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**OAK PARK AND RIVER FOREST  
HIGH SCHOOL DISTRICT 200**

**Superintendent Search Proposal**

**November 10, 2009**

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## **I. INTRODUCTION TO OUR FIRM AND CONSULTANTS**

Hiring the best superintendent to lead Oak Park and River Forest High School District 200 is one of the most important tasks that you will undertake as a Board of Education. Hiring the right search firm to assist you as you move through this process will assure that your search results in a success conclusion. **School Exec Connect** has a superior record in supporting boards in superintendent searches from the initial planning meeting to comprehensive community engagement strategy to presenting excellent candidates for you to select your next superintendent. Our network is national, but our search process is personalized for your District.

Why are we so successful? One of the reasons that we are one of the leading private search firms in the Midwest is because we give school districts the personal and individualized services that each search deserves. Our consultants are knowledgeable and understand that the mission of your District is student learning. We collectively have over 100 years of experience in conducting educational searches and have even more years of experience successfully leading school districts. We are large enough to have an exceptionally strong network, but are small enough to give your District the focus and attention that your search deserves. We consider ourselves the ambassadors of your Board of Education and its professional standards.

If our firm is selected, the following consultants would assist with your search: **Dr. Linda Hanson**, retired superintendent of Township High School District 113 (Highland Park) and President of **School Exec Connect**; **Dr. Peter Lueck**, retired superintendent of Lisle CUSD 202; and **Dr. John Sawyer III**, superintendent, Sandridge School District 172.

Dr. Hanson is currently involved in one other superintendent search, and Dr. Lueck and Dr. Sawyer would only be involved with your search.

## **II. OUR NETWORK**

Our extensive network enables us to recruit qualified candidates from throughout the county. The members of our firm work closely together, assuring that every search has the outreach necessary to achieve the right match for every district. Members of our firm include **AASA National Superintendent of the Year**, **several State Superintendents of the Year**, the executive director of the **Ohio Schools Council**, the past President of **Mid-west Association of School Superintendents**, the co-executive directors of **FED ED** and the past president of the **American Association of School Administrators (AASA)**.

Our consultants hold leadership positions in various national organizations including: **Minority Student Achievement Network**, **National Association of Federally Impacted Students**, **Suburban School Superintendents (Triple S)**, **Mid-West Suburban Superintendents Association** and the **Mid-American Association of Superintendents (MAASS)**, among others.

Our consultants are outstanding educators who have presented nationally and published on topics of leadership, strategic planning, and working with school boards. They are respected as some of the top educators in the country.

### **III. OUR CONSULTANTS**

#### **Partners**

- Dr. Linda Hanson**, retired superintendent, THSD 113 (Highland Park IL)  
**Dr. David Clough**, retired superintendent, CHDS 128 (Libertyville, IL)  
**Dr. Kenneth Dragseth**, retired superintendent, Edina Public Schools (MN)  
**Dr. Antoinette Johns**, retired superintendent of Brooklyn Center Public School (MN)  
**Dr. Thomas Madden**, retired superintendent, Lemont THSD 210 (IL)  
**Dr. Edward Olds**, retired superintendent, LaGrange School District 105 (IL)  
**Mr. David Peterson**, retired superintendent, Northern Suburban Special Ed District (IL)  
**Dr. Harry Rossi**, retired superintendent, Northbrook/Glenview SD 30 (IL)

#### **Senior Associates**

- Dr. Gerald Freitag**, retired superintendent, Franklin Public Schools (WI)  
**Dr. Kent Johansen**, Assistant Professor of Educational Leadership, Western Illinois University and retired superintendent, Stillman Valley School District (IL)

