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for their *future...*



 **b.w.p.**
AND ASSOCIATES

SUPERINTENDENT SEARCH PROPOSAL
Oak Park and River Forest High School District 200
Oak Park, Illinois
Due Date: November 2, 2009

CORPORATE OFFICE: 708.361.4997
872 S. Milwaukee Avenue, #221 | Libertyville, IL 60048
William C. Symons, *Managing Director*
843.987.0848 or wsymons@mac.com
www.bwpassociates.com



872 S. Milwaukee Avenue, #221
Libertyville, IL 60048

October 28, 2009

Mr. Tim Keeley, Purchasing Coordinator
Oak Park and River Forest High School District 200
201 N. Scoville Ave, Rm 270A
Oak Park, IL 60302

Dear Mr. Keeley and Members of the Board of Education:

We are pleased to provide our proposal to assist you in your search for your next Superintendent of Schools. *BWP & Associates* is a national search firm that will provide you with an experienced search team composed of Mark Friedman, Debra Hill, Margaret Longo, and Anne Noland. The team is committed to working with you and your community to identify your specific needs and to seek a group of excellent candidates for your consideration.

BWP & Associates consists of experienced and dedicated consultants who are networked with educational leaders throughout the country. We offer a high level of expertise and extensive knowledge for recruiting exceptionally talented people. Our proposal is attached and presents in detail how we will support you throughout your search process. We encourage you to visit our website at www.bwpassociates.com to learn more about our search process.

We appreciate the opportunity to submit this proposal. Please feel free to contact us if you have any questions or if we can assist further as you discuss your search options.

Sincerely,

William C. Symons
Managing Director
(843) 987-0848

Mark Friedman
Lead Consultant
(847) 975-8393

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Profile

BWP & Associates can successfully recruit excellent candidates for your consideration. When Oak Park and River Forest High School District 200 selects *BWP*, it is receiving services from a firm with a history of over 800 successful executive searches. Our consultants bring both national educational leadership connections as well as an understanding of what makes an outstanding superintendent. For a representative list of *BWP* directors and associates, please see the attached *BWP* Directory.

Company Background

BWP & Associates grew from the merger of three nationally known search firms: Harold Webb Associates, PNR Associates, and The Bickert Group, Ltd. *BWP* traces its oldest roots to Harold Webb Associates that, in 1977, became the first nationwide superintendent search firm in the country. PNR Associates conducted leadership searches in educational and national non-profit organizations since 1984. The Bickert Group, Ltd., incorporated in 1992, served predominately Midwest school districts. Through the merger into *BWP & Associates*, these three firms significantly expanded their connections and consultant base. *BWP*'s corporate office is located in Libertyville, Illinois.

Consultant Search Team

If *BWP & Associates* is selected, Mark Friedman will serve as lead consultant, assisted by Debra Hill, Margaret Longo, and Anne Noland. This team will work with the Oak Park-River Forest School Board in its search for a new superintendent. Their resumes are attached. Other *BWP* consultants will provide networking assistance to the search team.

Search Planning and Preparation

We propose a multi-phased search for outstanding candidates for the position of Superintendent of Schools. Most searches extend over a period of 15 to 22 weeks. (See attached Search Calendar).

Our consultants will confer with the Board to establish Board control of the search from the outset. This will be done by:

1. Reviewing Board/consultant responsibilities for each phase of the search (See attached Superintendent Search Flow Chart).
2. Determining the role of current superintendent, staff members, administrators, students, district residents, and other stakeholders in the search process.
3. Preparing a detailed search calendar that meets Board's specific needs.
4. Considering Board options and preferences for a position announcement and advertisements.

5. Discussing the compensation package to be offered to the new superintendent.
6. Agreeing upon a communication plan to keep the Board abreast of the search progress and the consultants alerted to questions or issues that may arise.

Our process includes individual interviews conducted with each member of the Board to determine desired qualifications for the position. We also recommend meeting with representative teachers, administrators, other interested staff, parents, business, civic/community leaders, and others the Board may designate. In consultation with the Board, specific leadership profile characteristics for the position will be developed from the results of these interviews and incorporated into the search advertisement materials.

Announcements of the vacancy will be drafted for Board approval and will be posted as directed by the Board in thoughtfully selected national and regional publications, as well as the *BWP & Associates* website (www.bwpassociates.com). *BWP* will also contact our national network of professionals to identify prospective candidates. A complimentary Internet link from our vacancy announcement and search profile will be provided to your school district website, if you desire.

Our consultants can provide counsel to the Board about all phases of the search process including media relations.

Candidate Recruitment

BWP & Associates offers a national reach to find a group of excellent candidates for your consideration with emphasis on your geographic region.

