



OAKLAND UNIFIED SCHOOL DISTRICT

Community Schools, Thriving Students

September 22, 2025 | 2:00 PM PT

**RFP #26-164COS EXECUTIVE SEARCH FIRM FOR
SUPERINTENDENT OF SCHOOLS
OAKLAND UNIFIED SCHOOL DISTRICT**

HYA

HYA Corporation | 909 W. Euclid Ave. #926, Arlington Heights, IL 60006 | 847.250.7261

COVER LETTER

Dear Oakland Unified Chair, Board of Education and Superintendent Search Committee:

Thank you for the opportunity to present this overview of the services Hazard, Young, Attea & Associates (HYA) can provide to the Oakland Unified School District in your endeavor to fill the Superintendent leadership position.

HYA's work is cemented in our core belief that every child has the fundamental right to equal educational opportunities no matter their race, socioeconomic status, or geographic location. We envision every school system to have effective leaders, definitive plans, and a focus on student outcomes to change the trajectory of a school system and ultimately a child's life.

HYA is committed to delivering the best-qualified candidate—one who honors Oakland's beliefs in students and aligns with its vision to "focus on holistic student development, ensuring all students are college and career ready, successful in school and life, part of a thriving, healthy safe community, and civically engaged."

Our HYA team wishes to work with the Oakland Unified School District and staff to recruit the top candidate who not only embodies and shares in its values but also brings demonstrated leadership—one who leads with purpose, advocates with integrity, and works proactively to advance Oakland's mission to "build a Full-Service Community District focused on high academic achievement, while serving the whole child, eliminating inequity, providing each child with excellent teachers, and ensuring students find joy in their academic experience every day."

This letter is to confirm that I am authorized to legally bind the respondent and that the proposal contained herein shall remain firm and irrevocable for a period of one hundred-eighty (180) days. Our technical proposal, which follows, was written based on the requirements defined in your RFP and will comply with the requirements set forth in RFP #26-164COS within the proposed time limits set forth by the Oakland Board and/or Superintendent Search Committee.

Acknowledgment of Amendments to the RFP: N/A

HYA has numerous options for our clients to customize their search to the District's and Board's specific needs and wishes. If you have any questions after reviewing our response to the RFP, please feel free to contact me at 847.250.7285.

Sincerely,



Nanci Perez., *President*

847.250.7825

nanciperez@hyasearch.com

909 W. Euclid Ave #926, Arlington Heights, IL 60006

HYA Corporation FEIN: 83-4496723

EXECUTIVE SUMMARY

HYA proposes to conduct a national search for talented and highly qualified candidates for the position of Superintendent of Schools for the Oakland Unified School District.

HYA's 35+ years of experience includes assisting over 2,000 school boards in districts throughout the country recruit educational leaders. Presently, our firm is represented by 130+ Associates from throughout the country with a cadre within California who assist with the firm's 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 brings local knowledge and experience and national expertise to our California clients.

Our approach to the recruitment process is structured to take the time needed to find the right candidate(s). If for some reason the candidate pool does not yield the right match for the District, we continue to recruit and provide another slate for consideration.

Why HYA:

1. **It's important for students:** Recruiting, developing, and retaining great leaders is essential to improving your district's student outcomes.
2. **We work for you:** Leading a school district is difficult. We are with you every step of the way in your customized national search for great leadership.
3. **We save you time:** HYA has a technological infrastructure, fully staffed back office as well as web based delivery systems so you can have information access at your fingertips.
4. **A firm you can trust:** According to market research, HYA completes the most searches and has the lowest turnover rates (of placed candidates) of any of our competitors.

Competency Based Framework

HYA is more than a search firm:

- Our Strategic Planning Collaborative works with Boards and their leadership team to chart a path for continued improvement;
- HYA Associates consult with school districts regarding the equity initiatives and evaluate the return on investment initiatives on having increased student achievement;
- Our Executive Coaching Collaborative focuses on helping education leaders reflect and hone their skills; and
- HYA Associates work with cabinet level leaders to audit the efficiency and efficacy of their work in HR, Finance, Community Engagement, and Safe Learning Environments.

