



***Learning for Life***

# **Superintendent Search Proposal Presentation**

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**Community Consolidated  
School District 89**

January 3, 2022

# ABOUT THE FIRM

- ★ Service mindset
- ★ 35 years of Executive Searches
- ★ 1,500+ searches in suburban, rural, and urban districts of all sizes
- ★ Local team works with national recruiting network
- ★ Relevant consultant experience in similar districts
- ★ Research and analytics
- ★ Full-time back-office and IT staff
- ★ Responsive, regular communication

**HYA** | HAZARD  
YOUNG  
ATTEA  
ASSOCIATES

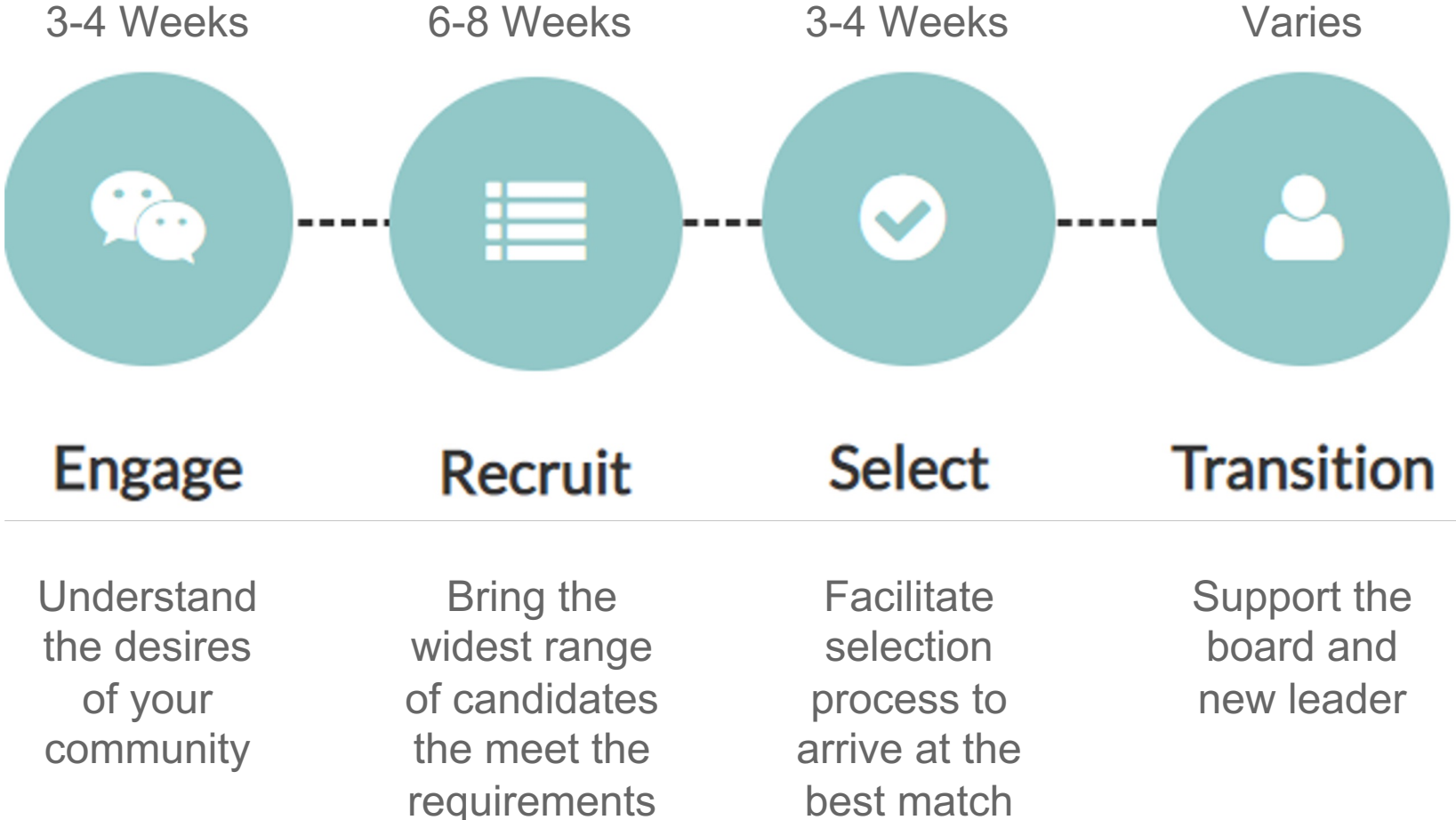


# HYA'S RECENT AND RELEVANT EXPERIENCE IN SUBURBAN ILLINOIS

- ★ Northbrook Elementary District 27
- ★ Oak Park Elementary School District 97
- ★ Lake Forest Public Schools Districts 67 and 115
- ★ St. Charles CUSD 303
- ★ Lyons Township High School District 204
- ★ Niles High School District 219
- ★ Oak Park and River Forest High School District 200