- Our experienced and dedicated consultants are networked with educational leaders, as well as college, university and business leaders, throughout the country.
- *BWP* team members are active in state, regional and national educational organizations, and many participate in superintendent academies to train current and future superintendents.
- Our consultant roster includes many successful current or retired superintendents who offer a high level of expertise about the role of a superintendent.

Nominations, on-line applications, and candidate credentials will be received and acknowledged by the consultants and a confidential file for each applicant will be created and maintained. During this phase of the search, we will communicate with applicants and conduct preliminary reference checks for the most promising candidates in anticipation of a possible interview.

Candidate Evaluation

At the close of the application deadline, the consultants will carefully review all candidate materials.

- Individuals will be screened using the leadership profile characteristics established by the Board.

- Candidates will undergo further background and detailed reference checks by the search team. As in all phases of the search, we adhere to strict guidelines of confidentiality.
- Our examination of finalist candidates' backgrounds is discreet, but rigorous, reaching personal and professional references well beyond those provided by the candidate.
- Our ability to provide considerable information about the candidate beyond that appearing in the official file is attributable in part to the integrity of our professional relationships built through the years with educational leaders, university professors and board members throughout the country.

After vetting all applicants, we will present a slate of candidates recommended for initial interviews by the Board. The number in this slate usually includes four to six highly qualified candidates.

When this slate is presented, the consultants will support and assist the Board in the final stages of the process including:

- Preparing the Board for candidate interviews – both initial interviews and second interviews with finalists – by providing written interview guidelines, suggested questions, and protocols.
- Discussing Board visits to the community(s) of the preferred candidate(s), if desired.
- Suggesting community activities appropriate to introduce finalists, if desired.
- Providing any support the Board needs to ensure informative, comprehensive and successful closure of the search.
- Discussing and offering options and recommendations for the Board to conduct formal background checks of the final candidate(s).

Consultants will be available upon request for counsel to the Board during its interviews.

Superintendent Appointment and Closing of Search

Following finalist interviews, the Board will select a candidate and authorize the terms of the employment contract to be offered. At the request of the Board, we will assist the Board and/or its attorney in preparation of a draft contract.

After the successful candidate accepts the offer and appropriate announcements have been made, we will send letters to all applicants confirming the appointment and extending the Board's appreciation for their candidacy. Also, we suggest that the Board president send letters to candidates interviewed by the Board.

Upon request, we will assist the Board in effecting an orderly transition in leadership. Search team members will be pleased to discuss this with the Board should you be interested.

Consultant Fee and Expenses

The consulting fee for our services will be \$14,900 plus expenses, which include creation and maintenance of candidate files, communications to those in the network and to prospective candidates, postage and telephone charges, clerical expenses, and consultant expenses.

Reliable estimates for candidates' interview costs and Board travel are difficult to determine because of mode and distance of travel, and the number of persons involved are unknown. We are well aware of the dangers of these "hidden" costs as well as the fiscal restraints with which school districts operate.

Our best estimate of basic search expenses is as follows:

- Secretarial support \$200 to \$1,500
- Postage \$100 to \$150
- Telephone/fax \$225 to \$300
- Materials/supplies \$200 to \$400
- Consultant travel Less than \$1,000*

*Consultant travel will depend on the distance traveled and the number of trips.

Consultants reside locally and anticipate little travel unless requested by the Board.

The following options, if incurred, will be billed directly to the Board from the printer, publisher, or through the Firm and are in addition to the above consultant fees and expenses.

- Creating a position advertising brochure with printing costs estimated to be \$1,500 to \$2,500.
- Advertising in national publications; i.e., *Education Week*, estimated at \$1,800 to \$3,200, costs being dependent on variables such as size, layout and frequency of postings. Generally, there is no cost for regional postings.
- Advertising on the American Association of School Administrators (AASA) website at a cost of \$325 to \$800, dependent on the number of weeks posted.
- Advertising on the ASCD website at a cost of \$250 to \$650, dependent on the number of weeks posted.

Payment Schedule

Our consultant fee is normally billed in three equal installments:

- Upon the signing of the Letter of Understanding,
- After the presentation of the slate of semi-finalist candidates,
- Upon the appointment of the new superintendent.

Final expenses are billed within 90 days of completion of the search.

Quality Assurance

If the new superintendent resigns or is dismissed for cause within twelve months of commencing duties, *BWP & Associates* will conduct a new search at no additional cost to the Board except for expenses.

References

Our reputation, integrity and effectiveness are important to us. We strongly urge you to speak with representatives of Boards our consultants have served. A partial list of past clients from recent searches is attached, and a more complete list is available on our website at www.bwpassociates.com.

