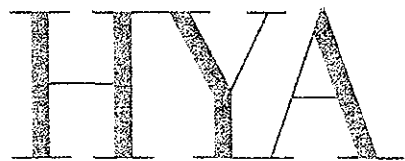

Oakland Unified School District

Proposal and Description of Services



Hazard, Young, Attea
& Associates, Ltd.

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847-724-8465 fax: 847-724-8467
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FEIN 363578145

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HYA

October 28, 2008

Board of Education
Oakland Unified School District
1025 Second Avenue
Oakland, CA 94606

Dear 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 600 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.

HYA

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,



Henry S. Bangser
Chief Executive Officer
Hazard, Young, Attea & Associates, Ltd.

Proposal and Description of Services

HAZARD, YOUNG, ATTEA & ASSOCIATES, LTD. (hereinafter referred to as HYA) proposes to conduct a national search for highly-qualified candidates for the position of Superintendent of Schools for Oakland Unified School District (hereinafter referred to as OUSD).

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. Henry Bangser, Chief Executive Officer and former Superintendent, New Trier Township High School District in Northfield/Winnetka, IL, in conjunction with a 10-member 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 28 states across the country to conveniently serve our clients. They reside in Arizona, California, Colorado, Connecticut, Florida, Illinois, Iowa, Kansas, Maine, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, Nevada, New Jersey, New York, North Carolina, South Carolina, Oregon, Pennsylvania, Tennessee, Texas, Utah, Virginia, Washington, West Virginia and Wisconsin.

Since its founding in 1987, HYA has assisted over 600 school boards with national superintendent searches and several international searches. The student enrollment in these districts ranged from about 100 students to about 300,000 students. Based on HYA's experience in assisting the school boards of well over 100 county and/or urban districts throughout the nation, many suburban and rural districts, and our reputation as being the preeminent school superintendent search firm in the nation, we are most confident that we have both the personnel and support resources to assume an engagement of the magnitude of Oakland and bring it to a highly successful conclusion.

Tenure of Placements

HYA prides itself on the longevity of the superintendents hired utilizing its assistance. HYA estimates that about eighty-five percent (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 Oakland 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 OSD.

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 OSD.
- 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.

Timeline

Assuming selection of HYA to assist the Board in this most important process a sample calendar is below. Please note that the dates are subject to the personal and business availability of each board member and can be adjusted to meet those needs.

	<i>Week of</i>
Planning meeting with Board	November 10
Leadership profile development	December 1
<i>Leadership Profile Report</i> presented to Board	December 15
Seminar for interviews & final stages of search process	February 16
Slate presentation to Board	February 16
Board interview of semi-finalists	February 16
Board meets to identify finalists	February 16
Board interview finalists	February 23
Board meets to identify preferred candidate	February 23
Board site visit	March 1
Announcement of appointment	March 15

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 Web sites including HYA's (www.hyasupersearches.com), which will be linked to the District's website. It also will be posted on the *Education Week*, AASA and other educational Web sites, 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 OSD area.
- To initiate the search for candidates, contacts throughout the nation will be advised of the OSD 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 600 successful executive searches, HYA will aggressively recruit candidates for the position. CEO sends frequent announcements about the Oakland search to all Associates.
- All material will indicate that the Oakland Unified School District is an *equal opportunity employer*.

Screening Candidates

HYA has learned that technology facilitates and enhances the application process by requiring 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 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's 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 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 e-mail 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 e-mail address 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 \$38,000. 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 \$5,000.

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

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

Guarantees

The consultant fee is a fixed fee from the time of accepting our proposal until a superintendent is employed. If there is a need to reopen a search because the chosen candidate decides not to come to the District or because the Board desires to see additional or different candidates, these search activities will be provided with no extra cost in the consulting fee. If the superintendent departs from the position within one year of commencing his/her responsibilities, HYA will conduct a new search for the Board at no cost except for expenses.

Furthermore, the newly-appointed superintendent will not be presented to another board as a candidate if it would result in him/her leaving the present district in less than five years unless the Board advises HYA that the superintendent may seek another position or the superintendent is no longer employed by the Board.

