



July 1, 2026

Dear School District leader,

As you evaluate firms to assist you in selecting your next superintendent or district leader, I can confidently recommend your consideration of Hazard, Young and Attea (HYA) and specifically the services of Mike Richie to produce a positive result for your organization.

In the spring and summer of 2026, Mike Richie and HYA were tasked with coordinating a search for a new superintendent for the Anoka-Hennepin School District, where I serve as Executive Director of Communications and Public Relations. Mike and his team worked well with our staff, represented the district well in public meetings and feedback sessions, and provided high-quality materials to assist the school board with decision-making. Working under a condensed timeline and with a school board that has a history of split votes, Mike was able to deliver a candidate who won unanimous approval.

I should note this is the first time our district has worked with HYA on a search, and they delivered a positive result in line with community and school board expectations.

Mike Richie and his HYA team demonstrated a high level of professionalism and competency in a high profile search process. He worked hard and represented this firm and our district with integrity. As you evaluate those who are looking to assist in your search, you can be assured that Mike and HYA will give their very best effort and you will not regret partnering with them for your needs. Please contact me if I can provide any additional information that would help you evaluate HYA for your search process.

Sincerely,

Jim Skelly

Executive Director, communication and public relations

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