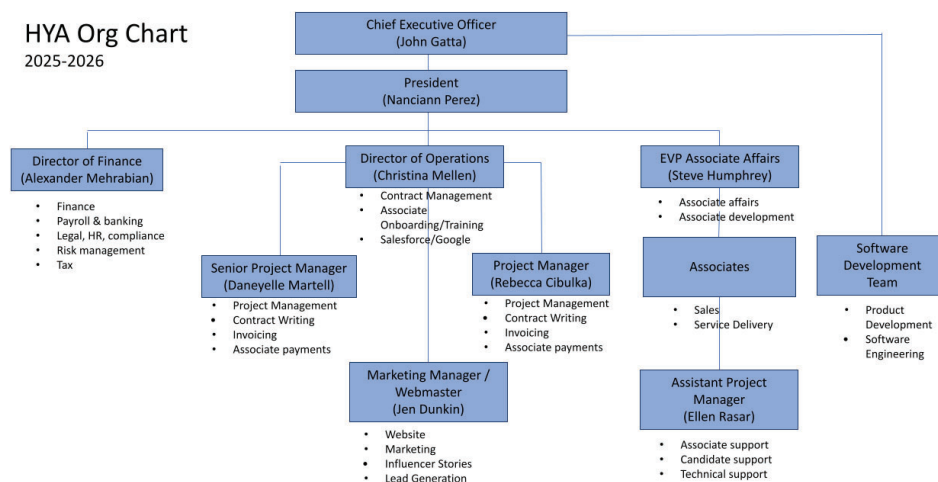
What does this mean for searches? We know the competency based questions to ask and how to ascertain the level of sophistication and experience a candidate has in advancing initiatives and improving student outcomes.

FIRM'S ORGANIZATIONAL STRUCTURE

HYA Corporation, in business since 1987, is a C Corporation and is woman owned. HYA's Corporate Headquarters is located at 1600 McConnor Parkway, Suite 1100, Schaumburg, IL 60173. HYA's mailing address is 909 W. Euclid Ave. #926, Arlington Heights, IL 60006. HYA employs 9 staff and can be reached at 847.250.7261 or hya@hyasearch.com. Legal Officer positions are held by Nanci Perez (President and Secretary).

Organizational Chart

HYA Org Chart
2025-2026



KEY DIFFERENTIATORS AND VALUE PROPOSITION

- Every superintendent search includes a **scholarship** to [HYA's Transition Academy](#) whereby every participant produces four deliverables for the Board: a 100 day plan, Key Performance Indicators (KPI) to guide the district and share with constituents, an agreed upon evaluation, and an assessment of the current strategic plan.
- Every HYA client is given **free access** to [unlimited job posts](#) for one year post search on HYA Active Searches website, via a dedicated district page to build the cabinet team after a search. This tool helps districts recruit cabinet- level leaders (principal and higher) where over 9,000 current administrators are subscribed.
- HYA is recognized for its **proactive recruitment strategy**, with approximately 75% of client-selected candidates personally recruited. HYA's extensive experience confirms that out-of-state applicants show the same level of interest as local candidates. Furthermore, given the volume of searches and consulting work, HYA associates maintain frequent contact with cabinet-level leaders across the nation, giving us a deep understanding of their skills and readiness to match them to a district's leadership profile. This is coupled with our Candidate Profile System and Candidate Accounts. HYA is not simply a firm that posts jobs and collects resumes; we are true recruiters.
- **Reference checking** is one of the most important tasks in the search process. While it is necessary to contact references provided by candidates, it is not sufficient as most candidates will provide references that will provide only highly favorable comments. HYA Associates conduct confidential reference calls to obtain deep insight. Given our network of Associates and many professional relationships, it is likely that we know someone who either knows the candidate directly or knows someone who knows the candidate. These references often provide confidential, hard-to-obtain information about the candidate that is invaluable. This is in addition to the formal investigative and news media due diligence.
- The firm specializes in **deep, meaningful community engagement**, customizing its approach to include diverse voices in the Leadership Profile development via focus groups, community forums, and interviews both virtual and in-person and with translation services as requested.
- HYA's **community engagement survey** is designed to be inclusive and accessible, and developed through a multi-stage process to ensure its scientific validity and data collection integrity. The survey is disaggregated by stakeholder groups for insight into the priorities of different community segments.

