

---

# **Oak Park & River Forest High School District 200**

---

## **Proposal and Description of Services**

**HYA** Hazard, Young, Attea  
& Associates, Ltd.

1151 Waukegan Road, Glenview, IL 60025  
847-724-8465 fax: 847-724-8467  
[office@hyasearch.com](mailto:office@hyasearch.com)  
FEIN 363578145



October 29, 2009

Dr. Dietra Millard, President  
Board of Education  
Oak Park and River Forest High School District 200  
c/o Tim Keeley, Purchasing Coordinator  
Room 270A, 201 N. Scoville Avenue  
Oak Park, IL 60302

Dear Dr. Millard, Mr. Keeley and Members of the Board:

Thank you for the opportunity to present this overview of services typically provided by Hazard, Young, Attea & Associates, Ltd. (HYA) in a search for the position of Superintendent of Schools. Our firm is proud of similar search assistance for more than 700 school districts across the nation since 1987. We hope this overview will clarify HYA's ability to identify and attract talented individuals from whom your Board of Education can select your next Superintendent.

We take pride in personalizing the search process and our relationships with the clients we serve. HYA will tailor your search to the unique characteristics and needs of your District and your Board. Our experiences amply demonstrate that this extra effort will increase your confidence level and produce the most satisfying results.

Another major contribution to your search is our ability to attract individuals who may not be actively seeking a change in position. To that end, we are appropriately aggressive in the recruitment of qualified candidates.

Our working relationships with school administrators, university professors, leaders in national and state associations, government and the military, foundation personnel and business executives throughout the country provide valuable national perspective. We complement our knowledge of established superintendents and non-traditional candidates in all regions of the country with a conscious effort to follow closely the emerging careers of leaders with unusual promise for service in our nation's schools. The judgment and candor of colleagues whom we know and trust, and who know and trust us, are critical to that knowledge, just as they are in cutting through the superlatives typically found in candidate credentials. The reference checks and other conversations about the candidates allow us to speak with assurance about the qualifications and characteristics of candidates recommended to you.

Our firm is comprised largely of individuals who have led high-performance school systems noted for their uncompromising educational standards. We are proud of the clients we have had the good fortune to serve and our reputation for thoroughness. We believe our clients will confirm that our services were responsive to their circumstances and preferences and that we:

- ❖ enabled them to select their superintendent confidently and at a cost acceptable to the public.
- ❖ enriched the candidate pool with talented individuals, thereby providing the Board with a wide range of choices.
- ❖ reduced the Board's margin for error by obtaining accurate, difficult-to-obtain background profiles for each candidate.
- ❖ brought objectivity, confidentiality and integrity to every aspect of the search.

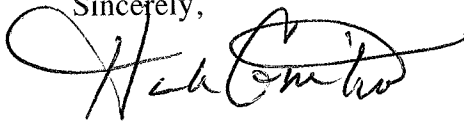
As you will note in the attached proposal, we are providing the Board with the option of including one or two additional workshops as part of the search process. The first would have the Board clarify the roles of the Board and the new Superintendent, discuss how to establish high expectations and how to assure that the high expectations would be met. This workshop usually requires four to six hours and is conducted prior to the interviewing of the candidates by the Board. The second workshop will be provided after the new Superintendent is employed. During a two-day (10-12 hours) session, the Board, working with the new superintendent, will reconfirm their respective roles and establish specific expectations to be achieved during the initial two years of the new Superintendent's tenure. This workshop-retreat also will address the development of effective Board-superintendent relations, continuous improvement, Board and Superintendent evaluations and a variety of other topics related to the effective operation and oversight of the District.

We appreciate your consideration of our firm. We are confident that our experience and professional backgrounds make us well suited to provide you with a slate of highly qualified candidates for the position of Superintendent of Schools.

Should you desire additional information or clarification on any aspect of this proposal, please feel free to call me.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Hank Gmitro". The signature is fluid and cursive, with a large initial "H" and a stylized "G".

Hank Gmitro, Ed.D.  
Chief Executive Officer  
Hazard, Young, Attea & Associates, Ltd.

# Proposal and Description of Services

HAZARD, YOUNG, ATTEA & ASSOCIATES, LTD. (hereinafter referred to as HYA) proposes to conduct a national search for highly-qualified candidates for the position of Superintendent of Schools for the Oak Park and River Forest High School District 200 (hereinafter referred to as OPRF).

HYA was established in 1987 by experienced educators who had worked together informally as search consultants for a number of years. Presently, HYA is represented by 110 Associates from throughout the United States to assist with its mission “to provide aggressive, thorough and quality assistance to school boards in need of identifying and recruiting highly qualified executives for superintendencies and other administrative positions.” HYA’s Associates bring extensive executive search experience and a broad educational background to its practice. Through continuing involvement in school and university work, the Associates permit HYA to maintain an awareness of current educational issues and a close relationship with national leaders and opinion-makers in administrative leadership and management.

The firm’s offices are located in Glenview, IL. HYA is managed by Dr. Hank Gmitro, Chief Executive Officer and former Superintendent, Community Consolidated School District 93 in Carol Stream/Bloomington, IL, in conjunction with a Board of Directors chaired by Dr. William Attea, former Superintendent in Glenview, IL, and a founding principal of the firm.

HYA’s Associates are located in 27 states across the country to conveniently serve our clients. They reside in Arizona, California, Colorado, Connecticut, Florida, Illinois, Kansas, Maine, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, Nevada, New Jersey, New York, Ohio, South Carolina, Oregon, Pennsylvania, Tennessee, Texas, Utah, Virginia, Washington, West Virginia and Wisconsin.

Since its founding in 1987, HYA has assisted over 700 school boards with executive searches. The student enrollment in these districts ranged from about 100 students to about 200,000 students. Based on HYA’s experience in assisting the school boards in urban suburban and rural districts, and our reputation as being the preeminent school search firm in the nation; we are most confident that we have both the personnel and support resources to assist the district in a highly successful search process.

## Management Team

Upon the concurrence of the Board, HYA proposes the search will be managed Dr. Jerry Chapman, Senior Associate, and Dr. David Smith, Senior Associate. They will be assisted by Dr. Lela Bridges, Associate. The consultants' résumés are attached. Most recently, the consultants have assisted the following Boards.

Dr. Chapman has assisted, among others:

Barrington CUSD	2207
9,000 students	
Cara Richards 630-285-4077	

New Trier Township HSD 203, IL	2006
4,200 students	
Jim Koch 312-362-0000	

Dr. Chapman and Dr. Smith have assisted, among others:

Lake Central Schools, IN	2008
9,860 students	
Howard Marshall 219-864-7273	

Maine Township High School District	2006
7,000 students	
Eric Leys 224-766-0300	

Rockford School District	2009
29,000 students	
Nancy Kalchbrenner 815-262-3216	

HYA currently has 20 superintendent searches under contract. The firm has the capacity to conduct approximately 35 searches simultaneously. We find that the quantity of searches puts HYA in a stronger position to identify individuals to meet the unique needs of a respective district. We are convinced that the success rate that superintendents hired with our assistance have experienced is due in large extent to the volume of searches conducted. This volume continually places us in contact with a very large number of superintendents and potential superintendents, many of who are not actively seeking positions, but who can be recruited for the appropriate position. Currently Dr. Chapman is assisting one board with the expectation that the search will be completed by the end of December.

Our reputation for effectiveness and integrity in our consultant assignments is extremely important to us, personally and professionally. In addition to those references listed above HYA Associates assisted Oak Park Elementary School District. Mr. Ade Onayemi, Board President at the time of the search, may be contacted at 708-383-9653. We strongly urge you to speak with representatives of boards we have served. A list of references conducted since 2003 is attached.

## Tenure of Placements

HYA prides itself on the longevity of the superintendents hired utilizing its assistance. HYA estimates that about 85% of the superintendents employed with the assistance of HYA since its founding in 1987 continue in the position for which they have been hired or have retired from that position.

## Developing the OPRF Search Procedure

We propose a multi-phased national search for candidates for the position of Superintendent. Our recommended search procedures and cost estimates follow. The process outlined is prototypical for a search. Upon selection, we will meet with the Board to discuss these procedures and modify them to meet the unique needs of OPRF.

## Planning and Preparation

To establish Board control of the search at the outset, we will meet with the Board to:

- review Board and consultant responsibilities for each phase of the search (reference flow chart following page 9).
- tailor the search to meet the needs of the OPRF.
- determine the role of staff members and constituents in the search.
- finalize a search calendar.
- consider Board options and preferences for advertisements.
- discuss the compensation package to be offered to the new Superintendent.
- agree upon a communication plan to keep the Board abreast of the search progress and the consultants alerted to issues which may arise from the Board.