Optional Workshops

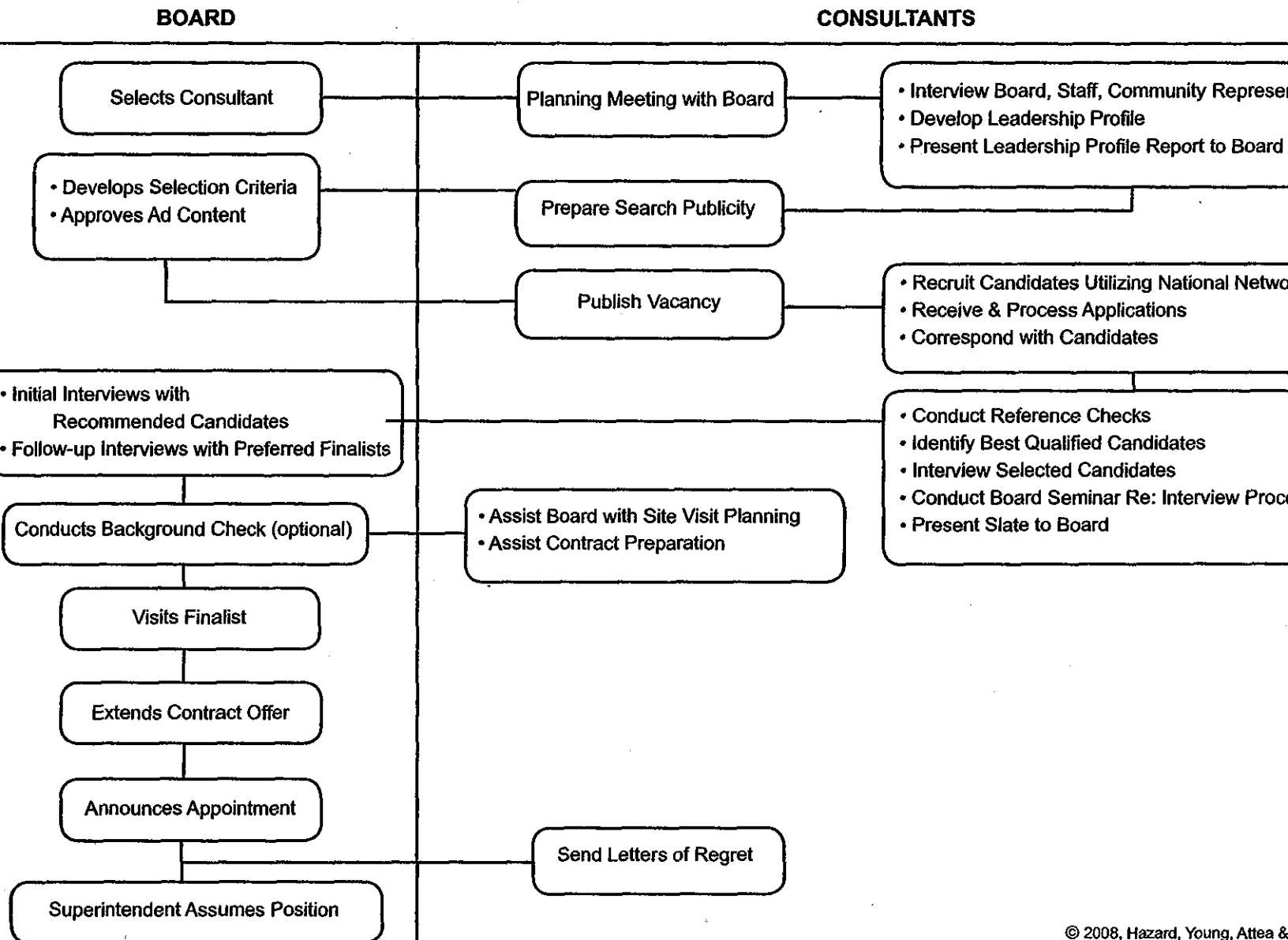
To assist the Board in preparing for interviews and maintaining effective Board-superintendent relations, HYA provides the following two workshops as options:

- An initial workshop requires about 4-6 hours and provides the Board with an opportunity to clarify the respective roles of the Board and the superintendent. The workshop addresses the concepts of trusteeship, governance, management, continuous improvement and systemic change. Developing and maintaining effective Board - superintendent relations, the need for long and short range planning, consensus decision making and other components of successful 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.

Henry S. Bangser
Chief Executive Officer
Hazard, Young, Attea & Associates, Ltd.

Hazard, Young, Attea & Associates, Ltd. *Superintendent Search Flow Chart*



RUDY M. CASTRUITA

4014 Bandini

San Diego, CA 92103

EDUCATION

Ed.D.	University of Southern California	1983
M.S.	Utah State University	1967
B.S.	Utah State University	1966

PROFESSIONAL EXPERIENCE

2006	Senior Associate, Hazard, Young, Attea & Associates, Ltd.
2006-Present	USC Rossier School of Education's Irving R. and Virginia Archer Melbo Chair in Educational Administration
1994-2006	Superintendent, San Diego County (CA)
1988-1994	Superintendent, Santa Ana Unified School District (CA)
1987-1988	Associate Superintendent, Santa Ana Unified School District (CA)
1985-1987	Assistant Superintendent, Santa Ana Unified School District (CA)
1980-1985	Principal, Los Alamitos Unified School District (CA)
1975-1980	Assistant Principal, El Monte Union High School District (CA)
1967-1975	Secondary Teacher, El Monte Union High School District (CA)
1967-1975	Counselor, Coordinator of Driver Education, El Monte Union High School District (CA)

