



Superintendent Search Presentation

December 12, 2022



About HYA

Executive Search

- 30+ year history of Executive Searches serving students, staffs, schools, districts, and communities
- Local consultant teams with a national recruiting network
- Full-time back office support
- Superior communication (Board portal, templates, reports)
- History of successful video engagement



Search Team

**With a local and national vested interest in the success of High School District 214, Dr. Harris and Dr. Collins will work for you and with you to assure your students, staff, and community will 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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Our team “seeks first to understand” District 214’s:

MISSION

“...students learn skills, acquire knowledge, develop behaviors, reach full potential...meet challenges of changing society”

“...provide residents opportunities for lifelong learning”

VISION

“...embrace continuous improvement with...

A BOARD THAT... *Provides resources, ...respects success, encourages risk-taking, innovation, partners with parents and community, celebrates success, promotes lifelong learning, involves school/community in decision-making*

ENVIRONMENT IS *“Physically, psychologically, emotionally safe”
“...fair and ethical” ...“values unique backgrounds/contributions*

STUDENTS DEMONSTRATE

*“Strong Communication...”“...creative expression”“...ethical judgment, decision-making”“...skills in career and life-planning”“Understanding ...interdependent world”,“Problem-solving”
“Tech literacy”*

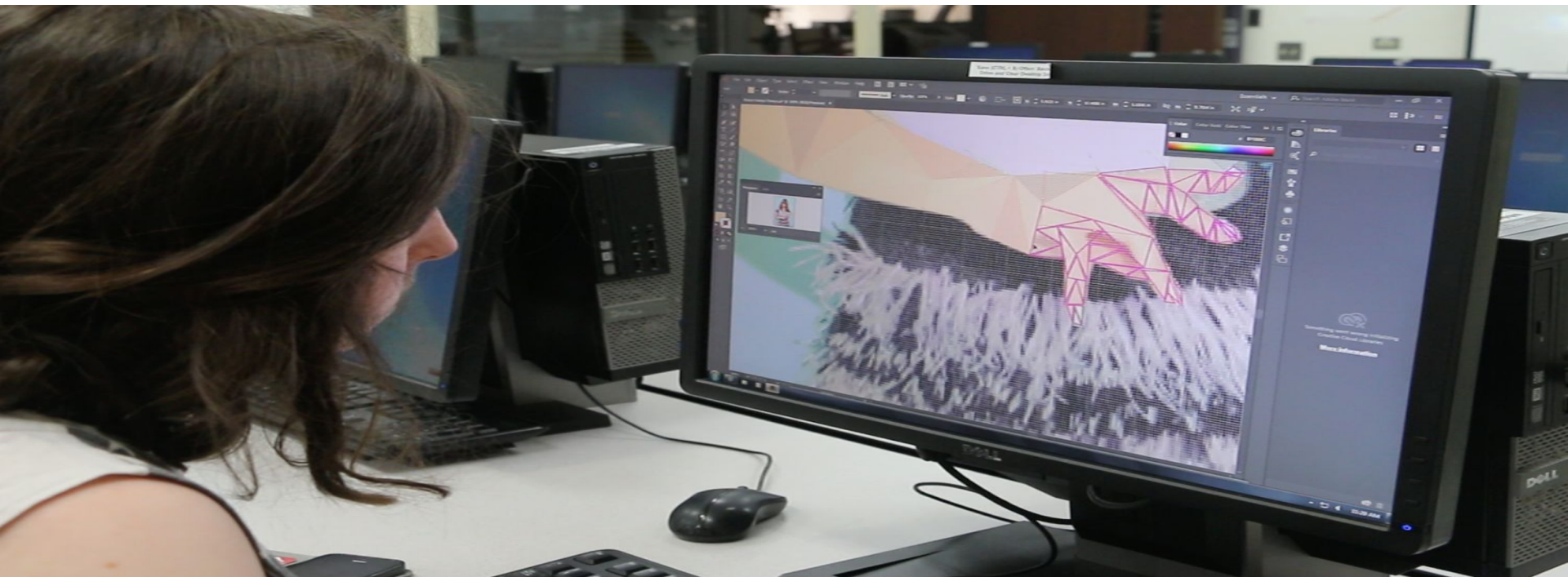
STAFF... *lifelong learners, leaders, engage/challenge students, innovative, caring, partners with community/parents, use student data*