- HYA has an **advanced technological infrastructure** to employ data-driven tools and analytics, such as Board Portals for dissemination of sensitive information, Data Briefs, Recruitment Analytics, and Strategic Dashboards, to provide a modern process.
- HYA is an expert at **diplomacy** and the political realities of a search. HYA provides counsel to its client boards given its vast experience working in the most politically charged environments. No matter how pristine the process, there will be detractors and criticism. HYA has the experience to provide expert navigation and communication counsel.
- HYA Associates stay at the forefront of emerging issues and best practices through [academy partnerships with leading universities](#).

HYA DEMONSTRATES A COMMITMENT TO DEVELOPING A DIVERSE CANDIDATE POOL

HYA consistently uses an equity lens in recruiting, identifying, supporting, screening, slating, and placing school and district leaders of color and gender who have long been historically marginalized in these posts, representative of the student demographics in a school district, and the best match for your team.

HYA works with the Board and Administration to understand the district's equity and inclusion work to better recruit candidates with recent and relevant experience. We also have strategies to help control implicit bias in the hiring process. These include presenting candidates without video submissions or identifying information, designing applications to avoid questions that reveal protected status, and recommending standardized interview questions and data sets for consistency. We have not seen any evidence that other firms are as proactive in this regard as HYA.

Methods used to identify prospective, diverse candidates and promote interest to apply:

- By asking candidates very specific questions, HYA brings candidates whose goals align with the Board's equity initiatives and have built a reputation for consistently delivering results.
- HYA communicates with its vast network of 135+ Associates to recruit and proactively reach out to minority candidates from across the nation. HYA's vast work in other service lines, allows us access and knowledge of leaders that are moving systems for students.
- HYA Associates make every effort to develop untapped potential and thus several associates mentor individuals who have enormous potential but have not yet had the opportunity or access to the top post. With access to our expert mentors, these future leaders thrive, and we have a record of placing several in key positions.
- HYA associates proposed for this search and many other HYA associates served and/or currently serve as members of state and national boards for minority educational organizations such as the Association of Latino Administrators and Superintendents (ALAS), the National Alliance of Black School Educators (NABSE), the California Association of Black School Educators (CABSE), the Urban Superintendent's Academy on the West and East Coast and their state affiliates at the local level. These associates are aware of current and up-and-coming educational leaders who might be appropriate candidates for the districts we serve.
- HYA presents at conferences as part of our partnerships with the aforementioned organizations to advance leaders of color into top education leadership positions.

HYA is proud of the diversity of candidates hired with its assistance, including individuals – both male and female –of varied racial, ethnic, cultural, sexual orientation and religious backgrounds.