CURRENT/PAST CIVIC/PROFESSIONAL ACTIVITIES

Adjunct Professor, California State University
Adjunct Professor, University of San Francisco
U.S. Department of Defense Advisory Council on Dependent Education
State Superintendent's Task Force on "Reading First Initiative"
Language Arts Task Force, State of California, Chair
Academic Performance Index Task Force, State of California
Governance Task Force and State Committee to Develop a Master Plan for Education
State Superintendent's Advisory Commission for the Public Schools Accountability Act of 1999
State Superintendent of Public Instruction Eastin's Transition Team
USC Alumni Association Board of Governors and Superintendents Advisory Council
California County Superintendents Education Services Association (CCSESA), Past President
University of California Latino Eligibility Study
Harvard Urban Superintendent's Program, Mentor Superintendent
Scholarship America
Education Research and Development Institute
Greater San Diego Chamber of Commerce
Hispanic Chamber of Commerce
San Diego United Way/CHAD
San Diego YMCA
Natural History Museum
Laurels for Leaders
California Center for the Arts

AWARDS AND RECOGNITIONS

California's Superintendent of the Year, 1992
Marcus Foster Award from ACSA, 1991

MARVIN E. EDWARDS

4N681 Mountain Ash Drive
Wayne, Illinois 60184

EDUCATION

Ed.D.	Northern Illinois University	1974
C.A.S.	Northern Illinois University	1973
M.S.	Chicago State University	1969
B.S.	Eastern Illinois University	1967

PROFESSIONAL EXPERIENCE

2002-Present	Director, Center for Educational Executives, Aurora University
2002-Present	Senior Associate, Hazard, Young, Attea & Associates, Ltd.
1993-2002	Superintendent of Schools, School District U-46, Elgin, Illinois
1988-1993	Superintendent of Schools, Dallas Public Schools, Dallas, Texas
1985-1988	Superintendent of Schools, Topeka Public Schools, Topeka, Kansas
1980-1985	Superintendent of Schools, Joliet Twp. High Schools, Joliet, Illinois
1978-1980	Assist. Superintendent, Richmond Public Schools, Richmond, Virginia
1976-1978	Assist. Superintendent, Joliet Twp. High Schools, Joliet, Illinois
1975-1976	Superintendent of Schools, Fairmont Elementary Schools, Lockport, IL
1972-1975	High School Principal, Lockport East High School, Lockport, Illinois
1967-1972	Teacher, Dept. Chair, Dean of Students, Proviso H.S. Maywood, IL

CURRENT PROFESSIONAL/CIVIC ACTIVITIES

American Association of School Administrators
Illinois Association of School Administrators
Elgin Area School Administrators Association
Association of Supervision and Curriculum Development
National Alliance of Black School Educators
Phi Delta Kappa (National Education Honorary Fraternity)
Superintendent's Roundtable/Study Club of Northern Illinois
National School Public Relations Association
Illinois School Public Relations Association
Northwest Suburban African American Investment Club
Rotary Club of Bartlett
Broadview Baptist Church

AWARDS AND RECOGNITIONS

National School Public Relations Association, Outstanding P.R. Superintendent of The Year, 2002
Illinois School Public Relations Association, Outstanding P.R. Superintendent of The Year, 1999
Superintendent of The Year, State of Illinois, 1998
National Final Four, Superintendent of The Year, 1998
The Executive Educator magazine, selected as 1 of 100 best school executives in the Nation, 1993
Silver Beaver Award, Boy Scouts Highest Adult Recognition, 1993
Wall of Fame Alumni Award, Danville, High School, Danville, Illinois, 1990
Distinguished Alumni Award, Eastern Illinois University, 1989
Outstanding Texan Award, Texas Legislature, 1989
Distinguished Alumni Award, Northern Illinois University 1988
The Executive Educator magazine, selected as 1 of 100 best school executives in the Nation, 1987
Those Who Excel Award, Illinois State Board, Springfield, Illinois 1985
Distinguished Service Award, Operation Push, Joliet Chapter, Joliet, Illinois, 1985
Outstanding Young Educator Award, Joliet Jaycees, Joliet, Illinois, 1975

Senior Associates

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

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

Emeritus Associates

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

Associates

Dr. Brian Ali, Superintendent, Kankakee, IL
Dr. 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, Waubensee 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, present Superintendent, South Carolina Public Charter School District, SC
Paul Drury, Director of Curriculum and Staff Development, DeSmet High School, MO
Allan Gordon, present Superintendent, St. Helena Unified School District, CA
Dr. Gwen Gross, present Superintendent, Irvine Unified School District, CA
Dr. Jerry Gross, Superintendent, Saddleback Valley, CA
Dr. Al Hanna, present Deputy Superintendent, Blue Valley School District, Overland Park, KS
Dr. Richard Hibsichman, Headmaster, Pembroke Hill School, MO
Dr. Jere Hochman, present Superintendent, Bedford School District, NY
Dr. John Hoeffler, Superintendent, Birmingham Public Schools, MI
Dr. Peter Holland, present Superintendent, Belmont, MA
Don Hugo, Principal, Clayton School District, MO
Dr. Steve Humphrey, present Superintendent, DuPage School District 88, IL
William Jenkins, Nicolet Board of Education and President, Jenkins and Associates, WI
Dr. Frances Karanovich, Superintendent, Macomb, IL
Dr. Homer Kearns, Superintendent, Salem-Keizer School District, OR