HYA “walks the talk” of equity

THE HYA COMMITMENT:

HYA commits to identifying, supporting, and placing school and district leaders of color and gender who have long been historically underrepresented in these posts. Every candidate we slate regardless of race, ethnicity, gender, or sexual preference must have recent, relevant, and demonstrated experience in successfully addressing opportunity gaps, leading with an equity lens, and advancing equity initiatives.





Engage



Recruit



Select

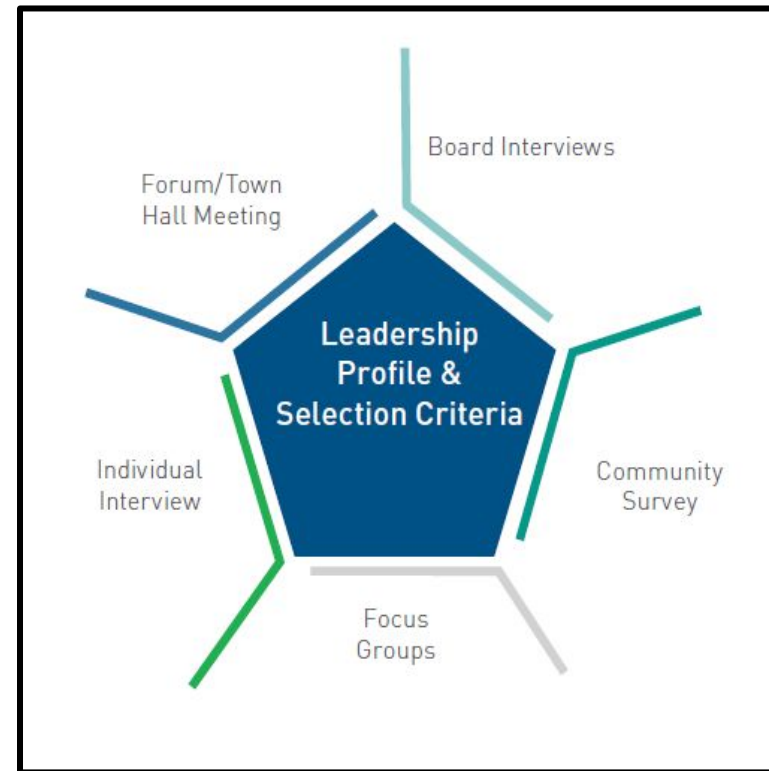


Transition



INCLUSIVE Engage Phase

- **Develop search plan; application; finalize timeline; and more**
- **Customized online survey**
- **Conduct individual interviews (up to 15), focus groups (up to 20), and two community forums (virtually or in-person)**
- **Present Leadership Profile Report (LPR) to Board and Community**





Examples of Interviews and Focus Groups

> Individual Interviews

- Board members
- Superintendent and Cabinet members
- Community leaders
- Foundation chair

> Focus Groups

- Students
- Teachers and teacher leadership
- Administrators and supervisors
- Parent groups, advisory councils, boosters, advocate groups, etc.
- Business and non-profit partners





AGGRESSIVE Recruit Phase

- Create Job Description and recruiting verbiage from LPR
- Advertise – national/local/state agencies, social media, journals, state and regional associations
- HYA Active Searches – <https://hyasearch.com/browse-jobs/>
 - 18,000 views per month on this job search page
 - Featured placement and content
- HYA network uses LPR to identify and recruit candidates
- Intensely screen;
deeply interview;
and thoroughly
reference check



HYA opportunities top the list. A Board can post any information relevant to the search to attract high quality candidates.