QUANTIFIED SUCCESS WITH QUALIFIED DIVERSE CANDIDATES

HYA is committed to recruiting leaders who represent the community from historically underrepresented groups. All candidates slated by HYA must demonstrate recent, relevant success in improving outcomes for all students, regardless of race, gender, or background. Statistics from the 2024-2025 school year are as follows:

- Superintendents Selected: 22% Black, 15% Latino/a, 4% Asian, 22% Women
- Superintendents Selected Large Urban Districts: 55% Black, 6% Latino/a, 2% Asian, 26% Women

Recent Case Studies:

This year, Senior Associate, Micah Ali (proposed for Oakland) led the searches for Atlanta Public Schools (50,000 students) and Jefferson County, KY (100,000 students). HYA also completed Montgomery, AL (50,000 students) and Clark County, NV (350,000 students). All searches resulted in the selection of persons of color: three African American Males, and one Asian American Female. Furthermore, HYA completed the last search for Los Angeles Public Schools that resulted in the hiring of a latino, spanish speaking male. Additional examples or recent searches with Micah Ali as team member includes:

Aurora Public Schools, CO with an enrollment of 38,000. **A male African American was hired as the superintendent for the Aurora Public Schools out of 30 applicants.** Michael Giles was the former Assistant Superintendent of Equity, Culture and Community Engagement for the Cherry Creek School District #5, CO.

Milwaukee Public Schools, WI with an enrollment of 68,000; the search was completed in February of 2025. **A female African American was hired as the superintendent for the Milwaukee Public Schools** out of 48 applicants. Dr. Brenda Cassellius, was the former Minnesota State Commissioner of Education and the former Boston School District Superintendent.

APPROACH AND TIMELINE

WORK PLAN AND APPROACH

HYA will develop and implement a tailored, comprehensive, and equitable strategy to recruit, screen, and support the selection of Oakland's next Superintendent of Schools and provide a schedule that meets the District's needs, fosters strong board engagement and exceptional recruitment services, while minimizing the risk of a failed placement within the desired timeline.

HYA's Signature Search Process has four phases: Engage, Recruit, Select, and Transition. This process typically takes four months, with Engage taking 3-4 weeks, Recruit taking 6-8 weeks, Select taking 3-4 weeks, and Transition having a variable timeframe. We have modified the timeline to comport with Oakland's request for proposal as detailed in the timeline section of this proposal.

It is important to note that the proposed plan can be modified and customized to meet the unique needs of Oakland.

HYA shall provide the following services and deliverables.

HYA SIGNATURE SEARCH PROCESS AND METHODOLOGY



Engage
3 - 4 Weeks

- Conduct a planning meeting with the Board, which will detail the timeline and steps of the search process and provide advice/assistance to the board
- Complete individual Board Member interviews
- Conduct up to 32 focus groups/community forums to gather input from constituent groups
- Post the on-line research-based community engagement survey

*All information gathered in the Engage Phase will help create the **District Leadership Profile Report** which will identify goals, needs, and priorities of the school system to help better match a candidate's skills with the needs of the district and give valuable information to the new leader on day one of employment to set goals and priorities.*



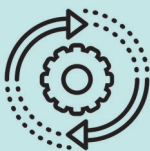
Recruit
6 - 8 Weeks

- Draft a position description to use for advertising
- Prepare and place advertisements as selected and authorized by the Board
- Recruit candidates utilizing local and national networks
- Utilize HYA networks and Candidate Recruitment Dashboard for recruitment
- Utilize all HYA Partners, services lines, and academies for recruitment
- Recruit candidates at state and national conferences
- Recruit candidates using HYA's social media platforms
- Correspond with candidates regarding the search process and timeline
- Screen **ALL** candidates using the Leadership Profile Report and Desired Characteristics, seeking out the best fit for the district
- Conduct initial reference checks
- Identify best qualified candidates
- Prepare selected slate of candidates for Board consideration (number of candidates to be determined by the Board)



Select
3 - 4 Weeks

- Present slate of candidates to the Board
- Conduct informal background checks with social media searches and reference checks
- Co-coordinate interviews for the Board with selected semi-finalists, structure performance interviews and ensure
- Co-coordinate the "Day in the District" for finalists, if desired
- Provide QR codes and feedback forms for the community to provide input for finalists
- Create a matrix to evaluate candidates based on priorities determined by the Board
- Facilitate Board discussion to narrow the candidate pool after each round of interviews (*The Board's decision to hire/not hire a candidate is at the sole discretion of the Board*)
- Coordinate and provide behavior assessments and third-party, independent investigative background check(s) of candidates as selected by the Board