Carol King, Principal, Piedmont School District, CA
Ron Knauf, President, Board of Education, Pelham Union Free School District, NY
Ken Kutska, Superintendent, Parks and Operations, Wheaton Park District, IL
Hugo Lara, present Superintendent, Guadalupe Union School District, CA
Elizabeth Lee, Headmistress, The Hockaday School, TX
Dr. David Magill, present Director, University of Chicago Laboratory Schools, Chicago, IL
Dr. Ben Marlin, Superintendent, Collier County School District, Naples, FL
Dr. Larry Maw, Superintendent, San Marcos, CA
Dr. Max McGee, President, Illinois Math and Science Academy, IL
Dr. Carolyn McKennan, Superintendent, Morgan Hill, CA
William Melsheimer, Head, Baker Demonstration School, Evanston, IL
Dr. Laura Murray, Superintendent, Homewood-Flossmoor High School District, 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
Phil Quon, present Superintendent, Cupertino Union School District, CA
Dr. Al Ramirez, Associate Professor, University of Colorado at Colorado Springs, CO
Dr. Sylvia Ramos, President, Richard J. Daley College, Chicago, IL
Dr. Jesse Register, Superintendent, Hamilton County Schools, Chattanooga, TN
Dr. Joanne Rooney, present Co-Director, Midwest Principals' Center, Arlington Heights, IL
Dr. Don Senti, present Superintendent, Clayton School District, MO
Dr. John Simpson, Superintendent, Norfolk Public Schools, Norfolk, VA
Dr. Dennis Smith, present Superintendent, Placentia-Yorba Linda, CA
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
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

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 HY completed. Upon request we would be pleased to provide a complete list of the approximately 600 searches we have conducted.

District with 0 - 5,000 Students	District with 5,000-10,000 Students	District with 10,001-25,000 Students	Districts with over 25,000 students
<p>Heights ISD (TX) students ngman (W) 210-829-1199</p>	<p>Durango SD 9-R (CO) 5,000 students Jeff Shell 970-375-7721</p>	<p>Alexandria City Schools (VA) 10,557 students Yvonne Folkerts 703-823-6269</p>	<p>Compton Unified School District (CA) 32,000 students Fred Easter (H) 310-603-9424</p>
<p>Union Free SD (NY) students ohen mcohen23@aol.com</p>	<p>Lake Central Schools (IN) 9,860 students Howard Marshall (H) 219-864-7273</p>	<p>Bend-La Pine School District (OR) 16,000 students Nathan Hovekamp (H) 541-318-8362</p>	<p>San Diego Unified Schools (CA) 131,000 students Luis Acle (H) 619-232-6658</p>
<p>ame Elementary SD (CA) students l Barber (M) 650-483-5087</p>	<p>Normandy School District (MO) 5,500 students Cozy W. Marks, III (H) 314-389-4576</p>	<p>Burnsville-Eagan-Savage ISD (MN) 10,600 students Vickie Roy (H) 952-894-4032</p>	<p>Shawnee Mission Schools (KS) 28,000 students Craig Denny (H) 913-888-7703</p>
<p>CCSD 33C (IL) students uckley (H) 708-301-6691</p>	<p>Plainfield School District (NJ) 7,000 students Patricia Barksdale (H) 908-754-3380</p>	<p>Clifton Public Schools (NJ) 10,500 students Marie Hakin (H) 973-246-5202</p>	<p>Spokane Public Schools (WA) 30,300 students Garret Daggett (H) 509-487-2636</p>
<p>Union Free SD (NY) students ne Romano (M) 631-793-7671</p>	<p>St. Cloud Area SD (MN) 10,000 students Deb Lalley debra.lalley@isd742.org</p>	<p>Green Bay Area Schools (WI) 20,300 students Jean Marsh 920-336-6835</p>	<p>Stockton Unified Schools (CA) 36,700 students Dan Castillo 209-564-0253</p>
<p>School District (WI) students Donnell 920-458-6115</p>	<p>White Bear Lake Area SD (MN) 7,700 students Gregg Larson (H) 651-426-1288</p>	<p>Madison Metropolitan SD (WI) 24,000 students Arlene Silveira (H) 608-270-0435</p>	
<p>Valley Central SD (NY) students o Chu (H) 516-759-3012</p>		<p>Plymouth-Canton CSD (MI) 18,700 students Judy Mardigian (H) 734-453-5686</p>	
<p>y Township SD (J+NJ) students Badini (H) 973-584-8525</p>		<p>School District of Lancaster (PA) 11,744 students Patrick Snyder pns1@comcast.net</p>	
<p>ais Union High SD (CA) students Schmidt shmidt1117@yahoo.com</p>		<p>School District of Waukesha (WI) 13,923 students Dan Warren dwarren@Pabstfarms.com</p>	