Contact Us

BWP's Managing Director, William C. Symons, will be supporting the consulting team, and his resume is attached. Questions regarding this proposal may be directed to: William Symons at 843-987-0848 or Mark Friedman at 847-975-8393. We will be glad to provide any further information, if needed.

BWP & Associates

Managing Director

William C. Symons

Retired Superintendent, Charlottesville, VA, with over 30 years experience as a school administrator in three states, which included successful service as a Superintendent in five districts of varying sizes.

Directors

Ronald Barnes

Retired Executive Director, Indiana School Executive Leadership Academy, and Professor of Leadership & Policy Studies, Indiana University; Retired Superintendent, Cons. High School District 230, Orland Park, Illinois

Stuart Berger

CEO, Alternatives Unlimited; and
Retired Superintendent, Baltimore County Public Schools, Baltimore, Maryland

Houston Conley

Retired Professor of Education, Virginia Tech University; and
Former Deputy Superintendent, Washington, DC, Dayton Public Schools, Dayton, Ohio

H. Darrell Dick

Retired Superintendent, Wauconda Community Unit School District 118, Wauconda, Illinois; and
Past President, Illinois Association of School Administrators

Nolan Estes

Former Associate U.S. Commissioner of Education (Johnson Administration); and
Former Superintendent, Dallas Public Schools, Dallas, Texas

Mark Friedman

Superintendent, Libertyville Elementary School District 70, Libertyville, Illinois; and
Lake County Superintendent of the Year for 2004

George McShan

Educational Consultant, registered by Texas Education Agency as provider of continuing education for school boards; Past President, National School Board Association; and Consultant to school boards nation wide

Julie Underwood

Dean of Education, University of Wisconsin at Madison; and
Former Chief Legal Counsel for NSBA and Dean of Education, Miami University, Ohio

Ken Underwood

Retired Professor of Education, Virginia Tech University; and
Former Superintendent in Indiana, Illinois, North Dakota, and West Virginia

Associates

Larry Ascough (TX)
Roderick Bickert (WI)
Mary Ann Blaskowitz (SC)
Bruce Brown (IL)
Frank Cleary (NC)
Mary Conley (MD)
Harold Dodge (AL)
Phil Ehrhardt (IL)
Robert D. Elsea (MO)
Tom Goodman (CA)
Donald Gossett (IL)
Norman Hall (TX)
Cleveland Hammonds (MO)

A.B. Hatch (GA)
Karl Hertz (WI)
Debra A. Hill (IL)
Don Hooper (TX)
Joan S. Isenberg (MA)
Bert B. Kimble (MO)
Eric A. King (IL)
Charles Koleman (MI)
Margaret Longo (IL)
Phil McDaniel (IN)
Clem Mejia (IL)
Lee Monroe (SC)
Thomas Mullins (IL)