## Statement of Need/Criteria Definition

- A clear definition of the position and qualifications sought is crucial to each subsequent phase of a successful search. To assist the Board in clarifying the criteria desired in the new superintendent, we will conduct individual interviews with each member of the Board and others the Board may designate. Up to four consultant days are allocated for this purpose. These interviews are seen by the public as adding impartiality and objectivity to the process. This leadership assessment process has been highly successful in determining critical attributes, and it invariably builds positive public relations.
- The data collected from the interviews with Board members, staff and the various stakeholders will be compiled in a *Leadership Profile Report*, which will be presented to the Board in both oral and written formats. Working with the Board, specific profile characteristics are developed from the results of the *Leadership Profile Report* and are subsequently incorporated into recruitment material. We know that one of the most important aspects of a successful search is the careful and explicit definition of the criteria used in the selection process.

## Aggressive Recruitment and Vacancy Announcements

A key factor of a successful search is aggressive recruitment of successful individuals who may not be seeking a new position. To this end, HYA will aggressively identify individuals who meet the criteria identified by the Board and actively recruit them to consider this position. Identification and recruitment is done in a variety of ways including the following:

- Announcements of the vacancy will be placed on a number of Websites including HYA's ([www.hyasupersearches.com](http://www.hyasupersearches.com)), which will be linked to the District's website. It also will be posted on the *Education Week*, AASA and other educational Websites, with direct links to HYA's and the District's, whenever possible. The strengths of easy-to-use technology will be maximized when the District creates a superintendent search page and posts the input form for the *Leadership Profile* development.
- Advertisements will be placed in national and regional publications as agreed upon with the Board. Ad content will be shared with the Board members prior to publication to ensure they reflect the intent of the Board.
- Subject to the Board's approval, all members of the groups with whom HYA consultants meet in the *Leadership Profile* Development process will be invited to nominate individuals they feel are highly qualified for the position. On occasion, the preferred candidate is identified through such a nomination. Regardless, it reinforces the Board's intent to have an open, unbiased search embracing candidates from within, as well as outside the Oak Park and River Forest area.
- To initiate the search for candidates, contacts throughout the nation will be advised of the OPRF vacancy and asked to help identify individuals who match the criteria the Board has identified as desirable in its next Superintendent. Included in this communication will be superintendents reaching every region of the country and leaders of state and national educational organizations, university officials, foundation executives, state education department personnel, and individuals in business, government, industry and the military who have an interest in school ventures. Members of our firm are active professionally in state and national organizations affording ongoing identification of emerging educational leaders with unusual talent and promise.
- Members of the firm will contact prospective candidates who meet the criteria established by the Board. Additional candidates will be sought through personal contact with a number of individuals who work with and/or are aware of a broad spectrum of superintendents.
- Complementing nominations received and utilizing candidate information generated from over 700 successful executive searches, HYA will aggressively recruit candidates for the position. CEO sends frequent announcements about the OPRF search to all Associates.
- All material will indicate that the Oak Park and River Forest HSD is an *equal opportunity employer*.

## Screening Candidates

HYA has learned that technology facilitates and enhances the application process, and thus requires all candidates to apply online. The applications will be reviewed and acknowledged by the consultants. During this phase of the search, HYA usually initiates communication with and conducts preliminary reference checks on the most promising applicants in anticipation of an interview. All materials received for this search will be considered confidential and provided to no one except on a need-to-know basis, in a manner consistent with state law.

Toward the close of the search, HYA will review all application materials carefully in relation to Board-established criteria, and typically identify approximately 10 to 15 candidates for particular consideration. These individuals will undergo additional reference checking and, as appropriate, initial interviews with representatives from HYA. It is the practice of HYA to personally interview the candidates prior to making any recommendations to the Board. As in all phases of the search, HYA adheres to strict guidelines of confidentiality.

Our examination of the background of candidates reaches personal and professional references in addition to those provided by the candidate. Our ability to provide information about a 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 and university professors throughout the country.

## Interview Techniques Workshop and Slate Presentation

Upon completion of initial interviews, HYA will present a select slate to the Board. The number of candidates to be submitted will be determined by the Board during the initial *Planning Session*. Prior to presenting the slate, or in a separate advance session, the consultants will conduct a seminar for the Board designed to prepare it for candidate interviews. This seminar will include written guidelines and protocols to ensure informative, comprehensive interviews. Requiring about two hours, the seminar will facilitate a thorough Board assessment of each candidate through the final stages of the search.

Prior to this workshop, HYA will solicit questions, hypothetical situations and/or topics of interest which each Board member would like to pursue with the candidates during the initial interview. These will be developed into an *Interview Script*, which will be reviewed and revised during the aforementioned workshop and used by the Board during its interviews.



## Facilitation of Decision-Making Process

The consultants will be available upon request for counsel or direct assistance to the Board throughout the interview process. The consultants also will facilitate each decision-making session of the Board, if desired. This permits all Board members to be engaged in the dialogue about the candidates. In facilitating the decision-making process, HYA assists the Board in assessing the abilities of the respective candidates in relation to the criteria the Board is seeking in the new Superintendent. The consultants work with the Board maintaining direct and frequent communication until a new leader is employed. After the Board identifies a preferred candidate, HYA will proceed to have an independent investigative firm conduct a comprehensive background check on the finalist. This background review will confirm degrees attained, any data regarding the candidate in the criminal and domestic courts, as well as a review of his/her driving record and credit. HYA also will assist the Board in arranging a visit to the finalist's community to ensure the Board's research will be as comprehensive as possible. These steps are important components of the selection process.

## Securing Acceptance, Contract Preparation, etc.

The Board will select a candidate and authorize the terms to be offered. The HYA consultants will assist the Board in facilitating mutually agreeable terms with the preferred candidate. Once terms are determined, the consultants are available to work with the Board and/or its attorney in the preparation of a draft contract. It is highly recommended that the final contract be approved by the District legal counsel prior to presentation to the candidate.

After the successful candidate accepts the offer and appropriate announcements have been made, HYA will contact all applicants, confirming the appointment and extending the Board's appreciation to all candidates. HYA advises the Board president to send a letter to each candidate interviewed by the Board.

HYA services include the preparation of reports as needed throughout the search, regular communication with all Board members and counsel concerning media relations at each stage of the search, if desired.

## Ongoing Communication with Board, Reports, etc.

Communication with the Board starts even before the *Planning Session*. Prior to this meeting with the entire Board, each Board member will receive a detailed *Planning Session* agenda. A successful search relies on two-way communication throughout the search. In addition to the preparation of the agenda and meeting for the *Planning Session*, following are the formal and informal communication expectations for this search:

- A search manual will be provided to assist school board members in preparing for search activities and organizing all related material.
- A clearly defined *Planning Session* will be held, during which all aspects of the search process will be discussed and decided.
- A comprehensive summary of the *Planning Session* will be sent to each Board member within three days of the meeting.
- A *Leadership Profile Report* will be sent to each Board member. The *Report* will summarize the input received from the interviews with each Board member and the individuals and groups with whom the Board requests the consultants to meet.
- The consultants will provide an oral report on the *Leadership Profile* findings and respond to questions at a public meeting to be determined by the Board.
- A workshop will be held with the entire Board to develop specific criteria to be sought in the new Superintendent. The criteria will be developed utilizing the findings of the *Leadership Profile Report* and the knowledge of the Board members relative to the District's future needs and challenges.
- Each Board member will be asked to identify questions, hypothetical situations or topics of interest that are important to consider in selecting the new Superintendent. These will be drafted into an *Interview Script* for the Board to review and revise, and eventually use in the interview of candidates.
- A workshop will be held to prepare Board members for successful candidate interviews (the curriculum for the workshop will be Section 3 of the *Search Manual* each Board member will be provided at the *Planning Session*).
- The slate will be presented to the Board in person. During this session, each Board member will be provided comprehensive written and verbal information relative to each candidate being recommended for an interview.
- The consultants will meet with the Board after each set of interviews to assist the Board in its debriefing and selection of preferred candidates, and ultimately a preferred candidate.

In addition to the above formal communications, HYA will provide progress reports via email or regular mail to all Board members, as agreed upon during the *Planning Session*. The consultants assigned to the search also will be available as needed via phone. Board members will receive the business, home and cell phone numbers, as well as the email addresses, of the consultants. HYA's office staff, which is highly knowledgeable and pleased to assist at any time, also will be available to the Board toll free from 9:00 a.m. to 5:00 p.m. CST, Monday through Friday.

## Post-Search Debriefing and Transition

Subject to the Board's approval, the consultants will meet with the new Superintendent to debrief him/her on what the consultants have gleaned about the District throughout the search. It also will meet with the Board, if desired, to review the search process and how the Board members and Board felt it might be improved or modified when serving future Board clients. Upon request, the consultants will assist the Board in effecting an orderly transition in leadership. The Board is strongly encouraged to arrange for a goal-setting retreat with the new Superintendent shortly after his/her assumption of duties.

