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
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,

Hank Gmitro, Ed.D.
Chief Executive Officer
Hazard, Young, Attea & Associates, Ltd.
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/Bloomingdale, 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
9,000 students
Cara Richards 630-285-4077
2207

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

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

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

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

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

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.hyasupersources.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 semifinalists, 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

HYA
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 boardsmanship 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

BOARD

Selects Consultant

- Approve Selection Criteria
- Approve Ad Content

Planning Meeting with Board

CONSULTANTS

- Interview Board, Staff, Community Representatives
- Develop Leadership Profile
- Present Leadership Profile Report to Board

Prepare Search Publicity and Publish Vacancy Notices

- Recruit Candidates Utilizing National Networks
- Receive & Process Applications
- Correspond with Candidates

- Conduct Reference Checks
- Identify Best Qualified Candidates
- Interview Selected Candidates

- Conduct Board Seminar Re: Interview Procedures
- Present Slate of Semifinalists to Board

- Professional Due Diligence Background Report
- Assist Board with Site Visit Planning
- Assist Contract Preparation

Send Letters of Regret

Site Visit Finalist

Extend Contract Offer

Announce Appointment

Superintendent Assumes Position
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 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 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  
Bloomingdale, 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, 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 Castrauba, 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 Desmon, 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 Virgenes, 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 Uilkmara, 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 Whitner, 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 Hilschman, 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

9/25/2009
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, President, 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

9/25/2009
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.