Transition
Varies

- Analyze compensation package/assist Board to determine salary
- Communicate with all unsuccessful candidates at the close of the search
- Hold a debriefing meeting with the new superintendent and Board regarding information learned throughout the search process
- **Enroll new superintendent in HYA's Transition Academy**

Offer other transition services to be considered by the Board and if desired:

- Transition Dashboard, for the new superintendent to document specific actions they will take during the transition period
- Comprehensive First Year Support
- Executive Coaching
- Board Governance Training
- Superintendent Evaluation
- Strategic Planning
- Community Engagement Surveys

UNCONSCIOUS BIAS MITIGATION

HYA has many techniques that help control unconscious bias.

During the development of the Leadership Profile: HYA mitigates unconscious bias in community engagement by designing inclusive processes that provide multiple ways for stakeholders to participate, including translated surveys, accessible formats, and diverse facilitators. Feedback is collected and analyzed anonymously and disaggregated by group to ensure all voices are heard and valued. This approach ensures that input reflects the full community, not just the most vocal participants. HYA's skilled survey professionals know how to craft unbiased, accessible questions, structure response options to yield actionable data, manage sampling strategies, and adapt instruments to meet language-access needs and customization requests.

Using standardized and objective measures: By offering standardized and objective measures, like HYA's behavioral assessments and data briefs, bias is reduced, and the likelihood of selecting candidates who will succeed and stay in the role long term is increased. Data Briefs are used by HYA to provide candidates with a consistent and comprehensive data set during the interview process. This practice ensures fairness, equity, and rigor in leadership selection by eliminating the advantage of unequal access to district data. The Data Briefs include key achievement, demographic, and financial data specific to the client school district. This shared data set allows candidates to demonstrate how their prior leadership experiences translate into actionable strategies, thereby elevating the quality of the interview dialogue and enabling the Board and stakeholders to assess the alignment between each candidate's skills and the district's needs.

During recruitment and selection: HYA helps control for unconscious bias in recruitment and selection by offering blind application reviews, using standardized interview questions, and focusing evaluations on pre-determined qualifications codified in the Leadership Profile rather than subjective impressions. This structured process ensures candidates are assessed on their experience and alignment with the district's leadership profile. Rubrics and decision matrices are also helpful to keep the evaluators focused on the pre-determined skills and attributes as detailed in the Leadership Profile.

HYA does not place candidates, we partner with you to find the right candidates. We recruit; Oakland decides whom to interview and whom to hire or not hire and takes responsibility for that decision.

BOARD RESPONSIBILITIES

To effectuate the search and selection of a successor superintendent, the Board or designees has the following responsibilities:

- **APPROVE** the search process at the planning meeting.
- **DETERMINE** the role of staff members and constituents in the search.
- **AGREE UPON** a communication plan to keep the Board abreast of the search process.
- **SELECT** advertising and executive due diligence services to be paid for by the Board.
- **ACCEPT** full responsibility for using the information it receives from background checks and assessments in a legally acceptable fashion and to comply with all federal, state and local laws regarding the use of background checks and the consequences of use.
- **APPROVE** the job posting, the Board's process for interviewing candidates, and the requirements for transparency of finalist(s) to comply with open meeting laws and public employment laws in the state.

- **DECIDE** whether to reimburse candidates for expenses and will reimburse candidates directly.
- **WRITE AND EXECUTE** the employment contract with the selected superintendent, with the assistance of its attorney. The HYA Associates will support the Board and its attorney, if requested.
- **COMMUNICATE** with local media regarding the search process and appointment of a superintendent with its community relations/public relations designee.
- **MAKE THE DECISION TO HIRE** or not hire a particular candidate at the sole discretion of the Board; and the Board takes responsibility for that decision.