## Cost Proposal and Payment Schedule

The consulting fee for the services described for the complete national search is \$18,000. A mutually agreeable change in the fee will be established if the Board desires the consultants to have a greater or lesser involvement in any phase of the search or to provide services in addition to those delineated in this proposal. We estimate consultant expenses related to travel and correspondence including secretarial services, postage and telephone to be \$1,500.

Expenses relating to search advertisement, interview expenses, and travel expenses of the candidates and Board will be borne by the Board. The costs for the advertisements are dependent upon variables such as size, layout and frequency of postings in national publications. Generally, there is no cost for regional listings. Reliable estimates for interview costs and travel expenses for candidates and the Board members' site visit to the preferred finalist are difficult to determine because interview accommodations, mode and distance of travel, and the number of persons involved are unknown at this time.

Our consultant fee is due in four equal installments: upon completion of the planning session, presentation of the *Leadership Profile Report*, presentation of slate of search semi-finalists, and the appointment of the new superintendent. Expenses, generally, are billed approximately six weeks after the search is concluded.

## Guarantees

The consultant fee is a fixed fee from the time of accepting our proposal until a Superintendent is employed. If there is a need to reopen a search because the chosen candidate decides not to come to the District or because the Board desires to see additional or different candidates, these search activities will be provided with no extra cost in the consulting fee. If the Superintendent departs from the position within one year of commencing his/her responsibilities, HYA will conduct a new search for the Board at no cost except for expenses. Furthermore, the Superintendent appointed with HYA's assistance will not be presented to another board as a candidate if it would result in his/her leaving the OPRF district in less than five years unless the Board advises HYA that the Superintendent may seek another position or the Superintendent is no longer employed by the Board.

## Optional Workshops

To assist the Board in preparing for interviews and maintaining effective Board-superintendent relations, HYA provides the following two workshops as options:

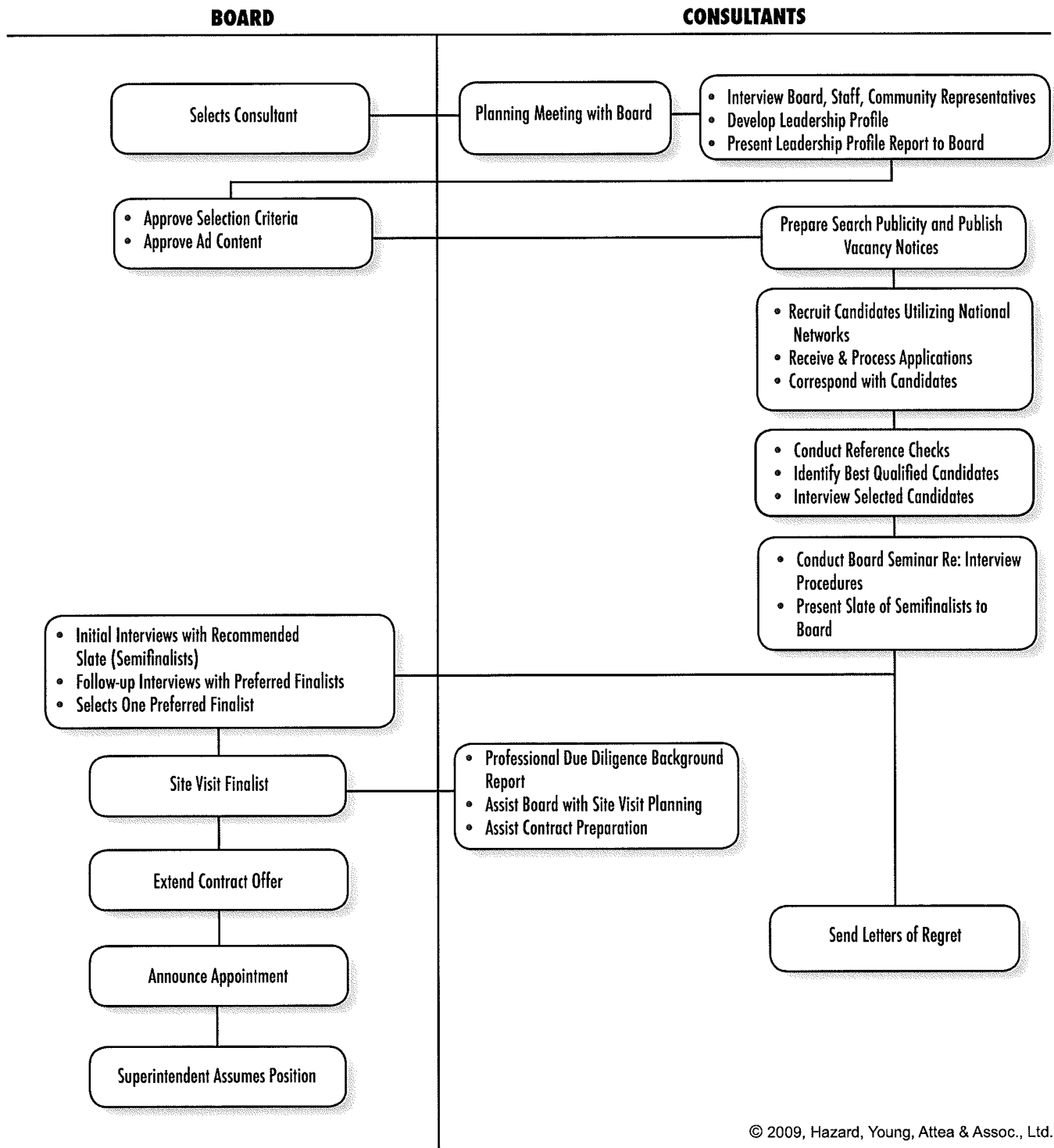
- An initial workshop requires about 4-6 hours and provides the Board with an opportunity to clarify the respective roles of the Board and the Superintendent. The workshop addresses the concepts of trusteeship, governance, management, continuous improvement and systemic change. Developing and maintaining effective Board - Superintendent relations, the need for long and short range planning, consensus decision making and other components of successful boardmanship also are discussed at this workshop at a cost of \$2,000.
- The post-employment weekend workshop–retreat requires 10 – 12 hours and generally is conducted on a Friday evening and Saturday. At this workshop, the roles developed by the Board at the prior workshop are reviewed with the Superintendent. This workshop–retreat also provides the Board with an opportunity to determine what it desires to have the Superintendent achieve during his/her first two years in the position. These goals are clarified and reduced to writing. The workshop-retreat also provides an opportunity to establish mechanisms to initiate or reinforce the concept of continuous improvement and to monitor the achievement of the Board’s expectations. Processes and instruments for performance evaluation of the Superintendent and the Board will be developed. The cost of this option is \$4,000.

Thank you for your consideration of Hazard, Young, Attea & Associates, Ltd. We would be pleased to serve you in this important assignment.

*Hank Gmitro*  
Chief Executive Officer  
Hazard, Young, Attea & Associates, Ltd.

# HYA

## Superintendent Search Flow Chart



**GERALD CHAPMAN**  
**853 Muirfield Road**  
**Inverness, IL 60067**

**EDUCATION**

Ed.D.	Indiana University	School Administration
M.A.	Northwestern University	Mathematics
B.S.	Northern Illinois University	Mathematics Education

**PROFESSIONAL EXPERIENCE**

2001-	Senior Associate; Hazard, Young, Attea & Associates, Ltd.
2006-2007	Interim Chief Executive Officer, Hazard, Young, Attea & Associates, Ltd.
2001-2005	Associate Dean; College of Education, Roosevelt University
1990-2001	Superintendent of Schools; High School District 211
1985-1990	Associate Superintendent; High School District 211
1974-1985	Assistant Superintendent; High School District 211
1973-1974	Associate Principal; Hoffman Estates High School
1972-1973	Assistant Principal; William Fremd High School
1971-1972	Graduate Assistant; School of Education, Indiana University
1965-1971	Mathematics Teacher; William Fremd High School

**CURRENT CIVIL/VOLUNTEER ACTIVITIES**

Community Consolidated School District 15, Board Member, 2007- present  
Palatine Rural Fire Protection District, Trustee, 2004-present  
Palatine Chamber of Commerce, Board of Directors, 1990-2001, 2003-present  
Palatine Citizen Corps Council, 2006-present  
The Bridge Youth and Family Services, Board Chairman, 2002-2005  
Roosevelt University Community Advisory Board, 1996-20005  
Palatine Township Cemetery Committee, Chairman, 1996-2005  
Roosevelt University Early Childhood Center, Board of Directors, 2003-2005  
Ombudsman Educational Services, Advisory Committee, 2004-2006