<table>
<thead>
<tr>
<th>District with 0 - 5,000 Students</th>
<th>District with 5,000-10,000 Students</th>
<th>District with 10,001-25,000 Students</th>
<th>Districts with over 25,000 students</th>
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<td>Moffat (Craig) County, CO</td>
<td>Castro Valley Unified SD, CA</td>
<td>Arlington Public Schools, VA</td>
<td>East Baton Rouge Parish, LA</td>
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<td>2,395 students</td>
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<tr>
<td>Andrea Camp 970-824-0257</td>
<td>George Granger 510-326-8903</td>
<td>Sally Baird 703-486-0655</td>
<td>Jerry Arbor 225-387-5557</td>
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<td>Croton-Harmon Schools, NY</td>
<td>Fond du Lac Schools, WI</td>
<td>Bellevue School District, WA</td>
<td>Rockford School District, IL</td>
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<tr>
<td>1,600 students</td>
<td>7,200 students</td>
<td>16,218 students</td>
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<tr>
<td>Kathy Brechner 914-271-8590</td>
<td>Eric Everson 920-517-2316</td>
<td>Chris Marks 425-941-9573</td>
<td>Nancy Kalchbrenner 815-262-3216</td>
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<tr>
<td>Hillsborough City Schools, CA</td>
<td>Greenwich Public Schools, CT</td>
<td>Clarke County Schools (Athens), GA</td>
<td>Scottsdale Unified School District, AZ</td>
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<tr>
<td>Shawn Christianson 415-227-3575</td>
<td>Steve Anderson</td>
<td>Denise Mewborn 706-338-2189</td>
<td>Dieter Schaefer 480-484-6238</td>
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<td>Hudson School District, MA</td>
<td>Tupelo Public Schools, MS</td>
<td>Coachella Valley Unified, CA</td>
<td>Wichita Public Schools, KS</td>
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<tr>
<td>Tom Green 978-875-0738</td>
<td>Shawn Brevard 662-844-9620</td>
<td>Gloria Maldonado 760-775-9738</td>
<td>Lynn Rogers 316-262-4716</td>
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<td>White Plains Schools, NY</td>
<td>Lawrence Public Schools, KS</td>
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<tr>
<td>Mark Pera 708-579-6455</td>
<td>Donna McLaughlin 914-761-3778</td>
<td>Craig Grant 785-842-8298</td>
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<tr>
<td>Mountain Brook City Schools, AL</td>
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<td>Oswego CUSD 308, IL</td>
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<td>4,000 students</td>
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<tr>
<td>Gary London 205-244-5672</td>
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<td>Lynn Cullick 630-551-4811</td>
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<td>Robbinsville School District, NJ</td>
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<td>Oxnard School District, CA</td>
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<tr>
<td>1,100 students</td>
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<td>15,441 students</td>
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<td>Michael Reca 609-259-8441</td>
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<td>Dennis O’Leary 805-815-4442</td>
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<tr>
<td>West Chicago HSD, IL</td>
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<td>Richmond Public Schools, VA</td>
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<tr>
<td>2,160 students</td>
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<td>25,000 students</td>
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<tr>
<td>Tony Reyes 630-669-0501</td>
<td></td>
<td>Tom Farrell, Search Committee Chair</td>
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<td></td>
<td></td>
<td>804-819-2112</td>
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<td>School District of Janesville, WI</td>
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<td>10,379 students</td>
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<td></td>
<td></td>
<td>DuWayne Severson</td>
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</tr>
<tr>
<td></td>
<td></td>
<td><a href="mailto:dmseverson@hotmail.com">dmseverson@hotmail.com</a></td>
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9/2009
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<tr>
<th>District with 0 - 5,000 Students</th>
<th>District with 5,000-10,000 Students</th>
<th>District with 10,001-25,000 Students</th>
<th>Districts with over 25,000 students</th>