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

District with 0 - 5,000 Students	0 - 5,000 Students Continued	District with 5,001 - 10,000 Students	District with 10,001-25,000 Students
<p>St. Louis Heights Schools (IL) 12,000 students Metro 847-392-8865</p> <p>Wood School District (IL) 10,000 students Ed Anderson (H) 773-619-3727</p> <p>Chattanooga City Schools (VA) 10,000 students Gronlund (H) 434-293-7488</p> <p>Ellyn SD 41 (IL) 10,000 students Wivoda 630-697-1067</p> <p>Warrior Township High SD (IL) 10,000 students Koch (W) 312-362-0000</p> <p>Lawrence Township SD (NJ) 10,000 students Waters (H) 609-895-9707</p> <p>North Ridge School District 10,000 students Magers (H) 847-446-9037</p>	<p>Oregon School District (WI) 3,600 students Doug Koumetzke 608-662-7218</p>	<p>School District of Beloit (WI) 7,000 students Kurt Handrich (H) 608-312-1087</p> <p>Cupertino Union SD (CA) 14,000 students Josephine Lucey (H) 408-749-1472</p> <p>Edina Public Schools (MN) 7,000 students Brian Hedberg (H) 612-384-8593</p> <p>Livingston School District (NJ) 5,400 students Bonnie Granatir (M) 973-202-9266</p> <p>Maine Township High Schools (IL) 7,000 students Eric Leys (M) 224-766-0300</p> <p>Redwood City Schools (CA) 7,000 students Dennis McBride (H) 650-423-2230</p> <p>Trenton School District (NJ) 13,000 students Robert Revelle (H) 609-617-6137</p>	<p>Antioch School District (CA) 21,000 students Bart Sandborn 469-426-5778</p> <p>Cleveland Municipal Schools (OH) 78,000 students Larry Davis (H) 216-701-3753</p> <p>Des Moines Public Schools (IA) 30,000 students Phil Roeder (W) 515-991-5603</p> <p>Hamilton County Schools Chattanooga, TN 46,000 students Chip Baker (H) 423-593-2211</p> <p>Sweetwater Union High Schools (OR) 41,000 students Greg Sandoval (C) 619-917-7773</p> <p>Tustin Unified School District (CA) 20,300 students Lynn Davis (H) 714-665-9591</p> <p>Virginia Beach Schools (VA) 75,000 students Dan Edwards (H) 757-717-0259</p> <p>Vista Unified School District (CA) 28,000 students Carol Herrera (H) 760-724-2508</p> <p>West Contra Costa USD (CA) 32,000 students Charles Ramsey (H) 510-682-5600</p>