**AWARDS**

Superintendent of the Year, Illinois Association of School Administrators, 2000  
Outstanding School Administrator, Illinois State Board of Education, 1988, 1998  
Outstanding Individual Volunteer Effort, Palatine Township, 2003

**PROFESSIONAL MEMBERSHIPS**

American Association of School Administrators  
Illinois Association of School Administrators  
Phi Delta Kappa

**DAVID W. SMITH**  
173 Bloomfield Parkway  
Bloomington, IL 60108-3022

**EDUCATION**

Ph.D.	Northwestern University	social sciences/social policy
M.A.	Ball State University	sociology, anthropology
B.S.	Bethel College	world history, sociology

**PROFESSIONAL EXPERIENCE**

1996-Present	Senior Associate, Hazard, Young, Attea & Associates, Ltd.
2002-2003	Assistant Professor, Roosevelt University
2001-2002	Interim Superintendent, Oak Lawn HS District, IL
1993-2001	Superintendent, Lake Park HS District 108, Roselle, IL
1987-1993	Superintendent, Delphi School Corporation, IN
1980-1987	Director of Secondary Education, Noblesville Schools, IN
1976-1980	Instructor, Trinity College, Deerfield, IL
1978-1980	Instructor, College of Lake County, Grayslake, IL
1970-1980	Teacher, Assistant Instructional Supervisor, Glenbrook high schools, Northbrook and Glenview, IL
1969-1970	Teacher, Penn High School, Mishawaka, IN

**RELATED EXPERIENCES**

2006- Present	Consultant for The Commission on International and Trans-Regional Accreditation - service in Middle East countries
2001- Present	Consultant, Energy Education Inc., Dallas, TX
1980- Present	Illinois Association of School Administrators Past Chairman DuPage Division Former Board Director, Harris Bank, Roselle, IL Educational Testing Service, examination panel member Author and editor of several publications Consultant and speaker for school district planning and inservice sessions Emeritus relationship with two secondary level German Gymnasiums

**AWARDS**

Administrator of the Year, Illinois Association of Educational Office Professionals  
Superintendent of the Year, DuPage Division IASA  
Alumni Achievement of the Year Award, Bethel College

**LELA A. BRIDGES**  
**3233 Chestnut Drive**  
**Flossmoor, IL 60422**

**EDUCATION**

Ed.D.	Northern Illinois University	1994
M.S.	Northern Illinois University	1978
B.S.	Tougaloo College	1971

**PROFESSIONAL EXPERIENCE**

1995-Present	Chief Executive Officer, Harvey Public Schools District 152 (IL)
2007-Present	Associate, Hazard, Young, Attea & Associates, Ltd. (IL)
1995-Present	Adjunct Professor, Governors State University (IL)
1995-Present	Adjunct Professor, Northern Illinois University (IL)
1994-1995	Director, Secondary Curriculum and Instruction, Waukegan School District 60 (IL)
1991-1994	Director, Administrative Support Services, Waukegan School District 60 (IL)
1988-1991	High School Principal, Waukegan School District 60 (IL)
1983-1988	Elementary Principal, Waukegan School District 60 (IL)
1980-1983	High School Dean of Students, Waukegan School District 60 (IL)
1972-1980	Elementary Teacher, Waukegan School District 60 (IL)

**PROFESSIONAL AFFILIATIONS**

American Association of School Administrators  
Illinois Association of School Administrators  
Association for Supervision and Curriculum Development  
Illinois Administrators Academy  
National Association of Black School Educators

**COMMUNITY ACTIVITIES**

Lake County Urban League  
Lake County Race Unit Task Force  
Alpha Kappa Alpha Sorority, Graduate Chapter

**AWARDS AND RECOGNITIONS**

Award of Merit for Outstanding Community Service from South Suburban YMCA, 1999  
Award for Service and Dedication to Education Presented by the National Association of University Women, 2000  
Break the Mold Award from ISBE in Recognition of Visionary Leadership, 2000  
Service Award Presented by Tougaloo Alumni Association, 2000



## Senior Associates

Senior Associates, Emeritus Associates and Associates of the firm are predominately retired from the most recent position listed below. The Senior Associate's and Associate's present position is noted, if applicable.

Dr. William Attea, Superintendent, Glenview, IL  
Dr. Henry Bangser, present Superintendent, Ojai Unified School District, CA  
Dr. Ted Blaesing, Superintendent, White Bear Lake School District, MN  
Dr. Rudy Castruita, Superintendent, San Diego County, Office of Education, CA  
Dr. Gerald Chapman, Associate Dean, Roosevelt University, Department of Educational Leadership and Superintendent, Palatine Township High School District, IL  
Dr. Carol Conger, Superintendent, Chatham, NJ  
Dr. John Connolly, present Executive Director, Technical Education Cooperative, MA and Superintendent, Highland Park Independent School District, TX  
Dr. Bruce Dennis, present Head of School, Packer Collegiate Institute and Superintendent, Bedford Central Schools, NY  
Dr. JoAnn Desmond, Superintendent, North Shore School District 112, IL  
Dr. Marvin Edwards, present Professor, Aurora University and Superintendent, Elgin Unit District 46, IL  
Dr. Judith Ferguson, Superintendent, West Morris Regional High School, NJ  
Keith Frankland, Executive Director, Woodridge Park District, IL  
Dr. James Fritts, Assistant Superintendent, Skokie School District 67, IL  
Dr. Roger Garvelink, Superintendent, Downers Grove, IL and Birmingham, MI  
Dr. Henry Gmitro, present Superintendent, Community Consolidated School District 93, IL  
Dr. Richard Greene, District Superintendent, Putnam-Northern Westchester BOCES, NY  
Dr. Jerry Gross, Superintendent, Saddleback Valley, CA  
Dr. James Henderson, present Professor, Duquesne University, PA  
Dr. Arthur Jones, Senior Vice President, Forest Park National Bank, and Superintendent, Lake Forest, IL  
Dr. Michael Kremer, present Superintendent, Hartford UHSD, WI, and Superintendent, Hopkins, MN  
Dr. William Levinson, Superintendent, Tamalpais Union High School District, CA  
Joan W. Levy, President, Illinois Association of School Boards  
Dr. Albert Marley, Superintendent, Las Virgines, CA  
Dr. Diana McCauley, former Associate Vice President, Institutional Development, Benedict College, Columbia, SC  
Dr. Carolyn McKennan, Superintendent, Morgan Hill, CA  
Dr. Sam Mikaelian, Superintendent, Wilmette, IL  
Dr. Joe O'Brien, present Executive Director, Chester County Intermediate Unit, PA  
Dr. Rick O'Connell, Superintendent, Douglas County Schools, CO  
Deborah Raizes, President, Scarsdale Board of Education, NY  
Dr. James Rickabaugh, present Superintendent, Whitefish Bay, WI  
Dr. Fred Schroeder, Superintendent, Park Ridge, IL  
Russell Schumacher, present Special Assistant for Labor Relations, West Windsor-Plainsboro Regional Schools, NJ  
Dr. David Smith, Superintendent, Lake Park, IL  
Dr. Mark Smith, Superintendent, Framingham, MA  
Dr. Paul Thurston, Chair, Department of Educational Administration, University of Illinois-Urbana and Director, Center for School Leadership  
Dr. Barbara Ramsey West, Superintendent, Homewood Elementary School District 153, IL  
Dr. Gail Uilkema, Superintendent, Piedmont, CA

## Emeritus Associates

Dr. Charles Almo, Chair of the Department of Educational Administration, Roosevelt University and Superintendent, Chicago Public School District  
Dr. Stephen Berry, Superintendent, Township High School District 214, IL  
Dr. Richard Kolze, Superintendent, Township High School District 211, IL  
Dr. Charles Moody, Founder of the National Alliance of Black School Educators and Vice-Provost of Minority Affairs, University of Michigan  
Dr. John Whritner, Superintendent, Greenwich, CT and Grosse Pointe, MI  
Dr. Sybil Yastrow, Regional Superintendent of Schools, Lake County, IL  
Dr. Charles Young, Superintendent in Glencoe, IL and East Lansing, MI