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<tbody>
<tr>
<td>Alamo Heights ISD (TX)</td>
<td>Durango SD 9-R (CO)</td>
<td>Alexandria City Schools (VA)</td>
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<td>5,000 students</td>
<td>10,557 students</td>
<td>32,000 students</td>
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<tr>
<td>Bill Kingman (W) 210-829-1199</td>
<td>Jeff Shell 970-375-7721</td>
<td>Yvonne Folkerts 703-823-6269</td>
<td>Fred Easter (H) 310-603-9424</td>
</tr>
<tr>
<td>Ardsley Union Free SD (NY)</td>
<td>Lake Central Schools (IN)</td>
<td>Bend-La Pine School District (OR)</td>
<td>Nashville Metropolitan SD, TN</td>
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<tr>
<td>2,200 students</td>
<td>9,860 students</td>
<td>16,000 students</td>
<td>74,000 students</td>
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<tr>
<td>Mark Cohen <a href="mailto:mcohen23@aol.com">mcohen23@aol.com</a></td>
<td>Howard Marshall (H) 219-864-7273</td>
<td>Nathan Hovekamp (H) 541-318-8362</td>
<td>David Fox 615-298-2848</td>
</tr>
<tr>
<td>Burlingame Elementary SD (CA)</td>
<td>Normandy School District (MO)</td>
<td>Burnsville-Eagan-Savage ISD (MN)</td>
<td>Riverside Unified Schools, CA</td>
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</tr>
<tr>
<td>Michael Barber (M) 650-483-5087</td>
<td>Cozy W. Marks, III (H) 314-389-4576</td>
<td>Vickie Roy (H) 952-894-4032</td>
<td>Dr. Charles Beaty 951-787-8984</td>
</tr>
<tr>
<td>Homer CCSD 33C (IL)</td>
<td>Plainfield School District (NJ)</td>
<td>Clifton Public Schools (NJ)</td>
<td>San Diego Unified Schools (CA)</td>
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<td>7,000 students</td>
<td>10,500 students</td>
<td>131,000 students</td>
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<tr>
<td>Tom Buckley (H) 708-301-6691</td>
<td>Patricia Barksdale (H) 908-754-3380</td>
<td>Mike Urcio 973-881-0252</td>
<td>Luis Acele (H) 619-232-6658</td>
</tr>
<tr>
<td>Islip Union Free SD (NY)</td>
<td>St. Cloud Area SD (MN)</td>
<td>Green Bay Area Schools (WI)</td>
<td>Shawnee Mission Schools (KS)</td>
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<td>3,600 students</td>
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<tr>
<td>Catherine Romano (M) 631-793-7671</td>
<td>Deb Lalley <a href="mailto:debra.lalley@isd742.org">debra.lalley@isd742.org</a></td>
<td>Jean Marsh 920-336-6835</td>
<td>Craig Denny (H) 913-888-7703</td>
</tr>
<tr>
<td>Kohler School District (WI)</td>
<td>White Bear Lake Area SD (MN)</td>
<td>Madison Metropolitan SD (WI)</td>
<td>Spokane Public Schools (WA)</td>
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<tr>
<td>Jim O’Donnell 920-458-6115</td>
<td>Gregg Larson (H) 651-426-1288</td>
<td>Arlene Silveira (H) 608-270-0435</td>
<td>Garret Daggett (H) 509-487-2636</td>
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<tr>
<td>Locust Valley Central SD (NY)</td>
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<td>Plymouth-Canton CSD (MI)</td>
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<td>36,700 students</td>
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<tr>
<td>Dr. Yao Chu (H) 516-759-3012</td>
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<td>Judy Mardigan (H) 734-453-5686</td>
<td>Dan Castillo 209-564-0253</td>
</tr>
<tr>
<td>Roxbury Township SD (NJ)</td>
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<td>School District of Lancaster (PA)</td>
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<tr>
<td>4,500 students</td>
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<tr>
<td>Robert Badini (H) 973-584-8525</td>
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<td>Patrick Snyder <a href="mailto:pns1@comcast.net">pns1@comcast.net</a></td>
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<tr>
<td>Tamalpais Union High SD (CA)</td>
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<tr>
<td>3,900 students</td>
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<td>13,923 students</td>
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<tr>
<td>Susan Schmidt <a href="mailto:susanschmidt1117@yahoo.com">susanschmidt1117@yahoo.com</a></td>
<td></td>
<td>Dan Warren <a href="mailto:dwarren@Pabstfarms.com">dwarren@Pabstfarms.com</a></td>
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<td>Worcester City Schools, MA</td>
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<tr>
<td>23,000 students</td>
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<tr>
<td>Dennis Berke 508-831-5200</td>
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<tr>