District with 0 - 5,000 Students	0 - 5,000 Students Continued	District with 5,001 - 10,000 Students	District with 10,001-25,000 Students
<p>Baldwin-Whitehall Schools (PA) 5,000 students John F. Palmiere (W) 412-881-9973</p> <p>Bronxville School District (NY) 1,500 students John Priesing (H) 914-793-1621</p> <p>Cary Comm. Cons. Schools (IL) 3,600 students Alexandra Polites (H) 847-516-4514</p> <p>Des Plaines CCSD #62 (IL) 4,800 students Kris Bass (H) 847-635-7751</p> <p>Fayetteville-Manlius SD (NY) 4,500 students Susan Ryan (H) 315-637-4526</p> <p>Glen Ellyn School District 89 (IL) 2,400 students Shirley Bloom (C) 630-202-8907.</p> <p>Los Altos School District (CA) 3,937 students Victor M. Reid, III (W) 408-249-7881</p> <p>Mt. Greylock Regional HSD (MA) 800 students Bob Petricca (W) 413-442-6926</p>	<p>Princeton Regional SD (NJ) 3,200 students Anne Burns (H) 609-921-7401</p> <p>Riverside School District 96 (IL) 1,225 students Cheryl Berdelle (W) 708-447-9408</p> <p>Ross School District (CA) 400 students Stephanie Stein (H) 415-454-8297</p> <p>Valhalla Union Free SD (NY) 1,300 students Gregory Pappalardo (H) 914-592-3400</p> <p>Zion Elementary Schools (IL) 3,300 students Ruth Davis (H) 847-872-8820</p>	<p>East St. Louis SD 189 (IL) 10,000 students Lonzo Greenwood 618-482-6659</p> <p>Oak Park Elementary SD 97 (IL) 5,050 students Ade Onayemi (W) 708-383-9653</p> <p>Township High SD #214 (IL) 12,500 students Bill Dussling (W) 630-250-9440x2410</p> <p>Randolph Township Schools (NJ) 5,100 students Chris Carey (H) 973-366-6219</p> <p>Somerville Schools (MA) 5,500 students Mary Jo Rosetti 617-623-0092</p> <p>Spring Ford Area Schools (PA) 6,800 students Mike Masciandaro 215-592-3485</p> <p>Wauwatosa School District (WI) 6,900 students Tim Taff (W) 414-258-4452</p> <p>William Penn School District (PA) 6,000 students John McKelligott (District Office) 610-284-8005</p>	<p>Flint Community School District (MI) 20,000 students Skip Harbin 810-742-8895</p> <p>Nashua School District (NH) 16,000 students Kimberly Shaw 603-557-5575</p> <p>North St. Paul Schools (MN) 11,630 students Cathy Miller (H) 612-270-5575</p> <p>Olathe Unified School District (KS) 23,800 students Debora Daniels (W) 913-251-5575</p> <p>S. Washington County Schools (VT) 16,000 students Craig Wruck (H) 651-578-5575</p> <p>Syracuse City School District (NY) 21,000 students Cynthia Kirby (H) 315-442-5575</p> <p>Tempe Elementary School District (AZ) 13,833 students Karen Arredondo 480-966-5575</p> <p>Districts with over 25,000 students</p> <p>Denver Public Schools (CO) 70,000 students Les Woodward (W) 303-855-5575</p> <p>East Baton Rouge Parish Schools (LA) 45,000 students Roger Moeser (H) 225-766-5575</p> <p>San Diego City Schools (CA) 136,000 students Luis Acle (H) 619-232-6655</p>

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

District with 0 - 5,000 Students	District with 5,001 - 10,000 Students	District with 10,001 - 25,000 Students	District with Over 25,000 Students
<p>Aspen School District (CO) 1,300 students Augie Reno (W) 970-925-5968</p>	<p>Albany City School District (NY) 9,700 students Pat Fahey (H) 518-482-5518</p>	<p>Cedar Rapids Community SD (IA) 16,700 students Mary Meisterling (H) 319-365-3545</p>	<p>Douglas County School 39,000 students John Sheehan (H) 303-925-1111</p>
<p>Bensenville School District #2 (IL) 2,200 students Kathie Bossier (H) 630-860-0315</p>	<p>Cambridge Public Schools (MA) 7,200 students Michael Sullivan (W) 617-349-4321</p>	<p>Naperville School Dist. 203 (IL) 18,400 students Tim Costello (H) 630-416-3785</p>	<p>East Side Union High School District (IL) 27,000 students Manuel Herrera (H) 408-438-1111</p>
<p>Glen Ellyn School District 41 (IL) 3,000 students Kathy Schmidt (H) 630-790-3780</p>	<p>Danville Public Schools (VA) 7,600 students Tim Harville (C) 434-770-8469</p>	<p>Kenosha Unified Schools (WI) 18,800 students Eric Olson (H) 262-694-3112</p>	<p>Rochester City Schools (MI) 35,000 students Darryl Porter (R) 585-341-1111 Shirley Thompson (C) 585-341-1111</p>
<p>Lake Bluff School District 65 (IL) 1,096 students Dan O'Connell (H) 847-295-8486</p>	<p>Framingham Public Schools (MA) 8,700 students Phil Dinsky (H) 617-470-2704</p>	<p>Indian River County Schools (FL) 15,300 students Steve Mohler (W) 772-778-6699</p>	
<p>LaGrange Elementary SD 102 (IL) 2,672 students Marcia Hansen (H) 708-485-5609</p>	<p>Lower Merion School District (PA) 6,400 students Jill Govberg (H) 610-525-9990</p>	<p>Youngstown City Schools (OH) 10,700 students Lock Beechum, Sr. (W) 330-747-1080</p>	
<p>Mercer Island School Dist. 400 (WA) 4,200 students Carrie George (H) 206-232-6242</p>			

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

ALABAMA

Hoover
Huntsville

ARIZONA

Deer Valley
Peoria
Phoenix
Tempe
Washington

ARKANSAS

Little Rock

CALIFORNIA

Acalanes
Antioch
AVID Center
Burlingame
Compton
Cupertino
East Side HS
Fremont
Fresno
Gilroy
Glendora
Lafayette
La Mesa – Spring
Valley
Las Lomitas
Leadership
Los Altos
Los Angeles County
Manhattan Beach
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 Comm.
Coll.
Stockton
Sweetwater
Tamalpais
Tustin
Vista
Walnut Creek
West Contra Costa