## Associates

Dr. Brian Ali, Superintendent, Kankakee, IL  
Dr. Albert Argenziano, Superintendent, Somerville, MA  
Dr. John Barbini, Superintendent Wauconda, IL  
Dr. Janet Barry, Superintendent, Issaquah, WA  
Ellen Bartlett, Assistant Superintendent, Douglas County, CO  
John Barton, President, Board of Education, Palo Alto, CA  
Dr. Larry Baskin, Superintendent Glen Ellyn District 89, IL  
Dr. Mary Bates, Dean, Waubonsee Community College, IL  
Dr. Brian Benzel, Superintendent, Spokane Public Schools, WA  
Dr. Ken Bird, Superintendent, Westside School District, NE  
Peggy Black, President, Board of Education Fond du Lac, WI  
Dr. Sue Bridge, Superintendent, Oak Park-River Forest High School District, IL  
Dr. Lela Bridges, present Superintendent, Harvey, IL  
Dr. Martin Brooks, Superintendent Plainview-Old Bethpage Central School District, NY  
Dr. Howard Bultinck, Superintendent, Sunset Ridge School District, IL  
Dr. Gary Catalani, Superintendent, Wheaton-Warrenville School District, IL  
John Chambers, Superintendent, Byram Hills Central School District, NY  
Dr. Louise Coleman, Superintendent, Joliet, IL  
Dr. Ben Cooper, Assistant Superintendent Human Resources, District 365U, Romeoville, IL  
Dr. Patrick Crawford, Director of Professional Development, Pennsylvania Association of School Administrators  
Dr. Tim Daniels, Superintendent, South Carolina Public Charter School District, SC  
Paul Drury, Director of Curriculum and Staff Development, DeSmet High School, MO  
Dr. Ron Epps, Superintendent, Richland County School District, SC  
Dr. Mark Freeman, present Superintendent, Shaker Heights, OH  
Allan Gordon, present Superintendent, St. Helena Unified School District, CA  
Dr. Al Hanna, present Deputy Superintendent, Blue Valley School District, Overland Park, KS  
Dr. Richard Hibschan, Headmaster, Pembroke Hill School, MO  
Dr. Jere Hochman, present Superintendent, Bedford School District, NY  
Dr. John Hoeffler, Superintendent, Birmingham Public Schools, MI  
Dr. Peter Holland, present Superintendent, Belmont, MA  
Don Hugo, Principal, Clayton School District, MO  
Dr. Steve Humphrey, present Superintendent, DuPage School District 88, IL  
William Jenkins, Nicolet Board of Education and President, Jenkins and Associates, WI

Dr. Frances Karanovich, Superintendent, Macomb, IL  
Dr. Homer Kearns, Superintendent, Salem-Keizer School District, OR  
Carol King, Principal, Piedmont School District, CA  
Ron Knauf, President, Board of Education, Pelham Union Free School District, NY  
Ken Kutska, Superintendent, Parks and Operations, Wheaton Park District, IL  
Hugo Lara, present Superintendent, Guadalupe Union School District, CA  
Elizabeth Lee, Headmistress, The Hockaday School, TX  
Dr. Alan Leis, Superintendent, Naperville 203, IL  
Dr. David Magill, present Director, University of Chicago Laboratory Schools, Chicago, IL  
Dr. Ben Marlin, Superintendent, Collier County School District, Naples, FL  
Dr. Max McGee, President, Illinois Math and Science Academy, IL  
Dr. Maggie Carrillo Mejia, Superintendent Sacramento City Unified Schools, CA  
William Melsheimer, Head, Baker Demonstration School, Evanston, IL  
Connie Newport, Executive Director, The Park District of Highland Park, IL  
Dan Newport, Director, Winnetka Park District, IL  
Dr. Tom Oates, Superintendent, Marion, IL  
John O'Rourke, Superintendent, Howard County Schools, MD  
Dr. Doug Parks, Superintendent, Aptakisic-Tripp School District, IL  
Dr. Jim Perino, Superintendent, Acalanes Union High School District, CA  
Dr. Patricia Pickles, Superintendent, Pflugerville, TX  
Phil Quon, present Superintendent, Cupertino Union School District, CA  
Dr. Al Ramirez, Associate Professor, University of Colorado at Colorado Springs, CO  
Dr. Sylvia Ramos, President, Richard J. Daley College, Chicago, IL  
Dr. Jesse Register, Superintendent, Hamilton County Schools, Chattanooga, TN  
Dr. Tim Ricker, present Superintendent Lemont Bromberek School District, IL  
Dr. Joanne Rooney, present Co-Director, Midwest Principals' Center, Arlington Heights, IL  
Dr. Art Safer, Professor of Educational Leadership and Policy Studies, Loyola University, IL  
Dr. Jamie Savedoff, Superintendent, Lower Merion School District, PA  
Dr. David Schuler, present Superintendent, Township High School District, 214, IL  
Dr. Don Senti, present Superintendent, Clayton School District, MO  
Dr. John Simpson, Superintendent, Norfolk Public Schools, Norfolk, VA  
Dr. Gary Smit, Superintendent, Lombard School District, IL  
Dr. Dennis Smith, present Superintendent, Placentia-Yorba Linda, CA  
Dr. Don Thompson, Superintendent, Montgomery County Educational Service Center, OH  
Dr. Randy Tinder, Superintendent, Forest Park School District and President, Illinois Association of School Administrators, IL  
Cathy Townsley, Superintendent, Ross School District, CA  
John Tuomy, President, Board of Education, Palo Alto, CA  
Doyle Valdez, President, Board of Trustees, Austin ISD, TX  
Florie Wachtenheim, President, Scarsdale Board of Education, NY  
Dr. Dorothy Weber, Superintendent, Glenview School District 34, IL  
Dr. Jane Westerhold, present Superintendent, Des Plaines School District, IL  
Dr. Sharmon Wilkinson, present Director, Human Resources, Clayton, MO  
Dr. Barbara Young, Superintendent of Schools, Sonoma Valley, CA

*We urge you to speak with the board presidents of the districts for which our firm has conducted national searches. All of the references provided reflect successfully negotiated superintendent contracts. Presented below is a partial listing of searches HYA has completed. Upon request we would be pleased to provide a complete list of the approximately 700 searches we have conducted.*

	District with 0 - 5,000 Students	District with 5,000-10,000 Students	District with 10,001-25,000 Students	Districts with over 25,000 students
2	Moffat (Craig) County, CO 2,395 students Andrea Camp 970-824-0257	Castro Valley Unified SD, CA 8,684 students George Granger 510-326-8903	Arlington Public Schools, VA 18,736 students Sally Baird 703-486-0655	East Baton Rouge Parish, LA 45,000 students Jerry Arbor 225-387-5557
0	Croton-Harmon Schools, NY 1,600 students Kathy Brechner 914-271-8590	Fond du Lac Schools, WI 7,200 students Eric Everson 920-517-2316	Bellevue School District, WA 16,218 students Chris Marks 425-941-9573	Rockford School District, IL 29,000 students Nancy Kalchbrenner 815-262-3216
0	Hillsborough City Schools, CA 1,500 students Shawn Christianson 415-227-3575	Greenwich Public Schools, CT 8,960 students Steve Anderson <a href="mailto:andersonsb@optonline.com">andersonsb@optonline.com</a>	Clarke County Schools (Athens), GA 11,000 students Denise Mewborn 706-338-2189	Scottsdale Unified School District, AZ 26,567 students Dieter Schaefer 480-484-6238
9	Hudson School District, MA 2,500 students Tom Green 978-875-0738	Tupelo Public Schools, MS 7,000 students Shawn Brevard 662-844-9620	Coachella Valley Unified, CA 17,900 students Gloria Maldonado 760-775-9738	Wichita Public Schools, KS 48,000 students Lynn Rogers 316-262-4716
	Lyons Township HSD, IL 3,897 students Mark Pera 708-579-6455	White Plains Schools, NY 6,000 students Donna McLaughlin 914-761-3778	Lawrence Public Schools, KS 10,254 students Craig Grant 785-842-8298	
	Mountain Brook City Schools, AL 4,000 students Gary London 205-244-5672		Oswego CUSD 308, IL 15,000 students Lynn Cullick 630-551-4811	
	Robbinsville School District, NJ 1,100 students Michael Rea 609-259-8441		Oxnard School District, CA 15,441 students Dennis O'Leary 805-815-4442	
	West Chicago HSD, IL 2,160 students Tony Reyes 630-669-0501		Richmond Public Schools, VA 25,000 students Tom Farrell, Search Committee Chair 804-819-2112	
			School District of Janesville, WI 10,379 students DuWayne Severson <a href="mailto:dmseverson@hotmail.com">dmseverson@hotmail.com</a>	9/2009