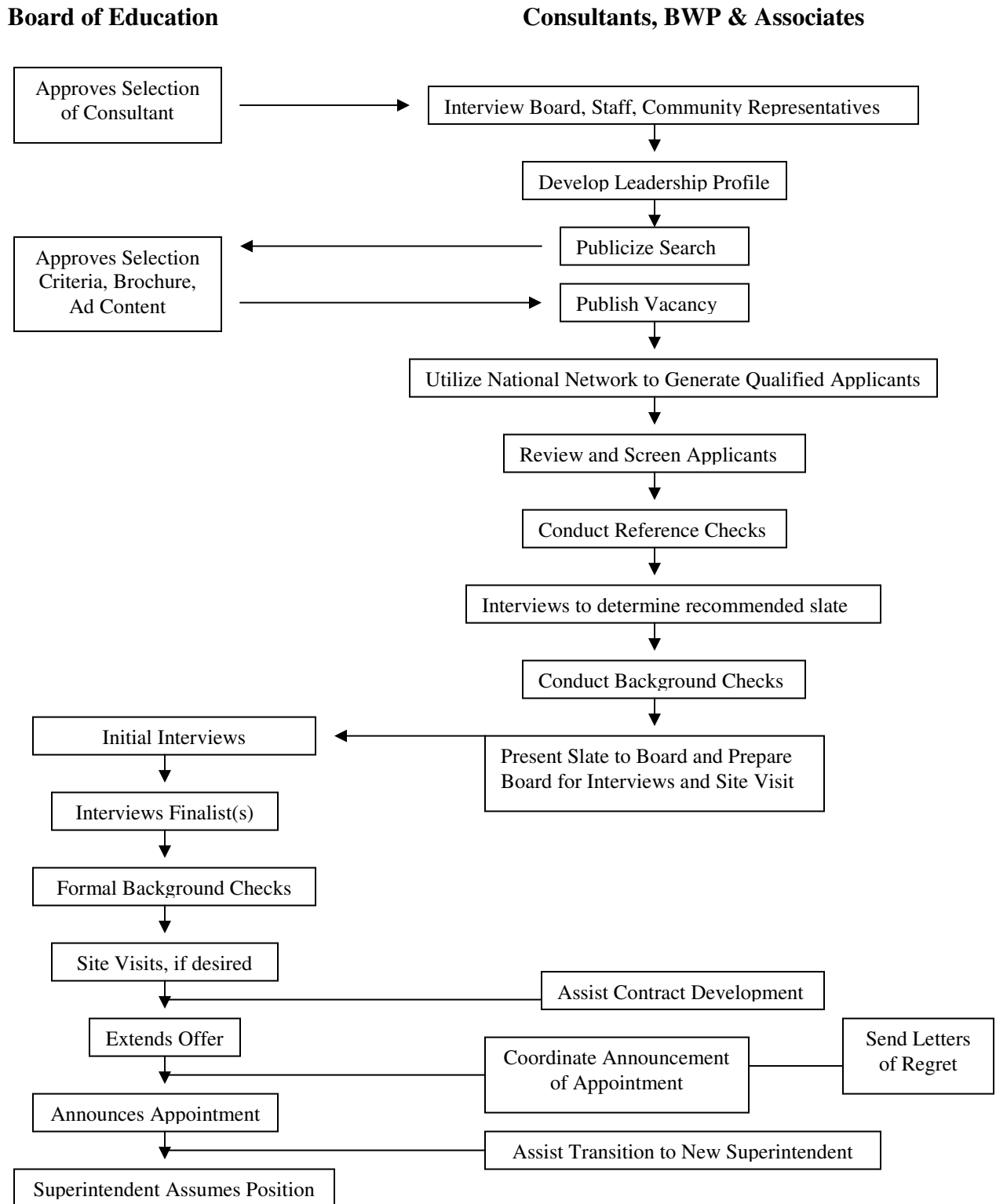
Jon N. Nebor (IL)
Anne Noland (IL)
Ruben Olivarez (TX)
Harold Porter (AZ)
Roger Prosize (IL)
Steve Staples (VA)
Odell Stuckey (SC)
Richard Thompson (NC)
Linda Underwood (VA)
Kay Worner (MN)
Roger Worner (MN)
Gary K. Wright (MO)
Youssef Yomtoob (IL)

Search Calendar

Week 1	Week 2	Week 3	Week 4	Week 5	Week 6	Week 7	Week 8	Week 9	Week 10	Week 11
1. Interview Board members, staff, community residents, etc.	2. Prepare Leadership Profile	3. Begin informal publication of vacancy	4. Approve selection criteria, advertisements, etc.	Publish first ad in Education Week			Publish second ad in Education Week		Publish third ad in Education Week	
						1. Contact potential candidates: letters, telephone, network				
						2. Receive applications				
Week 12	Week 13	Week 14	Week 15	Week 16	Week 17	Week 18	Week 19	Week 20	Week 21	Week 22
Search ends				1. Board interviews initial candidates						
				2. Board interviews finalists						
1. Consultant reviews applications				3. Site visit is scheduled, if desired						
2. Consultant interviews applicants				4. New superintendent is selected						
3. Selection of preliminary slate				5. Contract signed and publicly announced						
4. Background checks								1. Reception for superintendent		
5. Determination of interview process								2. Community introduced to supt		
								Transition activities continue		

