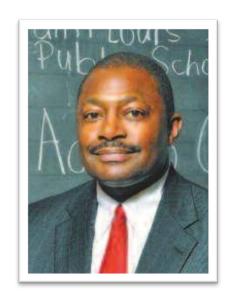


School District U-46 Academic Success For All Superintendent Search

PLANNING MEETING

March 20, 2023





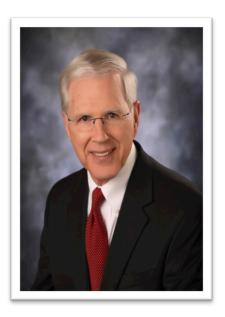
SUPERINTENDENT SEARCH TEAM

Kelvin Adams, Associate

Peter Flynn, Senior Associate



Karen Sullivan, Associate





THE SEARCH PROCESS

Overview of Major Tasks and Activities

Board May Modify Content or Structure

Primary Consultants From Beginning to End

School District U-46

- Outcomes of tonight's meeting:
 - -Customized Search Process For U-46
 - -Calendar for Key Events and Meetings
 - -Understanding Of The Steps To The Search Process
 - -Board And Consultant Responsibilities
 - -Understanding of Online Survey and its use
 - -Awareness of the Use of the Leadership Profile
 - -Setting of Key Components
 - e.g. Communications; Liaison

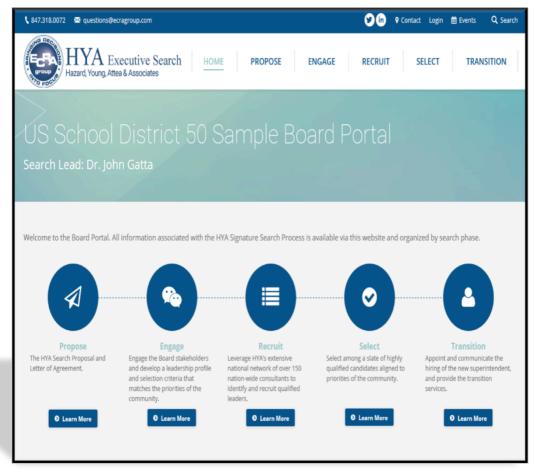
Our mission is to be a great place for all students to learn, all teachers to teach, and all employees to work.

All means all





Board Portal



Board Liaison during search

- **QUESTIONS...IF ONE ASKS, ALL RECEIVE ANSWERS.**
- **COMMUNICATION** by email and the Portal.

Who will be the BOARD LIAISON for the search?



HYA Liaisons and Consultants

	Role	Email	Telephone
Peter Flynn	Senior Associate	peterflynn@hyasearch.com	815-275-9961
Kelvin Adams	Associate	kelvinadams@hyasearch.com	314.542.1165
Karen Sullivan	Associate	karensullivan@hyasearch.com	630.643.3305
Nanci Perez	HYA C.O.O.	nanciperez@hyasearch.com	847.250.7825
Stephanie Nowalk	Project Manager*	stephanienowalk@hyasearch.com	847.250.7517



SEARCH PROCESS

CONFIDENTIALITY

CANDIDATE PRIVACY

❖ CONFIDENTIAL SEARCH?



SEARCH PROCESS CUSTOMIZE?

REMINDER THAT THIS CAN BE DONE

10 Engage, Recruit, Select, Transition

TONIGHT, OR LATER IN THE PROCESS



School District U-46 Possible Calendar

KEY ACTIVITIES	POSSIBLE DATES	
Board Approves HYA as Search Firm	March 20, 2023	
Planning meeting with Board	March 20, 2023	
Formal Position Announcement on U-46 and HYA Web	March 22, 2023 (Refined April 25, 2023)	
sites		
Advertising	As needed throughout the search	
Applications received by HYA	March 23, 2023 ongoing until filled	
Online survey open/close	March 23-April 14, 2023 (23 Days)	
Board and Stakeholder Engagement-Interview/focus groups (Leadership Profile development)	Board –March 22-24, 2023 April 5-6, 2023 and a day in the week of April 10 th .	
Leadership Profile Report presented to Board for	April 24, 2023	
Approval		
Screening Interviews and Reference Checks-	April 25-May 3, 2023	
Consultants		
Seminar for interviews; Slate of Candidates presented	Week of May 8, 2023	
Board initial interviews	Week of May 8, 2023	
Boards identifies preferred applicants	Immediately following last interview	
Board interviews with preferred applicants	Week of May 15, 2023	
Identify the preferred applicant	May 19, 2023	
Board Due Diligence	Week of May 22, 2023	
Appointment of Superintendent	May 26, 2023 or sooner	
Superintendent assumes responsibility	July 1, 2023	

Interviews, Focus Groups and Open Meetings

(Listening Sessions)

- Board members individually
- Administrators District level
- Principals/Assistant Principals
- Support staff leadership
- Support staff open meeting
- Teacher leadership
- Teachers open meetings



Interviews, Focus Groups and Open Meetings (Listening Sessions)

- Students (Superintendent Student Advisory Group)
- Elected Officials and Former Board Members
- Community Advisory Council; Alignment Collaborative for Education
- Education Foundation Board
- PTA/PTO District Council
- Community Meeting- generally in evening open

? Key Staff Person to set up and schedule meetings?





SURVEY

- **ENGLISH, SPANISH**
- SIX GROUPS ?
 - ADMINISTRATORS
 - BOARD
 - COMMUNITY
 - PARENTS OF STUDENTS IN THE DISTRICT
 - STUDENTS
 - SUPPORT STAFF
 - TEACHERS AND CERTIFIED STAFF
- DATES March 23- April 14, 2023?
- DISTRICT STAFF MEMBER FOR SURVEY?

CANDIDATES

- RECOMMEND A SLATE OF FIVE OR SIX?
 - WHO CAME CLOSE
 - OVERVIEW OF POOL

SLATE SIZE?

- INTERVIEWS In Person
 - FIRST ROUND
 - SECOND ROUND

BOARD PREFERENCE?

BACKGROUND CHECKS?

BOARD PREFERENCE?



SELECT

- SALARY AND FRINGE BENEFITS
 - TOTAL COMPENSATION; STATE INFORMATION
 - CONSIDER WHEN BEGINNING INTERVIEW

BOARD PREFERENCE?

- RESIDENCY
 - WITHIN THE DISTRICT
 - CONSIDER WHEN DOING THE PROFILE

BOARD PREFERENCE?



COMMUNICATIONS

- WEBSITE
 - SURVEY
 - CALENDAR
 - APPLICATION LINK
 - LEADERSHIP PROFILE
 - LIST OF OPEN MEETINGS

STAFF MEMBER DESIGNATED FOR WEBSITE?

- COMMUNICATION WITH MEDIA
 - LIAISON OR BOARD PRESIDENT
 - HYA ASSISTANCE

BOARD PREFERENCE?



SCHOOL DISTRICT U-46

OTHER SEARCH ISSUES OR QUESTIONS

HYA SUPERINTENDENT SEARCH TEAM

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