COLORADO

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

CONNECTICUT

Bloomfield
Bridgeport
Brookfield
Clinton
Danbury
Darien
East Granby
Fairfield
Greenwich
Ledyard
New London
Newtown
Norwalk Free
Academy
Norwich
Ridgefield
Stamford

Waterbury
Weston

DELAWARE

Brandywine

FLORIDA

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

GEORGIA

Athens
Clayton County
Cobb County
DeKalb County
Liberty County

ILLINOIS

Addison Trail
Aptakisic-Tripp 102
Arlington Heights 25
Avoca 37
Ball Charter School
Barrington
Beach Park 3
Belleville Comm.
College
Bellwood
Belvidere
Bensenville 2
Berwyn North 98
Bloom Township
206
Bloomington 87
Blue Ridge 18

Bremen Comm. 228
Burr Ridge 180
Carlinville 1
Carpentersville 300
Cary
Champaign 4
Chicago-Gates
Project
Decatur 61
DeKalb 428
Des Plaines 62
Diamond Lake 76
Downers Grove 58
Dunlap
Du Page 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-Visually
Impaired
IL Valley CC
Illini Valley
IL State Board of Ed
Indian Prairie 204

HYA

Itasca 10
Jewish Children's
Bureau
Joliet 86
Joseph Academy
Kankakee
Keshet Day School
LaGrange 102
LaGrange 105
Lake Bluff 65
Lake Forest 67
Lake Forest 115
Lake Park 108
Lake Villa 41
LaSalle 122
LaSalle Peru 120
LEARN Charter
School
Lemont-Bromberek
Libertyville 70
Lincoln Way 210
Lisle 202
Lombard 44
Lyons 204
Macomb 185
Maine 207
Maywood
McLean 5 (Normal)
Morton Comm.
College
Mt. Morris
Mount Prospect 57
Naperville 203
New Trier
Niles
Norridge 80
North Cook ISC
Northbrook 27
Northbrook-
Glenview 30
Northfield 225
NSSD
NSSEO
Oak Park 97
Oak Park-River
Forest 200
Olympia
Oswego 308
Park Forest SD 163
Park Ridge 64
Peoria 150
Pontiac 429
Prairie Crossing
Charter School
Proviso 209

Quincy 172
River Forest 90
River Trails
Riverside 96
Riverside-Brookfield
208
Rockford 205
Roselle
Round Lake
Sandridge 172
Sheldon
Skokie 68
Sparta 140
Springfield
Sterling
Streator 40
Sunset Ridge
Tazwell Mason SED
Tinley Park 146
Township HS 214
Troy
Villa Park 45
Waukegan
West Chicago 94
West Northfield 31
Wheaton-
Warrenville 200
Wilmette 39
Winfield 34
Winnetka 36
Woodridge 68
Woodstock 200
Yorkville 115
Zion 6
Zion-Benton 126

INDIANA

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

IOWA

Cedar Rapids
Davenport
Des Moines
Dubuque
Waterloo
West Des Moines

KANSAS

Blue Valley
Olathe
Shawnee Mission

KENTUCKY

Jefferson County
(Louisville)

LOUISIANA

East Baton Rouge

MARYLAND

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

MASSACHUSETTS

Berkshire Hills
Cambridge
Framingham
Mt. Greylock
Somerville
Worcester

MICHIGAN

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

MINNESOTA

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

MISSISSIPPI

Tupelo

MISSOURI

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

NEBRASKA

Westside

NEVADA

Clark County
Washoe County

NEW HAMPSHIRE

Concord
Nashua

HYA

NEW JERSEY

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

NEW MEXICO

Roswell

NEW YORK

Albany
 Ardsley
 Babylon
 Bedford
 Brentwood
 Brewster
 Brighton
 Bronxville
 Eastchester
 East Williston
 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
 Yorktown

NORTH CAROLINA

Chapel Hill
 Greenville
 Guilford County

OHIO

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

OREGON

Bend - La Pine
 Beaverton
 Corvallis
 NWREL
 Portland
 Salem Keizer
 Spokane

PENNSYLVANIA

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

SOUTH CAROLINA

Beaufort
 Greenville
 Hilton Head

TENNESSEE

Hamilton County
 Knox County
 Memphis
 Nashville

TEXAS

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

VIRGINIA

Alexandria
 Charlottesville
 Danville
 Fairfax County
 Spotsylvania
 Virginia Beach

WASHINGTON

Everett
 Kent
 Lake Washington
 Mercer Island
 Spokane

WISCONSIN

Beloit
 Cedarburg
 Elmbrook
 Fond du Lac
 Green Bay
 Howard-Suamico
 Hudson
 Indian Community
 School
 Kenosha
 Madison
 Manitowoc
 Musekgo - Norway
 New London
 Nicolet
 Oconomowoc
 Oregon
 Oshkosh
 Port Washington
 Racine
 South Milwaukee
 Stevens Point
 Waukesha
 Wausau
 Wauwatosa
 West Bend

WYOMING

Jackson Hole

Why Hazard, Young, Attea & Associates (HYA)

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

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

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

HYA Hazard, Young, Attea
& Associates, Ltd.