BWP & Associates

Superintendent Search Flow Chart



Partial Client Listing

High School District 40 (IL) Ms. Susan Linton (H) 815-672-7007	Penn-Harris-Madison School Corp (IN) Mr. Jim Berger (O) 574-247-5651
Springfield Public Schools (OH) Ms. Donna Picklesimer (O) 937-299-0857	Forest Hills School District (MI) Dr. James Fahner (O) 616-391-2086
Berkeley County School District (SC) Mr. Doug Cooper (C) 843-819-3320	Highline School District (WA) Mr. Tom Slattery 206-244-6629
Caddo Parish School District (LA) Ms. Burnadine Anderson (O) 318-603-6339	Community Unit School District 201(IL) Mr. Patrick Duffy (O) 630-969-7741
LaGrange School District 102 (IL) Mr. David May (C) 312-961-8428	Salt Lake City School District (UT) Mr. Joel Briscoe (H) 801/583-2281
Muncie Community Schools (IN) Mr. Julius J. Anderson (C) 765-749-0454	McHenry Community H S District 156 (IL) Ms. Mary Kay Losch (O) 815-344-5851
Monroe County School Corporation (IN) Dr. Teresa Grossi (O) 812-330-7700	Community High School District 117 (IL) Mr. Phil Delany (O) 847-848-5595
Barnwell School District 45 (SC) Ms. Valenda Black (H) 803-541-5921	McHenry CCSD 15 (IL) Mr. Richard Losch (O) 847-753-7552
Webster Groves School District (MO) Ms. Janet Hamill (O) 314-963-7545	Michigan City Area Schools (IN) James L. Kintzele, Sr (O) 219-873-1531
Community Cons School District 15 (IL) Mr. Tim Millar (O) 847-963-3000	Township High School District 211 (IL) Ms. Debbie Strauss (H) 847-359-8159
Richland School District One (SC) Ms. Wendy Brawley (O) 803-799-2001x13105	Valley View CUSD 365U (IL) Mr. Eurie Morris (O) 708-708-308-7831
Center Grove Community School Corp (IN) Mr. Mark Dietel (O) 317-422-8463	Antioch Elementary School District 159 (IL) Dr. Bud Newton (C) 847-401-3801
Community Unit School District 158 (IL) Mr. Michael Skala (O) 847-515-8899x186	Park Ridge-Niles CCSD 64 (IL) Mr. Steve Lieber (O) 847-318-4300
Palos School District 118 (IL) Ms. Susan Hennessy (O) 708-448-4800	Hamilton Southeastern Schools (IN) Mr. Mike Peterson (O) 317-591-7273
Bozeman School District (MT) Mr. Carson Taylor 406-585-2430	New Lenox School District 122 (IL) Mr. Joe Ballerini (H) 815-485-4761
Ysleta Independent School District (TX) Ms. Carmen Munoz (O) 915-434-0033	School District of Whitefish Bay (WI) Mr. Tim Somers (H) 414-332-4768

BWP/Bickert

Recent Searches – Mark Friedman/Anne Noland & Others

BENJAMIN ELEMENARY DISTRICT 25	DuPage Cty
ITASCA ELEMENTARY DISTRICT 10	DuPage Cty
ARGO COMMUNITY HIGH SCHOOL	Cook Cty
CARMEL CATHOLIC HIGH SCHOOL	Lake Cty
FREMONT ELEMENTARY	Lake Cty
EAST PRAIRIE (Skokie)	Cook Cty
RONDOUT ELEMENTARY	Lake Cty
PLEASANTDALE ELEMENTARY-Burr Ridge	Cook Cty
MANNHEIM ELEMENTARY(Franklin Park)	Cook Cty
GLENVIEW ELEMENTARY	Cook Cty
GOWER ELEMENTARY(Burr Ridge/Willowbrook) 1 superintendent, 1 asst. superintendent search	DuPage Cty
EVERGREEN PARK ELEMENTARY	Cook Cty
EVERGREEN PARK HIGH SCHOOL	Cook Cty
PUFFER HEFTY ELEMENTARY 1 full search, 1 focused search	DuPage Cty
MORTON GROVE ELEMENTARY	Cook Cty
LANSING ELEMENTARY	Cook Cty
WEST NORTHFIELD ELEMENTARY(Northbrook) 1 superintendent search, 1 asst. superintendent	Cook Cty

MARK R. FRIEDMAN, Ed.D.

989 Knollwood Drive, Buffalo Grove, IL 60089 • friedman.markr@gmail.com • 847-975-8393 (c) • 847-634-0961 (h)

EDUCATION

Doctor of Education, 1980, Vanderbilt University, Nashville, TN
Master of Public Administration, 1974, Roosevelt University, Chicago, IL
Bachelor of Arts, 1970, Arizona State University, Tempe, AZ

PROFESSIONAL EXPERIENCE

2006 - Present **Partner, BWP & Associates**, Management Consulting and Exec Searches
1992 - 2009 **Superintendent of Schools**, Libertyville School Dist 70, Libertyville, IL
1996 - 2006 **President/Partner, The Bickert Group, Ltd.**
Management Consulting and Executive Searches
1986 - 1992 **Assistant Superintendent**, Curriculum, Instruction & Personnel
Lincolnwood School District 74, Lincolnwood, IL
1983 - 1986 **Director of Instruction, Itasca District 10, Itasca, IL**
1981 - 1986 **Principal, Washington Elementary School, Itasca, IL**
1976 - 1981 **Reading Laboratory Director/Teacher, Chicago, IL**
1970 - 1976 **Teacher, Grades 1- 5, Chicago, IL**