#### **Associates**

- Dr. Alan Alson**, retired superintendent, Evanston THSD 202 (IL)  
**Dr. Jack Barshinger**, superintendent, Glen Ellyn School District 41 (IL)  
**Dr. Donaldo Batiste**, superintendent, Waukegan Public Schools (IL)  
**Dr. Cathleen Cooke**, superintendent, Hamilton School District (WI)  
**Dr. David Cottrell**, Executive Director, Ohio Schools Council and the retired superintendent of three Ohio school systems (OH)  
**Dr. Sandy Doebert**, superintendent, Lemont THSD 210 (IL)  
**Dr. Ric Dressen**, superintendent, Edina Public Schools (MN)  
**Dr. Jim Ewing**, retired superintendent, LaGrange School District 105 (IL)  
**Dr. Catherine Finger**, superintendent, Grayslake CHSD 127 (IL)  
**Dr. Keith Fuchs**, superintendent, Menasha Joint School District, (WI)  
**Dr. Brent Gish**, superintendent, Red Lake PSD 38 (MN)  
**Dr. Mary Herrmann**, superintendent, Winnetka Public Schools (IL)  
**Dr. William Hughes**, superintendent, Greendale Public Schools (WI)  
**Dr. Peter Lueck**, superintendent, Lisle CUSD 202 (IL)  
**Dr. Robert Ostlund**, retired superintendent, Wayzata Public Schools (MI)  
**Dr. Kathryn Robbins**, superintendent, Leyden High Schools District 212 (IL)  
**Dr. Jerome Roberts**, superintendent East Aurora School District 131 (IL)  
**Dr. Diane Robertson**, superintendent, Mendon School District 4 (IL)  
**Dr. John Sawyer III**, superintendent, Sandridge School District 172 (IL)  
**Mr. John Scornavacco**, retired principal, Deerfield High School (IL)  
**Dr. Philip Sobocinski**, superintendent, Warren THSD (IL) and former superintendent, West Allis-West Milwaukee School District (WI)  
**Mr. Brad Swanson**, principal, Highland Park High (IL)  
**Dr. Jerry Thatcher**, superintendent, Penn-Harris- Madison SD (IN)  
**Dr. Mike Thompson**, Associate Dean for Education, Cardinal Stritch University and retired superintendent, Menasha Public Schools (WI)  
**Dr. Erick Witherspoon**, superintendent, Evanston THSD 202 and former superintendent of Des Moines Public Schools (IA)  
**Dr. Betty Womack**, assistant superintendent, School District of Kettle Moraine, (WI)

# SCHOOL EXEC CONNECT

## IV. OVERVIEW OF THE SEARCH PROCESS

<b>OPENING THE SEARCH</b> Month 1	<b>BUILDING THE CANDIDATE POOL</b> Month 2	<b>INTERVIEWING THE CANDIDATES</b> Month 3	<b>SELECTING THE SUPERINTENDENT</b> Month 4
<p style="text-align: center;"><b>Planning Meeting</b></p> <p style="text-align: center;"><b>Community Engagement</b></p> <ul style="list-style-type: none"> <li>• <i>Interviews</i></li> <li>• <i>Focus Groups</i></li> <li>• <i>Community Survey</i></li> </ul> <p style="text-align: center;"><b>Superintendent Profile</b></p>	<p style="text-align: center;"><b>Advertise</b></p> <p style="text-align: center;"><b>Network and Recruit</b></p> <p style="text-align: center;"><b>Accept Applications</b></p> <p style="text-align: center;"><b>Screen Candidates</b></p> <p style="text-align: center;"><b>Reference Checks</b></p>	<p style="text-align: center;"><b>Interview Candidates and Narrow Pool</b></p> <p style="text-align: center;"><b>Committee Feedback</b></p> <p style="text-align: center;"><b>Second Interviews and Dinner Meeting</b></p>	<p style="text-align: center;"><b>Select Final Candidate</b></p> <p style="text-align: center;"><b>Formal Background Check</b></p> <p style="text-align: center;"><b>Site Visit (optional)</b></p> <p style="text-align: center;"><b>Contract Offer</b></p> <p style="text-align: center;"><b>Board Action</b></p>

## **V. OUR PROCESS AND TIMELINE**

### **Phase A: Opening the Search (late November)**

- The search process will begin with the signing of the *Letter of Agreement*.
- The Consultants and the Board of Education will hold a Planning Meeting to establish the process, scope, and timeline of services.
- The Board of Education will determine if they want to conduct a Confidential or Traditional Search.

### **Phase B: Creating the Leadership Profile (December/January)**

- Board members will be interviewed collectively to understand what they seek in a new superintendent and to provide the basis of a community survey.
- A survey will be given through your District's Website to solicit the thinking of the staff and community regarding the superintendent search.
- Focus groups will be held with selected groups approved by the Board.
- The Consultants will develop criteria regarding the characteristics, skills, and attributes desired in the next superintendent through information received from the Board interviews, focus groups and survey.
- The data will be summarized in a Leadership Profile Report and the criteria for the new superintendent will be presented.
- The Board will approve and/or modify these criteria.