	District with 0 - 5,000 Students	District with 5,000-10,000 Students	District with 10,001-25,000 Students	Districts with over 25,000 students
2008	Alamo Heights ISD (TX) 4,400 students Bill Kingman (W) 210-829-1199 Ardsley Union Free SD (NY) 2,200 students Mark Cohen <a href="mailto:mcohen23@aol.com">mcohen23@aol.com</a> Burlingame Elementary SD (CA) 2,400 students Michael Barber (M) 650-483-5087	Durango SD 9-R (CO) 5,000 students Jeff Shell 970-375-7721 Lake Central Schools (IN) 9,860 students Howard Marshall (H) 219-864-7273 Normandy School District (MO) 5,500 students Cozy W. Marks, III (H) 314-389-4576	Alexandria City Schools (VA) 10,557 students Yvonne Folkerts 703-823-6269 Bend-La Pine School District (OR) 16,000 students Nathan Hovekamp (H) 541-318-8362	Compton Unified School District (CA) 32,000 students Fred Easter (H) 310-603-9424 Nashville Metropolitan SD, TN 74,000 students David Fox 615-298-2848
	Homer CCSD 33C (IL) 2,700 students Tom Buckley (H) 708-301-6691	Plainfield School District (NJ) 7,000 students Patricia Barksdale (H) 908-754-3380	Burnsville-Eagan-Savage ISD (MN) 10,600 students Vickie Roy (H) 952-894-4032	Riverside Unified Schools, CA 45,000 students Dr. Charles Beatty 951-787-8984
	Islip Union Free SD (NY) 3,600 students Catherine Romano (M) 631-793-7671	St. Cloud Area SD (MN) 10,000 students Deb Lalley <a href="mailto:debra.lalley@isd742.org">debra.lalley@isd742.org</a>	Clifton Public Schools (NJ) 10,500 students Mike Urcioli 973-881-0252	San Diego Unified Schools (CA) 131,000 students Luis Acle (H) 619-232-6658
	Kohler School District (WI) 500 students Jim O'Donnell 920-458-6115	White Bear Lake Area SD (MN) 7,700 students Gregg Larson (H) 651-426-1288	Green Bay Area Schools (WI) 20,300 students Jean Marsh 920-336-6835	Shawnee Mission Schools (KS) 28,000 students Craig Denny (H) 913-888-7703
	Locust Valley Central SD (NY) 2,300 students Dr. Yao Chu (H) 516-759-3012		Madison Metropolitan SD (WI) 24,000 students Arlene Silveira (H) 608-270-0435	Spokane Public Schools (WA) 30,300 students Garret Daggett (H) 509-487-2636
	Roxbury Township SD (NJ) 4,500 students Robert Badini (H) 973-584-8525		Plymouth-Canton CSD (MI) 18,700 students Judy Mardigian (H) 734-453-5686	Stockton Unified Schools (CA) 36,700 students Dan Castillo 209-564-0253
	Tamalpais Union High SD (CA) 3,900 students Susan Schmidt <a href="mailto:susanschmidt1117@yahoo.com">susanschmidt1117@yahoo.com</a>		School District of Lancaster (PA) 11,744 students Patrick Snyder <a href="mailto:pns1@comcast.net">pns1@comcast.net</a>	
			School District of Waukesha (WI) 13,923 students Dan Warren <a href="mailto:dwarren@Pabsufarms.com">dwarren@Pabsufarms.com</a>	9/2009
			Worcester City Schools, MA 23,000 students Dennis Berkey 508-831-5200	

	District with 0 - 5,000 Students	District with 5,001 - 10,000 Students	District with 10,001-25,000 Students	Districts with over 25,000 students
2007	Forest Park School District (IL) 1,400 students Lois Bugajsky (H) 708-366-5610  Golf School District (IL) 750 students Meryl Gayle (H) 847-966-1237  Lafayette School District (CA) 3,200 students Shayne Silva (H) 925-283-4159  Muskego-Norway SD (WI) 5,000 students Jim Schaefer (W) 414-303-9755  Nicolet School District 1,300 students Marilyn Franklin (H) 414-352-1180  North Salem School District (NY) 1,400 students Marie Martell (H) 914-277-7613  Roselle School District (IL) 700 students Tom Della Penna (H) 630-307-9572  Walnut Creek School District 3,200 students Barbara Pennington (M) 925-997-2155  Zion Benton High School (IL) 2,400 students Brian Golwitzer (H) 847-731-6325	Barrington CUSD (IL) 9,000 students Cara Richardson (W) 630-285-4077  Gilroy Unified School District (CA) 9,200 students Tom Bundros (W) 408-717-5481  Round Lake Area Schools (IL) 6,500 students Ann Welk (H) 847-546-9247  South Orange Maplewood SD (NJ) 6,300 students Rowland Bennett (H) 973-762-5670 Lynn Crawford (H) 973-378-9230  Westfield School District, NJ 5,800 students Ann Riegel (H) 908-232-1584	Hoover City Schools (AL) 11,600 students Donna Frazier (H) 205-991-8104  Mt. Vernon City Schools (NY) 10,100 students Lynn McBride (H) 914-318-8524  Tempe Union High Schools (AZ) 13,000 students Zita Johnson (H) 480-967-4185  Southwestern Community College (CA) 19,000 students Terri Valladolid (H) 619-778-9991  Wheaton-Warrenville CUSD 200 (IL) 14,200 students Andy Johnson (C) 630-240-7092	Academy School District 20 (CO) 21,000 students Vicki Taylor (M) 719-337-7744  Boulder Valley Schools (CO) 25,500 students Helayne Jones (H) 303-545-6376  Indian Prairie School District 204 (IL) 28,000 students Jeanette Clark (H) 630-983-9349  Jefferson County SD (Louisville, KY) 89,600 students Joe Hardesty (H) 502-367-1529  San Francisco USD (CA) 53,000 students Eric Mar (M) 415-730-4188 Mark Sanchez (M) 415-828-0029

	District with 0 - 5,000 Students	District with 5,001 - 10,000 Students	District with 10,001-25,000 Students	District with over 25,000 students
<b>2</b>	Arlington Heights Schools (IL) 4,800 students Dan Petro 847-392-8865	School District of Beloit (WI) 7,000 students Kurt Handrich (H) 608-312-1087	Antioch School District (CA) 21,000 students Bart Sandborn 469-426-5778	Cleveland Municipal Schools (OH) 78,000 students Larry Davis (H) 216-701-3753
<b>0</b>	Bellwood School District (IL) 3,800 students Ronald Anderson (H) 773-619-3727	Cupertino Union SD (CA) 14,000 students Josephine Lucey (H) 408-749-1472	Trenton School District (NJ) 13,000 students Robert Revelle (H) 609-617-6137	Des Moines Public Schools (IA) 30,000 students Phil Roeder (W) 515-991-5603
<b>6</b>	Charlottesville City Schools (VA) 4,200 students Julie Gronlund (H) 434-293-7488  Glen Ellyn SD 41 (IL) 3,500 students John Vivoda 630-697-1067  New Trier Township High SD (IL) 4,200 students Jim Koch (W) 312-362-0000  Lawrence Township SD (NJ) 3,800 students Laura Waters (H) 609-895-9707  Oregon School District (WI) 3,600 students Doug Kournetzke 608-662-7218  Sunset Ridge School District 535 students Cathy Magers (H) 847-446-9037	Edina Public Schools (MN) 7,000 students Brian Hedberg (H) 612-384-8593  Livingston School District (NJ) 5,400 students Bonnie Granatir (M) 973-202-9266  Maine Township High Schools (IL) 7,000 students Eric Leys (M) 224-766-0300  Redwood City Schools (CA) 7,000 students Dennis McBride (H) 650-423-2230	Tustin Unified School District (CA) 20,300 students Lynn Davis (H) 714-665-9591	Hamilton County Schools Chattanooga, TN 46,000 students Chip Baker (H) 423-593-2211  Sweetwater Union High Schools (CA) 41,000 students Greg Sandoval (C) 619-917-7773  Virginia Beach Schools (VA) 75,000 students Dan Edwards (H) 757-717-0259  Vista Unified School District (CA) 28,000 students Carol Herrera (H) 760-724-2508  West Contra Costa USD (CA) 32,000 students Charles Ramsey (H) 510-682-5600