<td>Compton Unified School District (CA)</td>
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<tr>
<td>Fred Easter (H) 310-603-9424</td>
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<td>Nashville Metropolitan SD, TN</td>
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<td>74,000 students</td>
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<tr>
<td>David Fox 615-298-2848</td>
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<td>Riverside Unified Schools, CA</td>
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<td>45,000 students</td>
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<tr>
<td>Dr. Charles Beaty 951-787-8984</td>
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<td>San Diego Unified Schools (CA)</td>
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<tr>
<td>Luis Acele (H) 619-232-6658</td>
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<td>Shawnee Mission Schools (KS)</td>
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<td>Craig Denny (H) 913-888-7703</td>
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<td>Spokane Public Schools (WA)</td>
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<tr>
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<td>Garret Daggett (H) 509-487-2636</td>
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<td>Stockton Unified Schools (CA)</td>
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<tr>
<td>36,700 students</td>
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<td>Dan Castillo 209-564-0253</td>
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<td>9/2009</td>
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<td>District with 0 - 5,000 Students</td>
<td>District with 5,001-10,000 Students</td>
<td>District with 10,001-25,000 Students</td>
<td>Districts with over 25,000 students</td>
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<td>Forest Park School District (IL)</td>
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<td>1,400 students</td>
<td>Cara Richardson (W) 630-285-4077</td>
<td>Donna Frazier (H) 205-991-8104</td>
<td>Vicki Taylor (M) 719-337-7744</td>
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<tr>
<td>Lois Bugajsky (H) 708-366-5610</td>
<td>Gilroy Unified School District (CA) 9,200 students</td>
<td>Mt. Vernon City Schools (NY) 10,100 students</td>
<td>Boulder Valley Schools (CO) 25,500 students</td>
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<tr>
<td>Golf School District (IL) 750 students</td>
<td>Tom Bundros (W) 408-717-5481</td>
<td>Lynn McBride (H) 914-318-8524</td>
<td>Helayne Jones (H) 303-545-6376</td>
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<tr>
<td>Meryl Gayle (H) 847-966-1237</td>
<td>Round Lake Area Schools (IL) 6,500 students</td>
<td>Tempe Union High Schools (AZ) 13,000 students</td>
<td>Indian Prairie School District 204 (IL) 28,000 students</td>
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<td>Lafayette School District (CA) 3,200 students</td>
<td>Ann Welk (H) 847-546-9247</td>
<td>Zita Johnson (H) 480-967-4185</td>
<td>Jeanette Clark (H) 630-983-9349</td>
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<tr>
<td>Shayne Silva (H) 925-283-4159</td>
<td>South Orange Maplewood SD (NJ) 6,300 students</td>
<td>Southwestern Community College (CA) 19,000 students</td>
<td>Jefferson County SD (Louisville, KY) 89,600 students</td>
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<td>Muskego-Norway SD (WI) 5,000 students</td>
<td>Rowland Bennett (H) 973-762-5670</td>
<td>Terri Valladolid (H) 619-778-9991</td>
<td>Joe Hardesty (H) 502-367-1529</td>
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<tr>
<td>Jim Schaefter (W) 414-303-9755</td>
<td>Lynn Crawford (H) 973-378-9230</td>
<td>Wheaton-Warrenville CUSD 200 (IL) 14,200 students</td>
<td>San Francisco USD (CA) 53,000 students</td>
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<td>Nicolet School District 1,300 students</td>
<td>Westfield School District, NJ 5,800 students</td>
<td>Andy Johnson (C) 630-240-7092</td>
<td>Eric Mar (M) 415-730-4188</td>
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<tr>
<td>Marilyn Franklin (H) 414-352-1180</td>
<td>Ann Riegel (H) 908-232-1584</td>
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<td>Mark Sanchez (M) 415-828-0029</td>
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<tr>
<td>North Salem School District (NY) 1,400 students</td>
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<td>Marie Martell (H) 914-277-7613</td>
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<td>Roselle School District (IL) 700 students</td>