### **Phase C: Developing the Candidate Pool (December to Early February)**

- The search process and calendar will be posted on your Website.
- The vacancy will be advertised on the **School Exec Connect** Website and linked to your District's Website as well as other related Websites.
- The vacancy will be advertised both nationally and statewide in print and electronic forms.
- The Leadership Profile Report will be used as the Consultants screen and interview candidates.
- Candidates will apply on-line through the **School Exec Connect** Website.
- The Consultants will accept applications and recommendations for the position.
- The Consultants will recruit qualified applicants for the position.
- Internal candidates will follow the same process as other candidates.

### **Phase D: Consultant Screening of Candidates (February)**

- Applicants will be paper screened and the Consultants will conduct face-to-face interviews with selected candidates using the Board approved criteria.
- Reference checks will be conducted on potential candidates.
- The Consultants will determine which candidates are best matched to the criteria and prepare materials for presentation to the Board.

**Phase E: Selecting the Candidates (March)**

- The Consultants will present the around five to six qualified candidates to the Board.
- The Board will interview the candidates and narrow the field to three finalists.
- If the Board selects a confidential process, the Confidential Committee comprised of community and staff members will be invited to take part in the second set of interviews and give feedback to the Board on each individual candidate, OR,
- If the Board selects an open process, two to three Interview Committees will meet with the final three candidates and give feedback to the Board.
- All staff and community members involved in the final interviews will receive sample interview questions, the candidate's résumé, a feedback form that is shared with the Board, and Interview Instructions to assure that the sessions are conducted professionally and legally.
- The Board will conduct a second set of interviews using the feedback from the community and staff.
- The Board will select the final candidate.
- If desired, the Board will conduct a site visit to the final candidate's home district.
- If desired, a Criminal Background Check will be conducted on the final candidate.
- The contract will be negotiated and officially acted upon.
- If, the Board does not find a candidate whom they feel is a good choice, the Consultants will continue presenting candidates until the new superintendent is selected.

**Phase F: Communicating Throughout the Search**

- The search calendar and other related information will be posted on your Website.
- The Consultants will provide Board members with workshops that prepare them for interviews, negotiating the contract, and other search issues.
- The Board President and Consultants will communicate extensively throughout the search.

**Additional Services**

**At no additional cost, the Consultants will:**

1. Work with the media on issues related to the superintendent search.
2. Offer contract assistance to the Board.
3. Provide salary comparisons to the Board.
4. Provide written materials for support staff designated to assist with the search.
5. Meet with the Board as needed to assist with planning and search issues.
6. Assist the new superintendent in developing an entry plan.

**At an additional cost, the Consultants will:**

1. Conduct workshops for goal setting, superintendent evaluation, board relations and strategic planning.
2. Mentor the new superintendent for one year.
3. Provide a Criminal Background Check.

## **VI. COSTS OF THE SEARCH**

Search costs are divided into two parts: the Consultants' fee which is fixed; and the additional costs, which vary with each search.

The Consultants' fee is inclusive and no hourly fees are charged in addition. We are aware of the fiscal restraints with which your District operates, and we will make a great effort to keep costs at a minimum. The Consulting Fees and Expenses of your search will not exceed **\$20,000**. This does not including Advertising Costs, which vary depending on the scope the Board desires.

### **A. Consulting Fee and Expenses:**

- The Consultants' fee for your search will be \$17,500.
- Expenses will not exceed \$2,500 (unless authorized). These are incurred as a part of the search, but are not part of the Consultant's fee. They include maintaining candidate files, postage, telephone charges, candidate travel expenses, consultant travel, and interview costs.

### **B. Advertising Campaign and Costs:**

Advertising costs vary from a total of \$1,000 (minimum advertising) to \$3,850 (full advertising) depending on the scope the Board desires.

