needs. HYA also presented a transparent format for board members to always have the latest information for the search through their "board portal," this left board members feeling better prepared, and allowed for us to have robust and fair conversation at the board table, signifying transparency in the process to our community.

Mike and the HYA team prepared an intensive community focus group schedule that included in-person and remote meetings to meet members of our community, staff, students, and parents, where they were at. From these meetings, along with a thorough survey, they authored a leadership profile report that helped the board, and the candidates ensure they were making a match for interviews that would be mutually beneficial and meet the goals of the district.

Throughout this process to date, Mike and the HYA team have made Oxford feel as if we were their only clients, they were available when needed, kept the board portal up to date, were organized in all their presentations, and met with anyone from our community who wished to be a part of this process, even if the community members preferred not to be in a group setting.

I would, without reservation, recommend Mike and the HYA team for your superintendent search and would be happy to take any questions you may have as you make your selection.

Sincerely,

Erin Reis, EdD

Board President

Oxford Community Schools, Board of Education



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Assistant Superintendent of Human Resources, 10 North Washington Street, Oxford, MI 48371, (248) 969-5004.