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<tr>
<td>Tom Della Penna (H) 630-307-9572</td>
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<tr>
<td>Walnut Creek School District 3,200 students</td>
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<td>Barbara Pennington (M) 925-997-2155</td>
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<td>Zion Benton High School (IL) 2,400 students</td>
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<tr>
<td>Brian Golwitzer (H) 847-731-6325</td>
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9/2009
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<tr>
<th>District with 0 - 5,000 Students</th>
<th>District with 5,001 - 10,000 Students</th>
<th>District with 10,001-25,000 Students</th>
<th>District with over 25,000 students</th>
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<tr>
<td>Arlington Heights Schools (IL)</td>
<td>School District of Beloit (WI)</td>
<td>Antioch School District (CA)</td>
<td>Cleveland Municipal Schools (OH)</td>
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<td>4,800 students</td>
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<tr>
<td>Dan Petro 847-392-8865</td>
<td>Kurt Handrich (H) 608-312-1087</td>
<td>Bart Sandborn 469-426-5778</td>
<td>Larry Davis (H) 216-701-3753</td>
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<tr>
<td>Bellwood School District (IL)</td>
<td>Cupertino Union SD (CA)</td>
<td>Trenton School District (NJ)</td>
<td>Des Moines Public Schools (IA)</td>
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<tr>
<td>3,800 students</td>
<td>14,000 students</td>
<td>13,000 students</td>
<td>30,000 students</td>
</tr>
<tr>
<td>Ronald Anderson (H) 773-619-3727</td>
<td>Josephine Lucey (H) 408-749-1472</td>
<td>Robert Revelle (H) 609-617-6137</td>
<td>Phil Roeder (W) 515-991-5603</td>
</tr>
<tr>
<td>Charlottesville City Schools (VA)</td>
<td>Edina Public Schools (MN)</td>
<td>Tustin Unified School District (CA)</td>
<td>Hamilton County Schools</td>
</tr>
<tr>
<td>4,200 students</td>
<td>7,000 students</td>
<td>20,300 students</td>
<td>Chattanooga, TN</td>
</tr>
<tr>
<td>Julie Gronlund (H) 434-293-7488</td>
<td>Brian Hedberg (H) 612-384-8593</td>
<td>Lynn Davis (H) 714-665-9591</td>
<td>46,000 students</td>
</tr>
<tr>
<td>Glen Ellyn SD 41 (IL)</td>
<td>Livingston School District (NJ)</td>
<td></td>
<td>Chip Baker (H) 423-593-2211</td>
</tr>
<tr>
<td>3,500 students</td>
<td>5,400 students</td>
<td></td>
<td></td>
</tr>
<tr>
<td>John Vivoda 630-697-1067</td>
<td>Bonnie Granatir (M) 973-202-9266</td>
<td></td>
<td></td>
</tr>
<tr>
<td>New Trier Township High SD (IL)</td>
<td>Maine Township High Schools (IL)</td>
<td></td>
<td>Sweetwater Union High Schools (CA)</td>
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<tr>
<td>4,200 students</td>
<td>7,000 students</td>
<td></td>
<td>41,000 students</td>
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<tr>
<td>Jim Koch (W) 312-362-0000</td>
<td>Eric Leys (M) 224-766-0300</td>
<td></td>
<td>Greg Sandoval (C) 619-917-7773</td>
</tr>
<tr>
<td>Lawrence Township SD (NJ)</td>
<td>Redwood City Schools (CA)</td>
<td></td>
<td>Virginia Beach Schools (VA)</td>
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<tr>
<td>3,800 students</td>
<td>7,000 students</td>
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<td>75,000 students</td>
</tr>
<tr>
<td>Laura Waters (H) 609-895-9707</td>
<td>Dennis McBride (H) 650-423-2230</td>
<td></td>
<td>Dan Edwards (H) 757-717-0259</td>
</tr>
<tr>
<td>Oregon School District (WI)</td>
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<td>Vista Unified School District (CA)</td>
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<tr>
<td>3,600 students</td>
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<td>28,000 students</td>
</tr>
<tr>
<td>Doug Kournetzke 608-662-7218</td>
<td></td>
<td></td>
<td>Carol Herrera (H) 760-724-2508</td>
</tr>
<tr>
<td>Sunset Ridge School District</td>
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<td>West Contra Costa USD (CA)</td>
</tr>
<tr>
<td>535 students</td>
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<td>32,000 students</td>
</tr>
<tr>
<td>Cathy Magers (H) 847-446-9037</td>
<td></td>
<td></td>
<td>Charles Ramsey (H) 510-682-5600</td>
</tr>
<tr>
<td>District with 0 - 5,000 Students</td>
<td>0 - 5,000 Students Continued</td>
<td>District with 5,001 - 10,000 Students</td>
<td>District with 10,001-25,000 Students</td>
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<tr>