	District with 0 - 5,000 Students	0 - 5,000 Students Continued	District with 5,001 - 10,000 Students	District with 10,001-25,000 Students
2005	Baldwin-Whitehall Schools (PA) 5,000 students John F. Palmiere (W) 412-881-9973  Bronxville School District (NY) 1,500 students John Priesing (H) 914-793-1621  Cary Comm. Cons. Schools (IL) 3,600 students Alexandra Polites (H) 847-516-4514  Des Plaines CCSD #62 (IL) 4,800 students Kris Bass (H) 847-635-7751  Fayetteville-Manlius SD (NY) 4,500 students Susan Ryan (H) 315-637-4526  Glen Ellyn School District 89 (IL) 2,400 students Shirley Bloom (C) 630-202-8907  Los Altos School District (CA) 3,937 students Victor M. Reid, III (W) 408-249-7881  Mt. Greylock Regional HSD (MA) 800 students Bob Petricea (W) 413-442-6926	Princeton Regional SD (NJ) 3,200 students Anne Burns (H) 609-921-7401  Riverside School District 96 (IL) 1,225 students Cheryl Berdelle (W) 708-447-9408  Ross School District (CA) 400 students Stephanie Stein (H) 415-454-8297  Valhalla Union Free SD (NY) 1,300 students Gregory Pappalardo (H) 914-592-3400  Zion Elementary Schools (IL) 3,300 students Ruth Davis (H) 847-872-8820	East St. Louis SD 189 (IL) 10,000 students Lonzo Greenwood 618-482-6659  Oak Park Elementary SD 97 (IL) 5,050 students Ade Onayemi (W) 708-383-9653  Township High SD #214 (IL) 12,500 students Bill Dussling (W) 630-250-9440x2410  Randolph Township Schools (NJ) 5,100 students Chris Carey (H) 973-366-6219  Somerville Schools (MA) 5,500 students Mary Jo Rosetti 617-623-0092  Spring Ford Area Schools (PA) 6,800 students Mike Masciandro 215-592-3485  Wauwatosa School District (WI) 6,900 students Tim Taff (W) 414-258-4452  William Penn School District (PA) 6,000 students John McKelligott (District Office) 610-284-8005	Flint Community Schools (MI) 20,000 students Skip Harbin 810-742-8898  Nashua School District (NH) 16,000 students Kimberly Shaw 603-557-6392  North St. Paul Schools (MN) 11,630 students Cathy Miller (H) 612-270-2762  Olathe Unified School District (KS) 23,800 students Debora Daniels (W) 913-588-5937  S. Washington County Schools (MN) 16,000 students Craig Wruck (H) 651-578-3816  Syracuse City School District (NY) 21,000 students Cynthia Kirby (H) 315-446-3824  Tempe Elementary Schools (AZ) 13,833 students Karen Arredondo 480-966-5140  <b>Districts with over 25,000 students</b>  Denver Public Schools (CO) 70,000 students Les Woodward (W) 303-892-7392  East Baton Rouge Parish SD (LA) 45,000 students Roger Moeser (H) 225-769-7610  San Diego City Schools (CA) 136,000 students Luis Acle (H) 619-232-6658



	District with 0 - 5,000 Students	District with 5,001 - 10,000 Students	District with 10,001 - 25,000 Students	District with Over 25,000 Students
2004	<p>Glenview School District 34 (IL) 4,400 students Julie Quinn (H) 847-729-2659</p> <p>Bedford Central SD (NY) 3,600 students Elin Sullivan (H) 914-242-0630</p> <p>Lombard School District 44 (IL) 3,200 students Sandra Hill (R) 630-627-3561</p> <p>Radnor Township SD (PA) 3,200 students Chase Gibson (W) 215-592-3458</p> <p>Rancocas Valley Regional (NJ) 2,000 students Charles Miller (H) 609-518-3752</p> <p>Ravenswood City Elem. SD (CA) 4,800 students Todd Gaviglio (H) 650-322-8313</p> <p>St. Louis Park SD (MN) 4,000 students Keith Broady (W) 612-333-1526</p> <p>Wyandanch Union Free SD (NY) 2,300 students Sam Burnett (H) 631-643-6518</p>	<p>Acalanes Union High SD (CA) 5,800 students Kathy Coppersmith (H) 925-930-8289</p> <p>Community Consolidated SD 59 (IL) 6,000 students Barbara Somoygi (H) 847-439-7368</p> <p>Community Unit SD 428 (DeKalb, IL) 5,500 students Tom Teresinski (H) 815-758-2523</p> <p>Eanes Independent SD (TX) 7,200 students Clint Sayers (W) 512-472-6100</p> <p>Kankakee School District (IL) 5,300 students Jerry Shapiro (W) 815-939-7150</p>	<p>Blue Valley Unified SD (KS) 17,000 students John Fuller (C) 816-516-2600</p> <p>Grapevine-Colleyville ISD (TX) 13,600 students John Eubanks (H) 817-481-3009</p> <p>St. Cloud Area SD (MN) 10,050 students Joanne Dorsher (H) 320-654-9257</p>	<p>Fairfax County School System (VA) 156,000 students Kathy Smith (H) 703-803-7462</p> <p>Pinellas County Schools (FL) 111,000 students Jane Gallucci (C) 727-215-2503</p> <p>Polk County Schools (FL) 82,000 students C. J. English, III (W) 863-682-6399</p>

	District with 0 - 5,000 Students	District with 5,001 - 10,000 Students	District with 10,001 - 25,000 Students	District with Over 25,000 Students
<b>2</b>	Aspen School District (CO) 1,300 students Augie Reno (W) 970-925-5968	Albany City School District (NY) 9,700 students Pat Fahey (H) 518-482-5518	Cedar Rapids Community SD (IA) 16,700 students Mary Meisterling (H) 319-365-3545	Douglas County School District (CO) 39,000 students John Sheehan (H) 303-932-2628
<b>0</b>	Bensenville School District #2 (IL) 2,200 students Kathie Bossier (H) 630-860-0315	Cambridge Public Schools (MA) 7,200 students Michael Sullivan (W) 617-349-4321	Naperville School Dist. 203 (IL) 18,400 students Tim Costello (H) 630-416-3785	East Side Union High SD (CA) 27,000 students Manuel Herrera (H) 408-729-3803
<b>3</b>	Glen Ellyn School District 41 (IL) 3,000 students Kathy Schmidt (H) 630-790-3780 Lake Bluff School District 65 (IL) 1,096 students Dan O'Connell (H) 847-295-8486 LaGrange Elementary SD 102 (IL) 2,672 students Marcia Hansen (H) 708-485-5609 Mercer Island School Dist. 400 (WA) 4,200 students Carrie George (H) 206-232-6242	Danville Public Schools (VA) 7,600 students Tim Harville (C) 434-770-8469 Framingham Public Schools (MA) 8,700 students Phil Dinsky (H) 617-470-2704 Lower Merion School District (PA) 6,400 students Jill Govberg (H) 610-525-9990	Kenosha Unified Schools (WI) 18,800 students Eric Olson (H) 262-694-3112 Indian River County Schools (FL) 15,300 students Steve Mohler (W) 772-778-6699 Youngstown City Schools (OH) 10,700 students Lock Beechum, Sr. (W) 330-747-1080	Rochester City Schools (NY) 35,000 students Darryl Porter (R) 585-342-1660 Shirley Thompson (C) 585-262-8383

***Hazard, Young, Attea & Associates, Ltd.***  
***takes pride in having served the following school districts:***

**ALABAMA**

- Hoover
- Hunstville
- Mountain Brook

**ARIZONA**

- Deer Valley
- Peoria
- Phoenix
- Tempe
- Washington

**ARKANSAS**

- Little Rock

**CALIFORNIA**

- Acalanes
- Antioch
- AVID Center
- Burlingame
- Compton
- Coachella Valley
- Cupertino
- East Side Union HSD
- Fremont
- Fresno
- Gilroy
- Glendora
- Lafayette
- La Mesa-Spring Valley
- Las Lomitas
- Leadership
- Los Altos
- Los Angeles County
- Manhattan Beach
- Mountain View
- Oxnard
- Pajaro Valley
- Palo Alto
- Ravenswood
- Redwood City
- Riverside
- Ross
- Saddleback Valley
- San Diego
- San Diego County

- San Francisco
- San Mateo
- Santa Monica-Malibu
- Sequoia
- Southwest CC
- Stockton
- Sweetwater
- Tamalpais
- Tustin
- Vista
- Walnut Creek
- West Contra Costa

**COLORADO**

- Academy 20
- Adams 12 Five Star
- Aspen
- Boulder
- Craig
- Denver
- Douglas County
- Durango
- Littleton
- Pueblo

**CONNECTICUT**

- Bloomfield
- Bridgeport
- Brookfield
- Clinton
- Danbury
- Darien
- East Granby
- Fairfield
- Greenwich
- Ledyard
- New London
- Newton
- Norwalk Free Academy
- Norwich
- Ridgefield
- Stamford
- Waterbury
- Weston

**DELAWARE**

- Brandywine

**FLORIDA**

- Brevard County
- Broward County
- Collier County
- Duval County
- Indian River County
- Orange County
- Pinellas County
- Polk County
- Sarasota County

**GEORGIA**

- Athens
- Cobb County
- DeKalb County
- Liberty County

**ILLINOIS**

- Addison Trail
- Aptakisic-Tripp 102
- Arlington Heights 25
- Avoca 37
- Ball Charter School
- Barrington
- Beach Park 3
- Belleville CC
- Bellwood
- Belvidere
- Bensenville 2
- Berwyn North 98
- Bloom Township 206
- Bloomington 87
- Blue Ridge 18
- Bremen Comm. 228
- Burr Ridge 180
- Carlinville 1
- Carpenterville 300
- Cary
- Champaign 4
- Chicago-Gates Project
- Decatur 61
- Dekalb 428