- ★ Bensenville School District 2



# HYA'S SIGNATURE SEARCH PROCESS



# OUR TEAM “SEEKS FIRST TO UNDERSTAND” YOUR:



## 1. FIVE STRATEGIC GOALS.

### CCSD 89 will:

- Provide an engaging and supportive learning environment that inspires every single student to reach their full potential.
- Provide a welcoming educational environment where every student can develop confidence, empathy, and well-being
- Hire, retain, and support a highly qualified workforce.
- Cultivate meaningful partnerships with families and community agencies to enrich learning opportunities.
- Use resources responsibly to provide safe schools where students have the tools they need to learn.

## 2. STUDENT OUTCOMES, OPPORTUNITIES, AND ACCESS

Academic

Extra-curricular

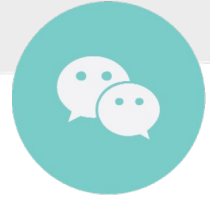
Social Emotional

## 3. FISCAL HEALTH

## 4. STRENGTHS TO SUSTAIN

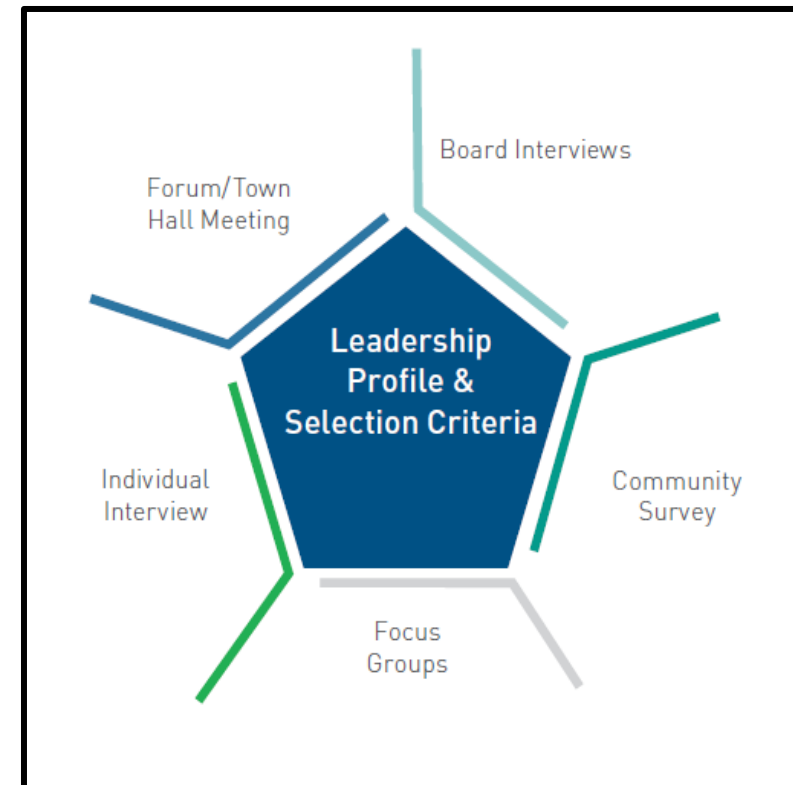
## 5. SHORT AND LONG TERM CHALLENGES/PRIORITIES