<td>Baldwin-Whitehall Schools (PA)</td>
<td>Princeton Regional SD (NJ)</td>
<td>East St. Louis SD 189 (IL)</td>
<td>Flint Community Schools (MI)</td>
</tr>
<tr>
<td>5,000 students</td>
<td>3,200 students</td>
<td>10,000 students</td>
<td>20,000 students</td>
</tr>
<tr>
<td>John F. Palmiere (W) 412-881-9973</td>
<td>Anne Burns (H) 609-921-7401</td>
<td>Lonzo Greenwood 618-482-6659</td>
<td>Skip Harbin 810-742-8898</td>
</tr>
<tr>
<td>Bronxville School District (NY)</td>
<td>Riverside School District 96 (IL)</td>
<td>Oak Park Elementary SD 97 (IL)</td>
<td>Nashua School District (NH)</td>
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<tr>
<td>1,500 students</td>
<td>1,225 students</td>
<td>5,050 students</td>
<td>16,000 students</td>
</tr>
<tr>
<td>John Priesing (H) 914-793-1621</td>
<td>Cheryl Berdelle (W) 708-447-9408</td>
<td>Ade Onayemi (W) 708-383-9653</td>
<td>Kimberly Shaw 603-557-6392</td>
</tr>
<tr>
<td>Cary Comm. Cons. Schools (IL)</td>
<td>Ross School District (CA)</td>
<td>Township High SD #214 (IL)</td>
<td>North St. Paul Schools (MN)</td>
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<tr>
<td>3,600 students</td>
<td>400 students</td>
<td>12,500 students</td>
<td>11,630 students</td>
</tr>
<tr>
<td>Alexandra Polites (H) 847-516-4514</td>
<td>Stephanie Stein (H) 415-454-8297</td>
<td>Bill Dussling (W) 630-250-9440x2410</td>
<td>Cathy Miller (H) 612-270-2762</td>
</tr>
<tr>
<td>Des Plaines CCSD #62 (IL)</td>
<td>Valhalla Union Free SD (NY)</td>
<td>Randolph Township Schools (NJ)</td>
<td>Olathe Unified School District (KS)</td>
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<td>4,800 students</td>
<td>1,300 students</td>
<td>5,100 students</td>
<td>23,800 students</td>
</tr>
<tr>
<td>Kris Bass (H) 847-635-7751</td>
<td>Gregory Pappalardo (H) 914-592-3400</td>
<td>Chris Carey (H) 973-366-6219</td>
<td>Debora Daniels (W) 913-588-5937</td>
</tr>
<tr>
<td>Fayetteville-Manlius SD (NY)</td>
<td>Zion Elementary Schools (IL)</td>
<td>Somerville Schools (MA)</td>
<td>S. Washington County Schools (MN)</td>
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<tr>
<td>4,500 students</td>
<td>3,300 students</td>
<td>5,500 students</td>
<td>16,000 students</td>
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<tr>
<td>Susan Ryan (H) 315-637-4526</td>
<td>Ruth Davis (H) 847-872-8820</td>
<td>Mary Jo Rosetti 617-623-0092</td>
<td>Craig Wruck (H) 651-578-3816</td>
</tr>
<tr>
<td>Glen Ellyn School District 89 (IL)</td>
<td>2,400 students</td>
<td>Spring Ford Area Schools (PA)</td>
<td>Syracuse City School District (NY)</td>
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<td>2,400 students</td>
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<td>21,000 students</td>
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<tr>
<td>Shirley Bloom (C) 630-202-8907</td>
<td></td>
<td>Mike Masiandaro 215-592-3485</td>
<td>Cynthia Kirby (H) 315-446-3824</td>
</tr>
<tr>
<td>Los Altos School District (CA)</td>
<td></td>
<td>Wauwatosa School District (WI)</td>
<td>Tempe Elementary Schools (AZ)</td>
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<tr>
<td>3,937 students</td>
<td></td>
<td>6,900 students</td>
<td>13,833 students</td>
</tr>
<tr>
<td>Victor M. Reid, III (W) 408-249-7881</td>
<td></td>
<td>Tim Taff (W) 414-258-4452</td>
<td>Karen Arredondo 480-966-5140</td>
</tr>
<tr>
<td>Mt. Greylock Regional HSD (MA)</td>
<td></td>
<td>William Penn School District (PA)</td>
<td>Districts with over 25,000 students</td>
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<tr>
<td>800 students</td>
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<td>6,000 students</td>
<td>Denver Public Schools (CO)</td>
</tr>
<tr>
<td>Bob Petricca (W) 413-442-6926</td>
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<td>John McKelligott (District Office)</td>
<td>70,000 students</td>
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**9/2009**
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<thead>
<tr>
<th>District with 0 - 5,000 Students</th>
<th>District with 5,001 - 10,000 Students</th>
<th>District with 10,001 - 25,000 Students</th>
<th>District with Over 25,000 Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Glenview School District 34 (IL) 4,400 students</td>
<td>Acalanes Union High SD (CA) 5,800 students Kathy Coppersmith (H) 925-930-8289</td>
<td>Blue Valley Unified SD (KS) 17,000 students John Fuller (C) 816-516-2600</td>
<td>Fairfax County School System (VA) 156,000 students Kathy Smith (H) 703-803-7462</td>
</tr>
<tr>
<td>Julie Quinn (H) 847-729-2659</td>