HYA's success is about people: our Associates, their extensive contacts and the boards we assist. We build relationships with each new search, expanding our reach and our record of success.

HYA

1151 Waukegan Road
Glenview, Il 60025

www.hyasupersearches.com

A, we know that every
ct is unique and not
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desirable for every
school district.

ecuring the right
n with an individual
ntendent is critical to
success—HYA makes
matches for large and
urban districts.

HYA

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Excellence in Education Searches and Consulting

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Hazard, Young, Attea
& Associates, Ltd.

**Large and Urban
District Expertise**

Excellence in Education
Searches and Consulting

Young, Attea & Associates, Ltd.
 a premier education search and
 consulting firm, provides executive search
 through an unparalleled national network of
 consultants.

Our particular familiarity and significant suc-
 cess in large and urban districts. Superintendents
 in these districts with the assistance of
 HYA have a tenure twice as long as the
 average for these demanding positions.

As a result of the fact that almost 85% of the
 superintendents employed through
 HYA continue in the position for which
 they were employed, or have retired from
 the position. Especially good matches have
 resulted in a superintendent's tenure of 16 years
 in Illinois before retirement and 13 years
 in Plano, Texas.

Learn more about people: our Associates,
 our contacts and the boards we assist.
 Our relationships with each new search,
 our reach and our record of success.

Our search process is designed to
 address the specific needs of the large and urban
 districts. We identify the individual skills and talents of a
 candidate suited for the district. HYA under-
 stands the current and emerging challenges facing
 districts, including student mobility, drop-out
 and student gap issues, English as a Second
 Language and the needs of immigrant students.

For a superintendent is more important
 than for large districts work to improve student
 achievement and address growing challenges.

HYA has served large districts and
 a diversity of ethnicity and geography we
 currently 15 % of HYA Associates are

For 20 years, HYA has been committed
 to providing high quality and aggressive
 executive search services to school boards throughout the country.
 We deliver its search results. Should a new
 superintendent leave the position within a year of

beginning his or her responsibilities, HYA will
 conduct a new search at no additional cost other
 than expenses.

HYA has completed searches across the country
 and has successfully served more than one-third
 of the districts which comprise the Council of the
 Great City Schools. Two-thirds of HYA searches

since 2000 have been conducted for
 more than 5,000 students, and almost
 all of those were for districts with more than
 100,000 students.

A complete list of searches as well as
 contact information for HYA's more than 100 Associates
 is available at www.hyasupersearches.com.

We encourage potential clients to speak to
 representatives of boards we have served.
 Presented below is a list of some of the large
 and urban districts successfully served by HYA:

Searches by District Size

100,000+ students

Chicago Public Schools, IL	413,000
Clark County, NV	300,000
Broward County, FL	233,000
Philadelphia, PA	177,000
Jacksonville, FL	160,000
Fairfax County, VA	156,000
Dallas, TX	150,000
Orange County, FL (Orlando) *	142,000
San Diego City, CA	129,000
Prince George's County, MD	116,000
Montgomery County, MD	114,000
Pinellas County, FL	111,000
Baltimore County, MD	106,000
San Diego County, CA	100,000

50,000 to 99,999 students

Jefferson County, KY (Louisville)	96,000
DeKalb County, GA	90,000
Baltimore City, MD	87,643
Cobb County, GA (Marietta)	86,000
Polk County, FL	82,000
Austin, TX	78,000
Cleveland, OH	76,000
Nashville, TN	76,000
Anne Arundel County, MD	75,000
Virginia Beach, VA	75,000

* prior to 2000

50,000 to 99,999 students (continued)

Northside, TX (San Antonio)	
Brevard County, FL	
Denver, CO	
Fresno, CA	
Greensboro, NC	
Greenville, SC	
San Antonio, TX *	
Portland, OR *	
San Francisco, CA	
Knox County, TN (Knoxville)	
Plano, TX *	

20,000 to 49,000 students

Chattanooga, TN	
East Baton Rouge, LA	
Reno, NV	
Sweetwater, Chula Vista, CA	
Douglas County, CO	
Rochester, NY	
Cincinnati, OH	
Salem-Keizer, OR *	
Collier County, FL	
West Contra Costa, CA (Richmond)	
Saddleback, CA	
St. Louis, MO	
Spokane, WA	
Des Moines, IA	
Indian Prairie, IL (Naperville)	
Shawnee Mission, KS	
Vista, CA	
East Side, CA (San Jose)	
Boulder Valley, CO	
Pittsburgh, PA	
Dayton, OH	
Little Rock, AR *	
Academy 20, CO (Colorado Springs)	
Antioch, CA	
Syracuse, NY	
Flint, MI	