The following options are available:

- Up to three print ads in *Education Week*. (The costs are dependent on variables such as size, layout and frequency of postings.)
- Two months on-line advertising in *Education Week*.
- Connections to the American Association of School Administrators (AASA) its affiliate, Illinois Association of School Administrators (IASA) Website.
- Posting on the ***School Exec Connect*** Website.
- Postings with other educational organizations.
- Recruitment by the consultants and members of the firm.

### **(C) Bill Payment:**

The costs will be billed in two installments:

- After signing the *Letter of Agreement* that sets forth our agreement.
- Upon the appointment of your new superintendent.

### **(D) Other Expense Information:**

- If the Board elects to conduct a Criminal Background Check on the final candidate, the consultants will provide this service. This cost is not included in the costs listed above.
- After the candidate pool has been presented to the Board, the Board incurs the costs of the search. The firm will continue to present candidates until a superintendent has been selected.

## VII. THE FOCUS GROUP FEEDBACK FORM

# SCHOOL EXEC CONNECT

## OAK PARK AND RIVER FOREST HIGH SCHOOL 200 New Superintendent Profile

**This form is used as the basis of constructing the Superintendent Profile Survey that will be distributed throughout your community. It is also used in the Focus Groups.**

Which group do you represent? (Underline as many as apply.)

Teacher   Administrator   Board Member   Support Staff   Parent   Community   Student   Other

1. List your District's three greatest strengths and attributes.
  - a.
  - b.
  - c.
2. List your District's greatest challenges and barriers.
  - a.
  - b.
  - c.
3. List the three most important goals for your District to achieve in the next three years.
  - a.
  - b.
  - c.
4. Describe the three most important characteristics/skills the next superintendent needs to possess to be successful.
  - a.
  - b.
  - c.
5. What else would you like to say about the selection of the next superintendent?



## **VIII. WHY CHOOSE US**

- **The Board will customize the search.** Your search protocol will be established according to your needs and desires. Your District will have a personalized process and detailed attention from start to finish.
- **Our record of success is extraordinary.** Our firm has one of the best records of success in the retention of executive educators whom we have placed. Our record is nearly perfect, with a 98% rate of success.
- **We know today's education needs.** The Consultants understand the challenges you face today in a high achieving school district. They know the skills and abilities that are necessary for your next superintendent to be successful.
- **Our network is extensive.** Our Consultants include the top educators from across the nation enabling them to recruit exceptional candidates for your position. All of the firms' members will contribute to your search.
- **Our firm is right-sized.** We are large enough to have an impressive network, but small enough to give your search the full attention it deserves. Our firm members are all active members of our firm, not just names on a letterhead.
- **We know education.** The essential mission of schools is teaching and learning. Our firm is dedicated to finding candidates who will take your District to the next level.
- **We communicate diligently.** Your Board of Education rightfully has an expectation of knowing the progress of each step of the search. We communicate regularly to keep you apprised of every aspect as we move forward.
- **We go beyond the standard search.** We provide your Board with support from beginning to end including sample interview questions to a news release at the end of the search.
- **We engage the community.** We invite your entire community and staff to give us feedback regarding the superintendent search through focus groups and through your district Website. We will also use your Website to inform your community of the search calendar.
- **We get results.** The most important result is for you to have excellent candidates from which to make the selection of your new superintendent. That is our most important priority.

## **IX. OUR GUARANTEES**

If the superintendent resigns or is dismissed for cause within twelve months of the starting date, we will conduct a new search within the following year for no additional consultant fee. The Board will pay the actual costs of the search. We also guarantee that our firm will not recruit a superintendent we place for the length of the first contract offered to the superintendent.

## **X. HOW TO CONTACT US**

**School Exec Connect** is excited to assist you in your selection of a new superintendent. We would enjoy achieving our mutual goal of assuring quality education and leadership for your District. Please visit our website at [www.schoolexeconnect.com](http://www.schoolexeconnect.com) to learn more about us.

You may reach Linda Hanson at [lhanson@schoolexeconnect.com](mailto:lhanson@schoolexeconnect.com) or 847.220.1585 if you have any questions regarding our services.