<td>Community Consolidated SD 59 (IL) 6,000 students Barbara Somoyi (H) 847-439-7368</td>
<td>Grapevine-Colleyville ISD (TX) 13,600 students John Eubanks (H) 817-481-3009</td>
<td>Pinellas County Schools (FL) 111,000 students Jane Gallucci (C) 727-215-2503</td>
</tr>
<tr>
<td>Bedford Central SD (NY) 3,600 students Elin Sullivan (H) 914-242-0630</td>
<td>Community Unit SD 428 (DeKalb, IL) 5,500 students Tom Teresinski (H) 815-758-2523</td>
<td>St. Cloud Area SD (MN) 10,050 students Joanne Dorsher (H) 320-654-9257</td>
<td>Polk County Schools (FL) 82,000 students C. J. English, III (W) 863-682-6399</td>
</tr>
<tr>
<td>Lombard School District 44 (IL) 3,200 students Sandra Hill (R) 630-627-3561</td>
<td>Eanes Independent SD (TX) 7,200 students Clint Sayers (W) 512-472-6100</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Radnor Township SD (PA) 3,200 students Chase Gibson (W) 215-592-3458</td>
<td>Kankakee School District (IL) 5,300 students Jerry Shapiro (W) 815-939-7150</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rancocas Valley Regional (NJ) 2,000 students Charles Miller (H) 609-518-3752</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ravenswood City Elem. SD (CA) 4,800 students Todd Gaviglio (H) 650-322-8313</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>St. Louis Park SD (MN) 4,000 students Keith Broady (W) 612-333-1526</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wyandanch Union Free SD (NY) 2,300 students Sam Burnett (H) 631-643-6518</td>
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9/2009
<table>
<thead>
<tr>
<th>District with 0 - 5,000 Students</th>
<th>District with 5,001 - 10,000 Students</th>
<th>District with 10,001 - 25,000 Students</th>
<th>District with Over 25,000 Students</th>
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</thead>
<tbody>
<tr>
<td>Aspen School District (CO) 1,300 students</td>
<td>Albany City School District (NY) 9,700 students</td>
<td>Cedar Rapids Community SD (IA) 16,700 students</td>
<td>Douglas County School District (CO) 39,000 students</td>
</tr>
<tr>
<td>Augie Reno (W) 970-925-5968</td>
<td>Pat Fahey (H) 518-482-5518</td>
<td>Mary Meisterling (H) 319-365-3545</td>
<td>John Sheehan (H) 303-932-2628</td>
</tr>
<tr>
<td>Bensenville School District #2 (IL) 2,200 students</td>
<td>Cambridge Public Schools (MA) 7,200 students</td>
<td>Naperville School Dist. 203 (IL) 18,400 students</td>
<td>East Side Union High SD (CA) 27,000 students</td>
</tr>
<tr>
<td>Kathie Bossier (H) 630-860-0315</td>
<td>Michael Sullivan (W) 617-349-4321</td>
<td>Tim Costello (H) 630-416-3785</td>
<td>Manuel Herrera (H) 408-729-3803</td>
</tr>
<tr>
<td>Glen Ellyn School District 41 (IL) 3,000 students</td>
<td>Danville Public Schools (VA) 7,600 students</td>
<td>Kenosha Unified Schools (WI) 18,800 students</td>
<td>Rochester City Schools (NY) 35,000 students</td>
</tr>
<tr>
<td>Kathy Schmidt (H) 630-790-3780</td>
<td>Tim Harville (C) 434-770-8469</td>
<td>Eric Olson (H) 262-694-3112</td>
<td>Darryl Porter (R) 585-342-1660</td>
</tr>
<tr>
<td>Lake Bluff School District 65 (IL) 1,096 students</td>
<td>Framingham Public Schools (MA) 8,700 students</td>
<td>Indian River County Schools (FL) 15,300 students</td>
<td>Shirley Thompson (C) 585-262-8383</td>
</tr>
<tr>
<td>Dan O’Connell (H) 847-295-8486</td>
<td>Phil Dinsky (H) 617-470-2704</td>
<td>Steve Mohler (W) 772-778-6699</td>
<td></td>
</tr>
<tr>
<td>LaGrange Elementary SD 102 (IL) 2,672 students</td>
<td>Lower Merion School District (PA) 6,400 students</td>
<td>Youngstown City Schools (OH) 10,700 students</td>
<td></td>
</tr>
<tr>
<td>Marcia Hansen (H) 708-485-5609</td>
<td>Jill Govberg (H) 610-525-9990</td>
<td>Lock Beechum, Sr. (W) 330-747-1080</td>
<td></td>
</tr>
</tbody>
</table>
Hazard, Young, Attea & Associates, Ltd.
takes pride in having served the following school districts:

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

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- 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
- 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
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

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- 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

PENN SiVANIA
- 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

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- 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

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.

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Glenview, IL 60025

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