CURRENT PROFESSIONAL ACTIVITIES

Adjunct Professor North Park University, College of Education, Chicago, IL
National Louis University, Wheeling, IL
Trainer/Instructor Illinois Administrators Academy, Illinois State Board of Education
Directorships Illinois Association for Supervision & Curriculum Development
Northern Illinois Reading Recovery Consortium
Partners for Excellence in Education
Committees Illinois Association for Supervision & Curriculum Development
Illinois Administrators Academy - Early Childhood Education
Reading Advisory, National Louis University
Lake County Superintendents Association, President
Effective Schools Conference
Illinois Association of School Administrators (IASA) - Illinois School for
Advanced Leadership (ISAL)

AWARDS/HONORS

State of Illinois, Superintendent of the Year 2008-09
2009 Distinguished Leadership in Education Award, Lake County Chapter, Phi Delta Kappa
Lake County, Illinois, Superintendent of the Year 2008 and Year 2004
Phi Delta Kappa, National Louis Chapter, Educator of the Year

RELATED PROFESSIONAL ACTIVITIES/ACCOMPLISHMENTS

President, Lake County Superintendents Association
Treasurer, Illinois Association for Supervision & Curriculum Development
President, Northern Illinois Reading Recovery Consortium
Doctoral Dissertation Committees, Vanderbilt University, Loyola University
Board of Directors, United Way of Lake County, IL
51st District State Representatives College Scholarship Board
Board of Directors, Illinois Association for Supervision and Curriculum Development (ASCD)
Conference presenter and keynote speaker at local, state, & national workshops/conferences
Consultant to many school districts throughout the United States.

DEBRA AVANT HILL

EDUCATION

- Loyola University - Chicago PhD. Curriculum/Human Resources
- Northwestern University - Evanston Master of Arts in Teaching
- Northwestern University - Evanston Bachelor of Science
- Englewood High School - Chicago

EMPLOYMENT

- 2000 - 2007 Superintendent, West Northfield School District 31
- 1999-2000 Asst. Superintendent of Staff Development - Evanston
- 1992-2000 Asst. Superintendent of Curriculum & Inst. - Evanston
- 1998-1999 Interim Superintendent - Evanston
- 1988 - Present Adjunct Professor - National Louis University
- 1972-1982 Classroom Teacher - Oak Park & Evanston IL

PROFESSIONAL MEMBERSHIPS - COMMUNITY SERVICE ORGANIZATIONS

- Illinois/National Association for Supervision and Curriculum Development
- National Organizations for Math, Reading, Science and Social Studies
- National Alliance of Black School Educators
- National Middle Schools Association
- Phi Delta Kappa
- North Cook Intermediate Service Center Governing Board
- Illinois/American Association of School Administrators
- Evanston - Housing Options Board of Directors

EDUCATIONAL CONSULTANT SERVICES

- Association of Illinois Middle Schools
- Chicago Archdiocese
- Chicago Public Schools
- Chicago Association of Early Childhood Educators
- Coronet Film Studio
- Gary Indiana Consolidated School System
- Illinois State Board of Education
- Illinois Arts Council
- Roosevelt University
- St Joan of Arch Catholic School - Evanston
- Willow Run School District - Michigan
- Prairie-Hills Elementary School Dist 144
- Maywood Elementary School - Hammond, Indiana
- National Louis University
- Northbrook District 28

ADVISORY BOARDS AND COMMITTEES

- Illinois Association for Supervision and Curriculum Development (IASCD)
President, Program Coordinator, and State Standards Committee
- District 65 Teacher-Administrator Negotiations Team
- Association For Supervision and Curriculum Development (ASCD)
National Board and Nominations Committee and Committee Chair
- Evanston Township High School - *Curriculum Forum*
- National Committee -*Minority Student Network*
- National Middle Schools Association - *Diversity Committee*
- City/School Liaison Committee (Evanston)
- Evanston United Way Board
- Foster Reading Center Board of Directors
- Evanston Arts Council
- National Louis University ISBE-NCATE Review Committee
- Golden Apple Award Nominations Review Committee

Dr. Margaret W. Longo

**8841 South Pleasant
Chicago, Illinois 60620
773/445-4417
Cell- 773/307-0323
Work-708/687-3334**

Professional Experience

2005-Present Forest Ridge Elementary School District 142, Oak Forest, Illinois, Superintendent
BWP/The Bickert Group, Libertyville, Illinois, Associate
2004-2005 Illinois State Board of Education, Chicago, Illinois, Principal Education Consultant
2003-2004 Puffer Hefty Elementary School District 69, Downers Grove, Illinois, Superintendent (District Dissolved in July, 2004)
1990-2003 Central Junior High School, Evergreen Park, Illinois School District 124, Principal
National Department of Education Blue Ribbon School of Excellence 1999/2000
Illinois State Board of Education Blue Ribbon School of Excellence 1999/2000
1988-1990 Lincoln School, Calumet City School District 156, Principal
1986-1988 Hinsdale Central High School, School District 86, Department Chairman, Student Support Team Coordinator, Public/Private Placement Liaison
1983-1986 Downers Grove High School, School District 99, Team Leader, Teacher
1981-1983 Thornton Fractional South, School District 215, Teacher BD/LD
1980-1981 Thornwood High School, School District 205, Teacher BD/LB
1979-1980 South Metropolitan Association, Graphic Design and Public Relations
1979 Thornton Community College, Adjunct Instructor Art Department