<https://hyasearch.com/browse-jobs/>


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HYA | HAZARD YOUNG ATTEA ASSOCIATES


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Connecting Educators, Improving Education

All States/Regions | All Positions | 

314 Active Searches!



Conduct a Search

Learn how HYA can tailor a custom executive search process for your district



Post a Job

HYA's active search page gives national exposure for your vacancies and alerts education leaders



Find a Job

Search for school leadership jobs across the country.



Find a Consultant

Leverage HYA's associate base to find a vetted content area expert near you

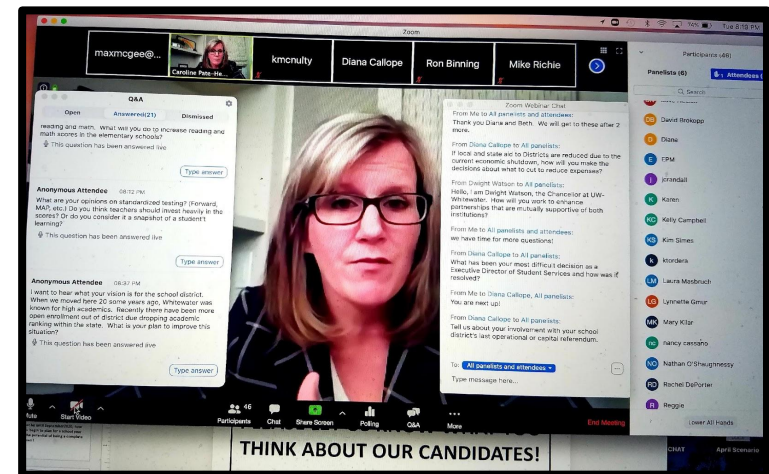


Become an Associate

Learn about the HYA Associate Program, its rewarding benefits, and how to get started

Virtual Options

- **HYA conducts Virtual Community Forums and focus groups for parents, staff, and alumni**
- **ALL HYA screening interviews are either face-to-face or via video**
- **We are now reporting via the full array of video platforms at public school board meetings if desired**
- **We have assisted boards in:**
 - *facilitating online board interviews with slated candidates;*
 - *hosting candidate presentations and Q&A sessions*





THOROUGH

Select Phase

- Using the LPR as a guide ...
 - Present slate of qualified candidates
 - Board portal – 24/7 access to notes, ALL applications, agendas, etc.
 - Conduct board interview workshop – help prepare questions, rubrics, and “look fors”
 - Facilitate board interviews and selection discussion
 - Facilitate third party background checks beyond HYA social media, image, and profile screening





Transition Phase



Meet with appointed superintendent and board

- Debrief process and assist with 100 day plan
- Draft superintendent goals



Optional Transition Services

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



DRAFT Timeline



**(Board and HYA
develop timeline at
planning meeting.)**



Engage Phase (January - February)

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

Recruit Phase (February - March)

- Weekly reports and updates to Board
- 24/7 Board access to portal
- Prepare interview questions and scenarios for first round interviews
- Board reviews HYA slate of candidates and materials

Select Phase (March – April)

- Conduct first round interviews
- Narrow first round field to semifinalists
- Conduct second round interviews
- Narrow second round candidates to finalists
- Conduct finalist(s) interviews, forums, site visits (optional)
- Independent background check
- Hire Superintendent no later than May 1

Transition Phase (May/June)

- Develop (or review) governance and communication protocols
- Outline 100 day plan
- Draft superintendent goals



Fees



Consultant fee is 20% of the Superintendent's salary

This includes: Recruitment and placement of an interim superintendent and the community engagement, survey, recruitment, candidate slate and board engagement for the superintendent search.



HYA does not charge for Associate expenses for travel or meals.



Additional costs per the Board's request may include:

- National advertising
- Additional third party background check(s) including transcript verification, court records, financial records.
- Candidate travel for finalists

The 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.
- ***Non-Solicitation of Candidate:*** HYA will not present a candidate that has been placed with our assistance for a **period of three years**, unless we have the Board's permission.