TIMELINE

HYA shall provide the following services and deliverables to meet OUSD's time parameters to offer, onboard, and board approve a candidate for hire by Mid April, no later than May, 2026. Dates and times are subject to change based on District needs. The timeline was developed based on milestones presented in the RFP, District calendar, upcoming holidays and holiday breaks.

DATES	EVENTS
October 2025	• The HYA Team will meet with the Oakland Board to plan the search, process, and timeline • Post position on HYA site, social media. • Advertising as selected and paid for by the Board
Oct.—Nov. 2025	• Networking with other HYA associates • Open and close survey to all stakeholders • One month of Stakeholder interviews, in-person focus groups, forums
December 2025	• Submit the District Leadership Profile Report to the Board
Jan.—Feb. 2026	• Application Deadline • Presentation of slate to the Board • Board first round Interviews • Board Meets to Identify semi-finalists
Feb.—Mar. 2026	• Final interviews • HYA third party background check • Select/appoint superintendent
April 2026	• Transition process begins • Superintendent begins

SAMPLE WORK

The most recent published Leadership Profile is from Seattle, where Micah Ali was also the lead. To access this report, click here: [Leadership Profile Report](#) This is the single most important work product of the entire search as it is used in ALL phases of the search.

HYA advertises all jobs on the [HYA website](#) and social media pages, including LinkedIn, Facebook, Instagram, X.

Additionally, HYA offers advertising through traditional publications such as the following, to name a few: AASA, Ed Week, ALAS, NABSE, EdCAL, ACSA.

SAMPLE RECRUITMENT ANNOUNCEMENT

The collage displays three overlapping screenshots of the Career Center website. The top-left screenshot shows a job listing for 'Superintendent of Schools' at San Bruno Park School District, with a salary of TBD and a deadline of 04/01/2020. The top-right screenshot shows a job listing for 'Superintendent, Perris Union High School District' by Hazard, Young, Attea & Associates, with a salary range of \$209,540 - \$316,635. The bottom screenshot is a larger view of the same job listing, showing the full job purpose statement, job functions, and details like the posted date (XX-Sep-XX) and location (Perris, California). The website interface includes a green header with the 'calsa' logo, a search bar, and navigation links for 'HOME', 'JOBS', 'YOUR PROFILE', and 'RESOURCES'. The bottom of the page features a footer with 'NAYLOR ASSOCIATION SOLUTIONS' and copyright information for the Association of California School Administrators.

Superintendent of Schools
San Bruno Park School District
Salary: TBD | Deadline: 04/01/2020
[Apply Now](#)

Superintendent, Perris Union High School District
Hazard, Young, Attea & Associates
Perris, California
[Apply Now](#)

Superintendent, Perris Union High School District
Hazard, Young, Attea & Associates
Perris, California
[Apply Now](#)

Details
Posted: XX-Sep-XX
Location: Perris, California
Type: Full Time
Categories: Superintendent

JOB PURPOSE STATEMENT:
Under the direction of the Governing Board, is responsible for the school system and its activities and for planning for the future organization, personnel, growth and development of the District. With staff, the Superintendent determines the methods by which the policies, rules and regulations of the Board of Trustees may be carried out. In this matter, it is recognized that the methodology of execution of the Board of Trustee policies, rules and regulations is the responsibility of the Superintendent.