## 6. DESIRED PROFESSIONAL AND PERSONAL QUALIFICATIONS FOR THE NEXT LEADER



# INCLUSIVE ENGAGE PHASE

- ★ **Develop search plan; application; finalize timeline; and more**
- ★ **On-line survey**
- ★ **Conduct individual interviews (up to 10), focus groups (up to 20) with your full array of stakeholders, and two forums (onsite and/or virtually)**
- ★ **Present Leadership Profile Report (LPR) to Board and Community**



# EXAMPLES OF HYA ENGAGEMENT GROUPS



## Individual Interviews

- **Board members**
- **Superintendent**
- **Cabinet**
- **Foundation Chair**
- **Union Leadership**

## Forums (onsite and virtual)

- **Community**
- **Staff**

## Focus Groups

- **Students**
- **Teachers and teacher leadership**
- **Administrators and supervisors**
- **Support Staff**
- **Parent groups, advisory councils, boosters, advocate groups, etc.**
- **Business and non-profit partners**
- **Service clubs**
- **Village officials**



# EXTENSIVE RECRUIT PHASE

- ★ Create job posting and recruiting verbiage based on LPR
- ★ Advertise – national/local/state agencies, Twitter, LinkedIn, Facebook, journals, state and regional associations
- ★ HYA Active Searches – <https://hyasearch.com/findajob/>
  - 18,000 views per month on this job search page
  - Featured placement and content
- ★ HYA network uses the LPR to identify and recruit candidates
- ★ Intensely screen, deeply interview, and thoroughly reference check



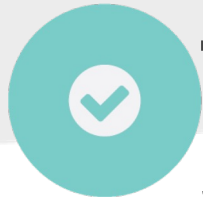


# THE "GO TO" SITE FOR SUPERINTENDENTS: [www.hyasearch.com](http://www.hyasearch.com)



The screenshot displays the HYA website interface. At the top left is the HYA logo and the text "HAZARD YOUNG ATTEA ASSOCIATES". To the right are navigation links: "About", "Services", "Products", "Media Toolkit", and "Find a Job". A "Login / Register" button is located in the top right corner. Below the navigation is a list of three job listings, each with a company logo, job title, location, and a "HYA" badge. The first listing is for "Superintendent - Syracuse, NY" with a "HYA" badge. The second is for "Superintendent - Upper Arlington, OH" with a "HYA" badge. The third is for "Superintendent - Amherst, WI" with a "HYA" badge. To the right of the listings is a map of the United States with several blue circular markers containing numbers: 5, 11, 22, 33, 38, and 11. The markers are placed over various states and cities, including Vancouver, San Francisco, Los Angeles, San Diego, Las Vegas, Houston, and New York.

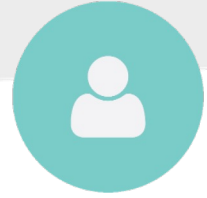
HYA facilitated searches are listed first and with abundant information, but we also list competitors searches so talented individuals seeking jobs know to use our site first!



# THOROUGH SELECT PHASE

- ★ Present slate of qualified candidates
- ★ Board portal – 24/7 access to notes, applications, agendas, etc.
- ★ Conduct board interview workshop to help prepare questions, rubrics, and “look fors”
- ★ Facilitate board interviews and selection discussion
- ★ Conduct deep background checks including social media, image, and profile screening





# TRANSITION PHASE

## Meet with appointed superintendent and board

- Debrief process and assist with 100-day plan
- Assist with drafting superintendent goals

## Optional Transition Services

- Leadership coaching
- Board Governance Workshops
- Superintendent evaluation
- Strategic planning



