



# **School District U-46**

## **Academic Success For All**

### **Superintendent Search**

Elgin, Illinois  
March 20, 2023



# **SUPERINTENDENT SEARCH TEAM**



**Kelvin Adams, Associate**

**Peter Flynn, Senior Associate**



**Karen Sullivan, Associate**



# Our Focus



HYA's primary goal is to assist the **School District U-46** Board in selecting a leader who understands your **Goal:**

## ACADEMIC SUCCESS FOR ALL

We are learning about your school district:



**“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.”**

## **Facilities Master Plan Unite U-46**

## **Equity Plan Strategic Plan**

### **FOUR PILLARS**

**STUDENT SUCCESS; EFFECTIVE AND ENGAGED STAFF; CULTURE, CLIMATE AND COMMUNITY; AND EXCELLENCE, EFFICIENCY AND ACCOUNTABILITY**

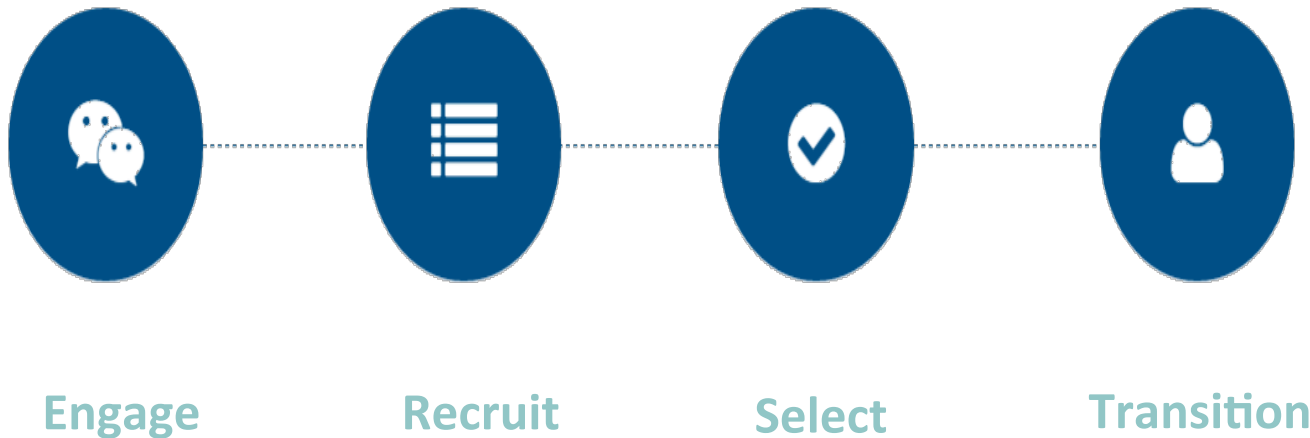


# About Hazard, Young, Attea & Associates

- › 1,600+ searches
- › 130+ Associates across the country
- › Full-time professional staff support
- › Local Focus
- › Research-informed process-survey



# Signature Search Process





# INCLUSIVE Engage Phase

- › Develop Plan with Board
- › Survey about District and next Superintendent
- › Conduct Interviews and focus groups virtually and on-site
- › Present Leadership Profile and Selection Criteria to Board for Approval





# Recruit Phase

- Screen, interview, and reference check
- Prepare application materials- Board slate





# Select Phase

- › Present slate
- › Facilitate board interviews and discussion
  - Interview Workshop;
  - Draft Interview Script
- › Debrief Interviews with Board
- › Due Diligence





# Transition Phase



## Board Appoints

Assist with Contract Negotiations as needed

Assist with Success (Entry) Plan



Communicate with Unsuccessful Applicants



Support transition with suggested goal areas



Optional Transition Services



# Board Portal

The screenshot displays the HYA Executive Search Board Portal. The top navigation bar includes contact information (847.318.0072, questions@ecragroup.com), social media links, and a search bar. The main header features the HYA logo and a navigation menu with links to HOME, PROPOSE, ENGAGE, RECRUIT, SELECT, and TRANSITION. The central banner area highlights the 'US School District 50 Sample Board Portal' with a search lead of 'Dr. John Gatta'. Below this, a welcome message states that all information associated with the HYA Signature Search Process is available via this website and organized by search phase. The process is visualized as a five-step horizontal flow: 1. Propose (represented by a paper plane icon), 2. Engage (represented by two speech bubbles), 3. Recruit (represented by a list icon), 4. Select (represented by a checkmark icon), and 5. Transition (represented by a person icon). Each step includes a brief description of the phase and a 'Learn More' button.

847.318.0072 | questions@ecragroup.com | Contact | Login | Events | Search

**HYA Executive Search**  
Hazard, Young, Attea & Associates

HOME | PROPOSE | ENGAGE | RECRUIT | SELECT | TRANSITION

## US School District 50 Sample Board Portal

Search Lead: Dr. John Gatta

Welcome to the Board Portal. All information associated with the HYA Signature Search Process is available via this website and organized by search phase.

- Propose**  
The HYA Search Proposal and Letter of Agreement.  
[Learn More](#)
- Engage**  
Engage the Board stakeholders and develop a leadership profile and selection criteria that matches the priorities of the community.  
[Learn More](#)
- Recruit**  
Leverage HYA's extensive national network of over 150 nation-wide consultants to identify and recruit qualified leaders.  
[Learn More](#)
- Select**  
Select among a slate of highly qualified candidates aligned to priorities of the community.  
[Learn More](#)
- Transition**  
Appoint and communicate the hiring of the new superintendent, and provide the transition services.  
[Learn More](#)

# Communication During Search



- Search portal for Board
- Email communication
- Calendar for entire search
- Workshop-critical step
- Support in developing all needed materials
- Facilitation of interviews and discussions
- Support in negotiating a contract

# Our Commitment

HYA and our team is committed to customizing this search to meet the unique needs and beliefs of **School District U-46** utilizing the firm's experience from a wide variety of searches to form a partnership with the Board to conduct a successful search.



# 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 sites	March 22, 2023 (Refined April 25, 2023)
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 <sup>th</sup> .
<i>Leadership Profile Report</i> presented to Board for Approval	April 24, 2023
Screening Interviews and Reference Checks-Consultants	April 25-May 3, 2023
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

# The HYA Guarantees

- **Guarantee #1** The HYA Associates will assist the Board until the Board determines that it has found the appropriate candidate for the position.
- **Guarantee #3** The Superintendent appointed with HYA's assistance will not be presented to another Board as a candidate if it would result in the Superintendent leaving the District within three (3) years of employment unless the Board provides written authorization to HYA that they may do so.
- **Guarantee #2** If the Superintendent departs from the position during the first year under any circumstances or within two (2) years if a majority of the Board is still in place and departure is due to dissatisfaction and not personal or familial reasons, HYA will recruit new candidates for the Board at no additional cost barring travel, advertising and due diligence expenses. This applies to HYA slated candidates.

# SCHOOL DISTRICT U-46

## QUESTIONS?

### **HYA SUPERINTENDENT SEARCH TEAM**

**Kelvin Adams, Associate      314.541.1165      kelvinadams@hyasearch.com**

**Peter Flynn, Senior Associate      815.275.9961      peterflynn@hyasearch.com**

**Karen Sullivan, Associate      630.643.3305      karensullivan@hyasearch.com**

**Stephanie Nowalk, Project Manager      stephanienowalk@hyasearch.com**

**HYA Web Site:      [www.hyasearch.com](http://www.hyasearch.com)**