A Few of HYA's

Distinguishing Differences

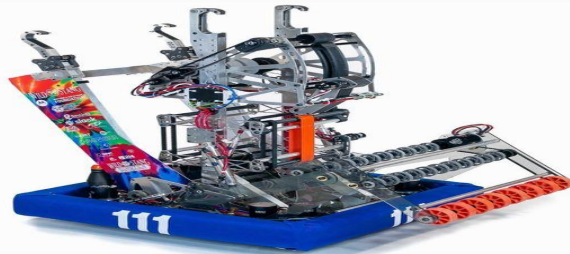
- Relevant experience of the consultant team backed by national recruiting network
- Inclusivity and transparency throughout the process
- Responsive, regular communication
- Broad and deep stakeholder engagement
- Thorough vetting/verification
- Interview support
- Excellent experience and expertise for interviews, focus groups, forums, and meetings.





Questions?

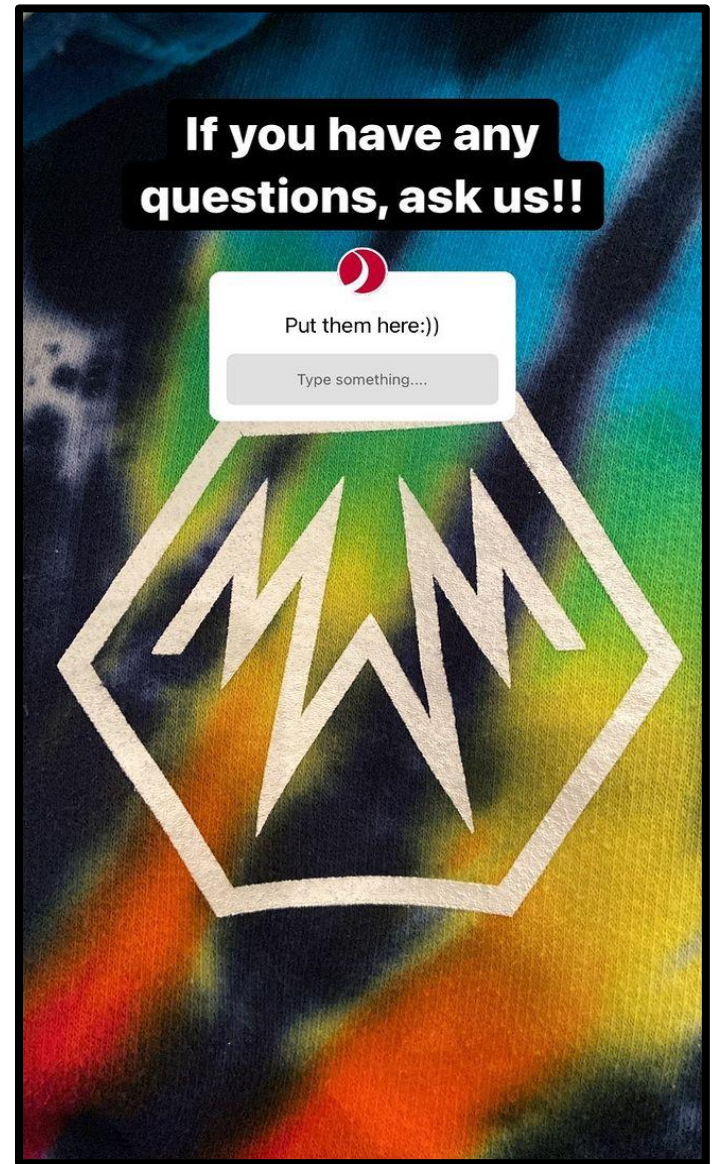
We won our first match 89-39!



WILD STANG



 **BRADLEY UNIVERSITY**



HYA | HAZARD
YOUNG
ATTEA
ASSOCIATES **18**