Education

2005 *Northern Illinois University*

- Doctorate in Leadership and Educational Administration with a School Business Focus and State Director of Special Education Endorsement

1983 University of Illinois, Chicago

- Masters of Arts, Behavior Disorders/Learning Disabilities

1977-1979 *University of Illinois, Chicago*

- Graduate work in Special Education
- Concentration in Behavior Disorders/Learning Disabilities
- Participated in Bilingual Seminar through Illinois State University

1975-1977 University of Illinois, Chicago Campus

- Baccalaureate of Arts Degree, minor in English and Social Studies
- Graduated with honors and distinction

Professional Activities and Memberships

- State Wide Board Member, Illinois Association of School Administrators
- Board Member SCOPE
- Board Member, Illinois Association of Supervision and Curriculum Development
- Past Chairman South Cook Intermediate Service Center Administrators Academy Board
- National Blue Ribbon School Evaluator
- Planning Committee Member Illinois Association of Supervision and Curriculum Development Annual Conference
- Member of the South Cook County Safe Schools Task Force
- Senior Quality Reviewer, Illinois State Board of Education
- Quality Review External Review Committee Member, School District 135
- Strategic Planning Facilitator and Board Member for Christ the King School
- Member of the Illinois State Board of Education Language Arts Task Force
- Chairman of North Central Evaluation Team, School District 122
- Received recognition as an instructional leader from the Illinois Service Center 4 and the Illinois Association of Supervision and Curriculum Development
- Served on the Thornton Fractional Vocational Committee
- Served on the South Metropolitan Association Strategic Planning Committee
- Board member ICCA, State of Illinois Clinics Coordinator
- Secretary, St. Barnabas Athletic Board
- Board member Behavior Disorder Interventions
- Board Member and Strategic Planning Chair; Christ the King School

Professional Presentations

- The Illinois Secondary Needs Conference; Champaign, Illinois
- St. Barnabas Parent Network; Chicago, Illinois
“Adolescent Stress and Teen Suicide”
- Cablevision Series, Testimony “Mainstreaming”
- Teaching Writing Across the Curriculum
- AERA Conference, Paper Presentation
- White Paper, Special Education Practices in Public Schools
- Presentation to ISAAC on Best Practices and Proposed Rules in Special Education

ANNE NOLAND, ED. D.

44 Ridgfield Ln.
Willowbrook, IL 60527

Cell: (630) 624-3336
mhnoland@comcast.net

PROFESSIONAL EXPERIENCE

Associate, BWP & Associates, LLC, Educational Leadership Search Consultants 2005-Present
Principal Mentor, DuPage County Regional Office of Education 2007-Present

Forest Ridge School District 142, Oak Forest, IL

Superintendent of Schools 2002-2005
Deputy Superintendent of Schools 1999-2002
Assistant Superintendent, Curriculum and Instruction 1994-1999
Director of Curriculum and Instruction 1993-1994

Decatur Public Schools, District 61, Decatur, IL

Principal, Southeast School 1986-1993
Counselor, H. B. Durfee School 1978-1986
Elementary Teacher 1969-1978

PROFESSIONAL MEMBERSHIPS and ACCOMPLISHMENTS

- Illinois Association of School Administrators, *Member*
- Breman Area Superintendent Association, *Articulation Committee Past President*
- Illinois Association of Supervision and Curriculum Development, *State Board Member, Past President*
- South Suburban Illinois Association for Supervision and Curriculum Development, *Past President*
- Association of Supervision and Curriculum Development, *National Board Member*
- Illinois Administrator Academy, *Associate*
- Parent Teacher Association, *Life Member*
- South Suburban Association for Supervision and Curriculum Development, *Lifetime Achievement Award*
- Decatur Public Schools, *Principal of the Year*
- Breman Youth Commission, *Board Member*
- Youth Advocate Program, Inc. Board, *Board President*
- Decatur Human Relations Commission, *Vice Chairperson*

EDUCATION

Doctor of Education
University of Illinois, Urbana, IL 1995
School Executive Leadership Program

Master of Arts
University of Illinois, Springfield, IL 1976
Major: Human Development Counseling

Bachelor of Science
Eastern Illinois University, Charleston, IL 1969
Major: Elementary Education

WILLIAM C. SYMONS, JR.