## **XI. REFERENCE LIST**

**East Aurora School District 131**  
**Aurora, IL**  
**(Ms. Carol Farnum, Board President (H) 630-898-4603)**

**Maine Township High School District 207**  
**Park Ridge, IL**  
**(Ms. Joann Brame, Board President, (H) 847-824-0700 (C) 847-997-3109)**

**Proviso Township High School District 209**  
**Forest Park, IL**  
**(Mr. Chris Welch, Board President, (C) 312-497-2540 (W) 312-641-1555)**

**River Forest School District 90**  
**River Forest, IL**  
**(Ms. Juli Geldner, Board Member, (C) 312-401-5225 (O) 312-981-4440)**

**Township High School District 113**  
**Highland Park, IL**  
**(Ms. Helene Herbstman, (H) 847-948-0118)**

## **XII. LETTERS OF RECOMMENDATION**

October 13, 2009

Mr. David Clough  
Ms. Linda Hanson  
School Exec Connect

Dear David and Linda:

It is my pleasure to write you a recommendation letter based on our interactions during the Lake Bluff Elementary School District #65 Superintendent search over this past year. The D65 Board of Education was extremely satisfied with the search services that School Exec Connect provided for us. I have to say that I don't recall many of the details of the search because your firm made the process easy and very manageable for us. You both were very flexible in working with us (i.e. meeting times, dates) clearly set expectations for us prior to any meeting so that we knew what needed to be accomplished, and always demonstrated the highest level of professionalism and knowledge about the education field. You asked us very detailed questions up front in order to filter out what qualities we were looking for in a new Superintendent. The community engagement process was well thought out and also assisted with narrowing the field down. The candidates you presented to us for initial interviews were all highly qualified with strengths in the areas that we required. The interviewing structure that you recommended to us with the confidential committee was a wonderful idea and worked well for us. Our end result in hiring Dr. John Asplund as our new Superintendent has been a welcome addition and asset to Lake Bluff.

If anyone would like to discuss our experience with School Exec Connect in greater detail, please have them contact me at (847) 345 2421.

Sincerely,

Kimberly S. Burke  
President, Board of Education  
Lake Bluff Elementary School District 65

September 30, 2009

Ladies and Gentlemen:

It is my pleasure to write this strong and unqualified reference on behalf of Dr. Linda Hanson and her firm, School Exec Connect. Recently I retired from the North Shore School District 112 Board of Education (Highland Park, Highwood and Fort Sheridan, Illinois) after more than twelve years. While on the board I was honored to serve twice as board president. During my last year on the board our superintendent announced her planned retirement after seven years and we conducted an extensive search for her replacement. We retained School Exec Connect to lead our search and, as board president, I worked closely with Dr. Hanson for many months. Our experience with Dr. Hanson and her colleagues was outstanding; we were very pleased with how the search was conducted and especially the outcome. School Exec Connect found and ultimately we hired the perfect candidate for our position following an open, collaborative and well managed process that Dr. Hanson designed and led.

I could write extensively about Dr. Hanson's many strengths and successes but I will summarize by saying that Dr. Hanson was thoughtful, responsive, accessible, thorough, organized, creative and insightful. It truly was a pleasure to work with Dr. Hanson and her associate, Dr. Allan Alson. Dr. Hanson listened closely to us as board members and helped us conduct a search that met our needs and was right for our district. She and Dr. Alson regularly provided candid guidance and did not hesitate to offer opinions different than our own but they always deferred to our wishes and worked tirelessly on our behalf. They demonstrated a comprehensive understanding of the current marketplace and seemed to have access to and the ear of exactly the right candidates for us. Our board wanted a fair amount of community engagement in our search and Dr. Hanson facilitated that in an appropriate and effective manner. Numerous community members and district employees told me how impressed they were with what they saw and how pleased they were with how they were included.

I should note that our interactions with Dr. Hanson and her colleagues this past year were exactly what we expected because Dr. Hanson led our district's last superintendent search seven years earlier. Coincidentally, I was board president at that time too and had a similar opportunity to work with Dr. Hanson. That search was equally well done and the candidate Dr. Hanson found and we hired at that time worked out extremely well. Frankly, given our very positive experience in the previous search we did not seriously consider any other search firm this time and, as noted above, we were not disappointed.

I have no doubt that any board of education would be very well served by hiring Dr. Hanson and School Exec Connect. If I can offer further thoughts please do not hesitate to call me (312-732-4223 (w) or 847-433-0371 (h)).