- Des Plaines 62
- Diamond Lake 76
- Downers Grove 58
- Dunlap
- DuPage 88
- East Saint Louis
- Elk Grove 59
- Evanston District 65
- Evergreen Park
- Flossmoor 161
- Forest Park 91
- Fox Lake 114
- FRAC
- Freeport 145
- Fremont 79
- Gavin
- Geneva 304
- Glen Ellyn 41
- Glen Ellyn 89
- Glenbard 87
- Glencoe 35
- Glenview 34
- Golf
- Grayslake 128
- Hamilton 328
- Hazel Crest
- Highland Park 108
- Hinsdale 181
- Homer 33C
- IASA
- IL School for the Visually Impaired
- IL Valley CC
- Illini Valley
- IL State Bd. of Ed.
- Indian Prairie 204
- Itasca 10
- Jewish Children's Bureau
- Joliet 86
- Joseph Academy
- Kankakee
- Keshet Day School
- LaGrange 102
- LaGrange 105
- Lake Bluff 65

- Lake Forest 67
- Lake Forest 115
- Lake Park 108
- Lake Villa 41
- LaSalle 122
- LaSalle Peru 120
- LEARN Charter School
- Lemont-Bromberek
- Libertyville 70
- Lincoln Way 210
- Lisle 202
- Lombard 44
- Lyons 204
- Macomb 185
- Maine 207
- Maywood
- McLean 5 (Normal)
- Morton CC
- Mt. Morris
- Mount Prospect 57
- Naperville 203
- New Trier
- Niles
- Norridge 80
- North Cook ISC
- Northbrook 27
- Northbrook-Glenview 30
- Northfield 225
- NSSD
- NSSEO
- Oak Park 97
- Oak Park-River Forest 200
- Olympia
- Oswego 308
- Park Forest 163
- Park Ridge 64
- Peoria 150
- Pontiac 429
- Prairie Crossing Charter School
- Proviso 209
- Quincy 172
- River Forest 90
- River Trails
- Riverside 96
- Riverside-Brookfield 208
- Rockford 205
- Roselle
- Round Lake
- Sandridge 172
- Sheldon
- Skokie 68

- Sparta 140
- Springfield
- Sterling
- Streator 40
- Sunset Ridge
- Tazwell Mason SED
- Tinley Park 146
- Township HS 214
- Troy
- Villa Park 45
- Waukegan
- West Chicago 94
- West Northfield 31
- Wheaton-Warrenville 200
- Wilmette 39
- Winfield 34
- Winnetka 36
- Woodridge 68
- Woodstock 200
- Yorkville 115
- Zion 6
- Zion-Benton 126

#### INDIANA

- Carmel Clay
- East Allan
- East Chicago
- Lake Central
- Lawrence Township
- Penn-Harris
- Madison

#### IOWA

- Cedar Rapids
- Davenport
- Des Moines
- Dubuque
- Waterloo
- West Des Moines

#### KANSAS

- Blue Valley
- Lawrence
- Olathe
- Shawnee Mission
- Wichita

#### KENTUCKY

- Jefferson County (Louisville)

#### LOUISIANA

- East Baton Rouge

#### MARYLAND

- Anne Arundel County
- Baltimore County
- Howard County
- Montgomery County
- Prince George's County

#### MASSACHUSETTS

- Berkshire Hills
- Cambridge
- Framingham
- Hudson
- Mt. Greylock
- Somerville
- Worcester

#### MICHIGAN

- Birmingham
- Bloomfield Hills
- East Lansing
- Flint
- Grosse Pointe
- Gull Lake
- Holland
- Jackson
- Kalamazoo
- Ludington
- Midland
- Mona Shores
- Novi
- Plymouth-Canton
- Pontiac
- Southfield
- Troy
- Wayne-Westland
- West Bloomfield

#### MINNESOTA

- Burnsville-Eagan-Savage
- Columbia Heights
- Edina
- Hopkins
- Minnetonka
- North St. Paul
- Osseo
- St. Cloud
- St. Louis Park
- South Washington County
- Wayzata
- White Bear Lake

#### MISSISSIPPI

- Tupelo

#### MISSOURI

- Clayton
- Columbia
- Ferguson-Florissant
- Francis-Howell
- Kansas City
- Kirkwood
- Ladue
- Lindbergh
- Normandy
- Parkway
- River Gardens
- Rockwood Special District
- St. Louis
- Springfield
- Webster Groves

#### NEBRASKA

- Westside

#### NEVADA

- Clark County
- Washoe County

#### NEW HAMPSHIRE

- Concord
- Nashua

#### NEW JERSEY

- Clifton
- Ewing
- Holmdel
- Lawrence Township
- Livingston
- Marlboro
- Montgomery Township HSD
- Moorestown
- Plainfield
- Princeton
- Randolph
- Ridgewood
- Robbinsville
- Roxbury
- Somerset Hills
- South Orange-Maplewood
- Tenaflly
- Trenton
- Watchung Hills
- Westfield

## NEW MEXICO

- Roswell

## NEW YORK

- Albany
- Ardsley
- Babylon
- Bedford
- Brentwood
- Brewster
- Brighton
- Bronxville
- Croton-Harmon
- Eastchester
- Eastern Suffolk BOCES
- Fayetteville-Manlius
- Floral Park
- Greece
- Hauppauge
- Islip
- Lawrence
- Locust Valley
- Manhasset
- Mt. Vernon
- Nassau County BOCES
- Niagara-Wheatfield
- North Salem
- Pelham
- Riverhead
- Rochester
- Rocky Point
- Rush Henrietta
- Rye City
- Sag Harbor
- Scarsdale
- Shoreham Wading River
- South Orangetown
- S. Westchester BOCES
- Syracuse
- Tarrytown
- Three Village
- Valhalla
- White Plains
- Wyandanch
- Xaverian
- Yorkstown

## NORTH CAROLINA

- Chapel Hill
- Greenville
- Guilford County (Greensboro)

## OHIO

- Bexley
- Cleveland
- Dayton
- Dublin
- Mayfield
- Orange
- Perry
- Princeton City
- Shaker Heights
- Upper Arlington
- Wooster
- Youngstown

## OREGON

- Bend-La Pine
- Beaverton
- Corvallis
- NWREL
- Portland
- Salem Keizer

## PENNSYLVANIA

- Abington
- Allegheny Int. District
- Baldwin-Whitehall
- Lancaster
- Lower Merion
- Marple-Newtown
- Methacton
- Mt. Lebanon
- North Allegheny
- Philadelphia
- Pittsburgh
- Radnor
- Rose Tree Media
- Spring Ford
- Upper Dublin
- Wallingford-Swarthmore
- William Penn

## SOUTH CAROLINA

- Beaufort
- Greenville
- Hilton Head

## TENNESSEE

- Hamilton County
- Knox County
- Memphis
- Nashville

## TEXAS

- Alamo Heights
- Austin
- Carroll
- Dallas
- Eanes
- Grapevine-Colleyville
- Highland Park
- Lake Travis
- Leander
- Northside
- Plano
- San Antonio
- Spring
- Tyler
- Wichita Falls

## VIRGINIA

- Alexandria
- Arlington
- Charlottesville
- Danville
- Fairfax County
- Richmond
- Spotsylvania
- Virginia Beach

## WASHINGTON

- Bellevue
- Everett
- Kent
- Lake Washington
- Mercer Island
- Spokane

## WISCONSIN

- Beloit
- Cedarburg
- Elmbrook
- Fond du Lac
- Green Bay
- Howard-Suamico
- Hudson
- Indian Community School
- Kenosha

- Kohler
- Madison
- Manitowoc
- Musekgo-Norway
- New London
- Nicolet
- Oconomowoc
- Oregon
- Oshkosh
- Port Washington
- Racine
- South Milwaukee
- Stevens Point
- Waukesha
- Wausau
- Wauwatosa
- West Bend

## WYOMING

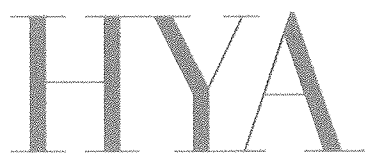
- Jackson Hole

# Why Hazard, Young, Attea & Associates (HYA)

*HYA has developed a reputation for quality services in the school search field and in identifying the unique characteristics of the board and community. A commitment to matching each district's needs to candidates, has resulted in 85% of the superintendents hired with HYA's assistance remaining in the position or having retired from that superintendency.*

*Sixteen of HYA's Associates are university professors. They join their superintendent colleagues in the firm as observers of individuals who are developing a track record of success in many quality urban, suburban and rural districts. Through involvement with education and educators at every level, HYA continuously comes into contact with individuals who are ready to be recruited to assume a more challenging responsibility.*

*HYA is committed to its clients and guarantees its work. HYA will complete the search at no cost to the board, except for expenses, if the candidate selected should leave the position for any reason during the first year of his/her employment.*



Hazard, Young, Attea  
& Associates, Ltd.

# HYA

1151 Waukegan Road  
Glenview, Il 60025

[www.hyasupersearches.com](http://www.hyasupersearches.com)