5 Tabby Point Lane
Callawassie Island, South Carolina 29909
Phone and Fax: 843-987-0848 (c) 843-816-2080
e-mail: wsymons@mac.com

SUMMARY OF QUALIFICATIONS

Over 30 years experience as a school administrator in three states, 19 of which included successful service as a Superintendent of Schools in five districts of varying sizes. Areas of specialization are: organizational analysis, leadership, culture building, learning, and cognitive sciences.

Highlights:

- Learning and Instructional Experience - Montgomery Co., VA; Elizabeth City, NC; Alcoa, and Johnson City, TN; and Charlottesville, VA
- Personnel Management - Fairfax Co. and Prince William Co., VA
- Facility Improvement - Elizabeth City, NC, and Johnson City, TN
- Financial Management - Elizabeth City, NC; Fairfax Co., Prince William Co. and Charlottesville, VA

EXPERIENCE

Superintendent Search Consultant, BWP& Assoc, 2002-current
Interim Superintendent, Alexandria, VA, 2008
Superintendent of Schools, Charlottesville, VA, 1997-2002, 4400 students
Superintendent of Schools, Johnson City, TN, 1994-1997, 6500 students
Superintendent of Schools, Alcoa City, TN, 1988-1994, 1500 students
Superintendent of Schools, Elizabeth City, NC, 1984-1988, 5700 students
Associate Superintendent, Montgomery Co., VA, 1979-1984, 8700 students
Director of Personnel, Prince William Co., VA, 1977-1979, 28,000 students
Director of Staff Development, Fairfax Co., VA, 1973-1977, 135,000 students
Other positions in Fairfax County, VA:
Elementary Principal (750 student school)
Personnel Specialist
Assistant Director of Personnel
Administrative Intern
Reading Teacher
Legislative Liaison to Virginia General Assembly
Teacher, Albemarle Co., VA, 1967-1969 (6th grade)
Teacher, Hanover Co., VA, 1965-1967 (6th and 7th grades)

EDUCATION

D.Ed. Virginia Tech (VPI-SU), 1984
Supervision/Administration, Leadership, and Organization Theory
M.Ed. University of Virginia, 1969
Reading
B.S. Virginia Commonwealth University, 1965
Applied Social Sciences

Examples of professional development are:

- Learning and the Human Brain National Staff Development Council
- Center for Creative Leadership (Superintendent Development)
- Danforth Superintendent Fellow
- Training of Brain Based Learning Study through Pat Wolfe and Associates
- Oxford International Round Table (Oxford, England)
- Beyond the Brain (Cambridge, England)
- Univ. of Southern California, Invitational Superintendents' Conference (Los Angeles, CA)
- CEO Training, Tennessee Department of Education
- Superintendents' Executive Institute, Institute of Government, University of North Carolina
- Northwest Regional Labs, Extensive Program to Prepare Organizational Development Specialists
- Presented at national and regional conferences including a national conference on School Reform, Southern Association of Colleges and Schools, as well as a variety of state and local activities with special emphasis on learning and organizational change

HONORS/ACTIVITIES/AFFILIATIONS

HONORS:

- Tennessee PTA Superintendent of the Year 1995-96
- Selected as a Danforth Fellow 1995-96
- Co-Chair Study of Tennessee Region I School-to-Work Opportunities Task Force
- Who's Who Among American Educators
- Leadership - Blount County, 1991-92
- Leadership 21 - Johnson City, 1996-97

COMMUNITY ACTIVITIES:

- Charlottesville Regional Chamber of Commerce, Board of Directors, 1997-2002
- CASBA (Charlottesville Albemarle School Business Alliance), Co-Director
- Rotary Club: Elizabeth City, NC; Alcoa, TN (President); Johnson City, TN; Charlottesville, VA
- Member of the Southern Association Commission to Accredite Colleges and Universities, 1992-94
- Blount County Chamber of Commerce, Member of Board of Directors and Vice-Chairman of the Chamber, 1993-94
- Member of Johnson City/Washington County Chamber of Commerce
- Local committees include:
 - Commission on Children and Families
 - United Way Board

PROFESSIONAL AFFILIATIONS:

- American Association of School Administrators
- Association for Supervision and Curriculum Development
- Phi Delta Kappa
- Noetic Sciences
- Virginia School Boards Association

REFERENCES (AVAILABLE UPON REQUEST)