Michael Lipsitz

October 22, 2009

To Whom It May Concern:

I would like to recommend Linda Hanson to conduct your superintendent search for your district. We used Linda in Township District 113-Highland Park-Deerfield to conduct a search for a new superintendent.

This is not an easy process for a board of education to undertake. She conducted a national search bringing in candidates from all over the country, putting ads in national publications, and at times taking the initiative to encourage potential candidates to consider our district for employment as a superintendent.

The candidate pool was very strong. In a very professional manner she was able to perfectly match a candidate with the needs of our district. She showed great flexibility and insight in working with the different personalities on our board. Her honesty and integrity was present throughout the entire process.

Our superintendent has been a wonderful match for our district. He has been our superintendent for three years. He anticipates our needs for information, updates, and support. His performance has been everything we had expected from the interview process. Linda was also helpful in setting up the place, time, and questions that the candidates were required to answer for their interviews.

I would highly recommend Linda Hanson and her firm for your superintendent search.

She truly did an outstanding job for our district.

Helene Herbstman  
Member and Former President  
Board of Education  
Township District 113

September 2009

Board of Education Members,

My name is Julie McCormack. I currently serve as President of the Board of Education of Norridge School District 80.

In 2008, our then superintendent advised the Board that she would be retiring at the expiration of her contract in June, 2009. The Board began its search process by interviewing three search firms. Based on those interviews, the Board chose to retain School Exec Connect to assist us in our search.

Based on input from the Board, Linda Hanson and her colleagues brought us seven strong candidates for the superintendent position, one of which we hired.

This was the second superintendent search I participated in during my tenure on the Board. The people at School Exec Connect made the process a lot less stressful than it could have been. We are more than pleased with the result of our search. Although we hope there is no need for us to conduct a superintendent search in the foreseeable future, we would not hesitate to again retain School Exec Connect to assist us should the need arise.

If I can be of further assistance, Linda Hanson has my contact information. I would be happy to speak with you.

Good luck with your search.

Very truly yours,

Julie McCormack

JM/mtf

### **XIII. RESUMES**

#### **LINDA M. HANSON**

2145 Tanglewood Court Highland Park, Illinois 60035  
Phone 847.579.1585 Cell 847.220.1585 Fax 847.579.1586  
E-mail: schoolexecconnect@comcast.net

#### **EDUCATION**

Ed.D.	Northern Illinois University Educational Administration	1986
M.Ed.	Northern Illinois University Educational Administration	1978
B.S.	University of Minnesota Art Education	1968

#### **EDUCATIONAL EMPLOYMENT**

- 2004 - President, *School Exec Connect, Inc.* Educational Consulting Services
- 1991-04 Partner, *The Bickert Group, Ltd.* Superintendent Search Firm
- 2006-08 Interim Superintendent, Mundelein High School District 120
- 1994-04 Superintendent, Township High School District 113,  
Highland Park, Illinois
- 1990-94 Superintendent, Mundelein High School District 120  
Mundelein, Illinois
- 1989-90 Assistant Superintendent of Elementary Education,  
St. Charles School District 303
- 1980-89 High School Principal, Streamwood High School  
Elementary School Principal, Sunnydale Elementary  
Dean of Students, Larkin High School  
Elgin School District U-46
- 1979-80 Art Teacher, Kindergarten and Third Grade Teacher  
School Districts 120, 300 and 75

#### **AWARDS**

*Governor's Award*, Illinois Recognition for Arts Education, 2003  
*Harriet Gifford Award for Education*, YWCA, Kane County, 1989  
*Illinois Instructional Leader*, Illinois Principal Association, 1990  
*Lake County Superintendent of the Year*, Lake County Superintendents, 2003  
*Outstanding Administrator of the Year*, Illinois Association of  
Student Assistance Programs, 2002  
*U.S. Department of Education Blue Ribbon School*, 1993  
*Woman of Achievement*, Girl Scouts - Illinois Crossroads Council, 2002  
*Woman of Achievement*, Lake County YWCA, 1992