# GENERAL TIMELINE



**At the initial planning meeting, the Board and HYA collaborate to customize the final timeline to meet the Board's needs.**

## **Engage Phase (15-20 days)**

- Planning Meeting
- Individual Board Member Interviews
- Focus groups, forums, surveys,
- Presentation of Leadership Profile Report with recommended selection criteria

## **Recruit Phase (30-45 days – concurrent with end of Engage Phase)**

- Recruiting and advertising
- Intense screening of qualified applicants
- Weekly reports and updates to Board
- Immediately post opening on HYA Website
- 24/7 Board access to portal for ALL applicants
- Prepare interview questions, scenarios and rubrics for first round interviews
- Board reviews HYA slate of candidates and materials

## **Select Phase (15-30 days)**

- Board conducts first round interviews
- Narrow first round field to semifinalists
- Board conducts second round interviews
- Narrow second round candidates to finalists
- Conduct finalist(s) interviews, forums, site visits (optional)
- Baker-Eubanks independent background check

## **Transition Phase (1 or 2 days)**

- Develop (or review) governance and communication protocols
- Assist in outlining 100-day plan
- Assist with drafting superintendent goals

# COST STRUCTURE

Fees for search service are \$24,500

Fee is fully inclusive of all components of the search process, copying and distribution costs, and consultant travel expenses.

Additional costs may include:

- National advertising
- Independent third-party background check(s) including transcript verification; court records; financial records; and additional social media posts, images, profiles screening; and news media review beyond what HYA already provides.
- Candidate travel for finalists

## HYA GUARANTEE

- ***Fixed Price:*** HYA will continue the search until the Board is **completely satisfied**.
- ***Client Satisfaction:*** HYA will re-conduct the search at no additional costs, other than expenses, if the candidate or the Board ends the employment **within the first year** of employment for **any** reason – personal or professional – or within two years provide the majority of the hiring board is intact.
- ***Non-Solicitation of Candidate:*** HYA will not present a candidate that has been placed with our assistance unless we have the Board's permission.

# SEARCH TEAM



With a personal, vested interest in CCSD 89, we work for you and with you to assure your students, staff, and community have a leader who shares your core values and is the perfect fit for your district's current needs and future aspirations!

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**Jane Westerhold**

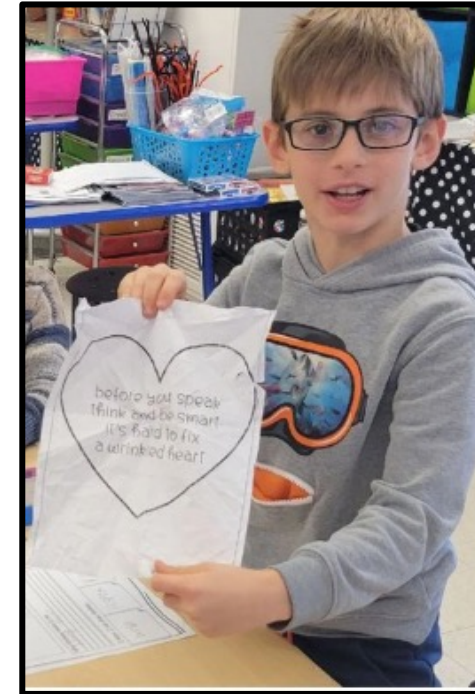
[janevesterhold@hyasearch.com](mailto:janevesterhold@hyasearch.com)

**(847) 772-3219**



# HYA'S DISTINGUISHING DIFFERENCES

- ★ **Relevant experience of the consultant team backed by our national recruiting network**
- ★ **Inclusivity and transparency throughout the process**
- ★ **Responsive, regular communication**
- ★ **Unparalleled stakeholder engagement**
- ★ **Thorough vetting/verification**
- ★ **Interview support (rubrics, “look fors”)**
- ★ **Extensive Covid-era video experience and expertise for interviews, focus groups, forums, and meetings.**







# We can't wait to get started!