### **PROFESSIONAL ACTIVITIES**

Adjunct Professor: National-Louis University and Northern Illinois University  
Lake County Superintendents Association (LCS), Past President  
Educational Service Center (ESC), Leadership Analyst and Presenter  
Education Service Center, Board of Directors, President  
Illinois Association of School Boards, Policy Advisory Council  
Institute for Educational Research, Board of Trustees  
Lake County High School Technology Campus, Board of Control  
LICA (Low Incidence Cooperative Agreement), Board of Control  
Mid-American Association of School Superintendents  
North Central Association, chair of various visitation teams  
SEDOL, (Special Education District of Lake County), Governing Board  
Up-State Eight, Board of Control, Past President

### **SELECTED EDUCATIONAL INVITATIONS**

Illinois State Board of Education Visitation Team: Representative to Scotland, 1995  
Leadership Summit: *Fixing the American High School*, May 13-14, 2003, The Fund for Colorado's  
Future, invitation of Governor Bill Owens  
*Liberty, Democracy, and American Public Education*, March 11-14, 2004, Colloquium,  
Liberty Fund, Inc., Milwaukee, Wisconsin  
*Law, Liberty, and Moral Responsibility*, June 13-16, 2002, Colloquium, Liberty Fund, Inc., Old  
Alexandria, Virginia  
*Project TARGET Illinois*, Illinois High School Association Target Trainer (nine selected statewide),  
1986-89, Student Substance Abuse Prevention, Statewide Trainer

### **SELECTED PRESENTATIONS**

American Association for Employment in Education (AAEE), Keynote Speaker,  
"Finding Partnerships in Unexpected Places," 2000  
American Association of School Administrators (AASA):

- "Beyond Assessment: The Portfolio as a Learning Strategy," 1992
- "Having to Do More – with Fewer Resources," 1991
- "The New Three R's – Research, Response & Restructuring," 1993
- "Working With Difficult School Boards," 2001
- "No Candidates Left Behind," 2008
- Working with the Seinfeld Board, 2009

Association of Supervision and Curriculum Development (ASCD), "Meaningful Assessment as a Factor  
in Guiding Instruction," 1994  
Illinois Association of Curriculum and Supervision Development (IASCD), "Vision, Leadership, and  
Happy Organizations," Keynote Address, 2004.  
Illinois Association of School Boards (IASB), "Planning and Goal Setting," 1993  
Illinois Association of Teachers of English/College of Lake County (IATE/CLC), "Making Sense Out of  
Whole Language," 1992  
Illinois Principals Association (IPA), "Taking a Deep Breath" 1996  
Illinois High School Association, workshops on Athletic Code development throughout Illinois, 1986-91  
Institute for Educational Research: "Instructional Leadership for the Year 2001," 1992

## **SELECTED PRESENTATIONS, continued**

IASA/IASB/IASBO Joint Conference:

- “Doing More with Fewer Resources,” 1993
- “Flexible Service Delivery: A New Way to Support Students with Diverse Needs,” 1999
- “Supporting and Celebrating Non-Tenured Teacher Growth: A New Model of Teacher Evaluation,” 2001

IASA/IWA/PMA School Finance Seminar, “The Feng Shui of Finance,” 2006

Illinois High School & College Driver Education Association, Inc., “Hit the Road,” 1993

Illinois State Board Superintendents’ Conference, “Flexible Service Delivery: How to Restructure Services to Meet Diverse Student Needs More Effectively,” 2000

Lake and Kane County Administrators Academy, various academies on leadership, assessment and evaluation 1988-present

National Council of Teachers of English/Conference on English Leadership, Keynote Speaker, “Learning and Leadership: The Essential Link,” 1996

National School Board Association (NSBA):

- “Developing Leadership from Within,” 2001
- “Reading Programs That Really Work,” 1993

North Central Association (NCA):

- “Authentic Transitions to Adult life,” 1994
- “From Vision to Depth in School Improvement,” 1998
- “Portfolio Assessment is for Everyone,” 1993
- “School Improvement Through Team Building,” 1995

National College of Education, Sixth Annual Symposium on Alcohol/Substance Abuse and Youth, 1987

Northeast Illinois Mathematics Instructors (NIME), “Taking Mathematics in the 21<sup>st</sup> Century: It’s a Team Effort,” 1990

Tenth International Conference of Teacher Research, Keynote Speech, 2003

## **PUBLICATIONS**

“An American High Education,” North Shore Magazine, October 2000

“Alternatives to Assessment, the Domino Effect of a New Vision,” The School Administrator, December 1992

“Elementary School Principals’ Perception of PL94-142,” Illinois Council for Exceptional Children Quarterly, Summer 1988

“The Illinois Principal as Instructional Leader,” Brochure, Illinois Principals Association, 1989

The National Society for the Study of Education, Voices for Democracy: Struggles and Celebrations of Transformational Leaders, Chapter 5: *A New Superintendent Embraces the Role of Teacher*, NSSE Yearbook 5:1, April 2006

“Ruth Maggio Leaves a Message to Students at SHS,” Illinois Interscholastic, 1989

“The Seinfeld Effect,” American School Board Journal, February 2002

**J. PETER LUECK**

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**EDUCATION**

Northern Illinois University, DeKalb, IL.  
**Ed.D.** Education Administration, 1983  
Concentration in finance, law, facilities planning

Northern Illinois University, DeKalb, IL.  
**C.A.S.**, Education, 1980  
Concentration in statistical and research methods

Northern Illinois University, DeKalb, IL.  
**M.S.**, Education 1976  
Concentration in Curriculum Development

Northern Illinois University, DeKalb, IL.  
**B.S.**, Elementary Education, 1974

**CERTIFICATION**

State of Illinois, Type 75 (Superintendent & General Administrative)  
Type 03 (Elementary K-9)

**PROFESSIONAL EXPERIENCE**

<b>Community Unit School District 202</b> 5211 Center Avenue Lisle, IL 60532	Superintendent	1996-2008
<b>School District U-46</b> 355 E. Chicago St. Elgin, Il. 60120	Area Superintendent	1991-1996
<b>Glenbrook Elementary School</b> School District U-46	Principal	1983-1991
<b>School District U-46</b>	Teacher	1974-1983

**RELATED EXPERIENCE**

Presenter - Illinois Administrators' Academy:  
*Standards for the Administrator as the Instructional Leader in the 21<sup>st</sup> Century*

Presenter - Illinois Administrators' Academy:  
*Introduction to Evaluation of Certified Staff*

Presenter - Illinois Administrators' Academy:  
*Best Practices in Reading*

Adjunct Instructor at Northern Illinois University: *Project T.E.A.C.H.*

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Employment

2007-Present	Superintendent of Schools, Sandridge SD 172, Lynwood, IL
2006-2007	Senior Account Executive, MIND Research Institute
2005	Completed Doctorate of Education at Texas Southern University
2003-2005	Superintendent of Schools, North Chicago CUSD 187
2002-2003	Key Accounts Manager, Midwest Region, Scientific Learning
2000-2002	Executive Director of Sales, Midwest Region for Achieva.com, a Division of Kaplan K-12 Learning Services
1998-2000	National Account Manager, National Computer Systems
1996-1998	Lakes Area Vice-President, (Illinois and Michigan) Jostens Learning Corporation
1994-1996	Vice-President National Select Schools Program, Jostens Learning Corporation
1991-1994	Area Manager (California, Alaska, Hawaii, Guam), Jostens Learning Corporation
1988-1991	Senior Marketing Manager (Illinois) Jostens Learning Corporation
1983-1988	Superintendent of Schools, North Forest ISD, Houston, Texas
1974-1983	Superintendent of Schools, West Harvey-Dixmoor District 147, IL
1971-1973	Director of Research, Olive-Harvey Campus and Director of Financial Aid, Kennedy-King Campus, City Colleges of Chicago
1969-1971	Cadre Liaison, University of Chicago's Ford Training and Placement Program
1963-1968	Chicago Public Schools, high school history teacher and curriculum writer

**Education**

BA	Chicago Teachers College (1963)
MA	University of Chicago (1970)
Advanced Graduate Studies	University of Chicago (1970-72)
Ed.D.	Texas Southern University (2005)

**Honors and Recognition**

1976-2004	Member, US Postmaster General's United States, Citizens Stamp Advisory Committee
1989, 90, 91	Member, Jostens Learning President's Club
1987-88	Chairman, Harris County (Texas) Superintendents' Association
1986-88	Member, Texas Teacher Professional Practices Commission (Appointed by Governor Mark White)
1982-83	Chairperson, NABSE Superintendents' Commission
1970	Member, Advisory Panel to Illinois General Assembly School Finance Committee