JOB FUNCTIONS:

- Assumes immediate charge of the entire school system as the Governing Board's Chief Executive Officer
- Coordinates the work of the entire administrative staff
- Executes the policies, rules and regulations of the Board of Trustees or assumes responsibility for seeing that they are executed
- Nominates for employment all certificated and classified personnel
- Recommends dismissal of employees whenever there is evidence of unsatisfactory service within the limits of the law and the Governing Board's regulations
- With staff, assigns, directs, and supervises the work of all employees with due regard for the individual rights involved, and proposes adequate salary schedules for the various classes of employees
- Recommends the approval of purchase of instructional guides, textbooks and equipment

Salary Range: \$209,540 - \$316,635
LINK TO APPLY: <https://hyasearch.com/job/superintendent-perris-ca/>

[Help](#) [Terms & Conditions](#) [Privacy Policy](#)

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NAYLOR
ASSOCIATION SOLUTIONS

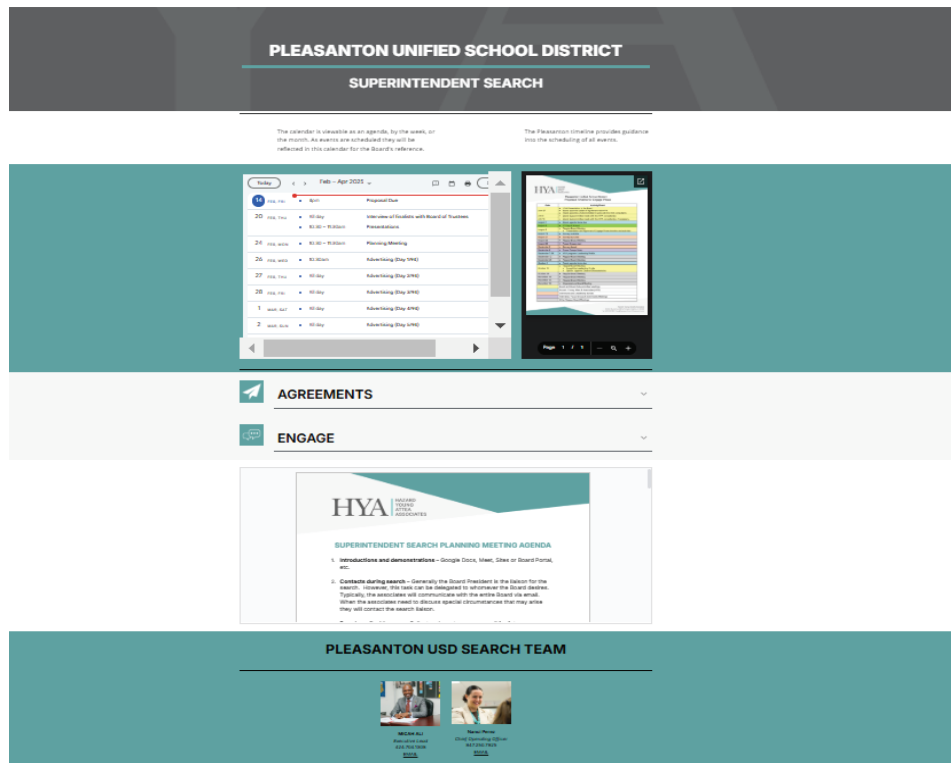
SAMPLE TIMELINE



Superintendent Search TIMELINE

DATE	ACTIVITY
June 17	Contract Executed
June 23	Planning Meeting
July 2-9	Board survey
July 15	Op-Ed piece from Board President
July 17	Advertising—active
July 18	Launch online survey
Ongoing	Recruitment
August 1-2	In-person engagement sessions
August 15-30	Virtual engagement sessions
September 1	Online survey closes
September 1	Application deadline
September 2-September 23	HYA analyzes data and develops the Leadership Profile Report
September 23	Board of Education and public receives the Leadership Profile Report
October 3	HYA sends interview protocols
October 4	Slate presentation
October 24-26	Final interviews
November 3	Superintendent begins transition

OPTIONAL BOARD PORTAL



BUDGET

In consideration for Services, the District will pay a percentage based fee to Hazard, Young, Attea & Associates:

- Consulting Fee that includes the norm referenced research based online survey (English and Spanish), data brief, and transition academy in the amount of **30%** or negotiable of the compensation of the Superintendent **not to exceed \$150,000.**
 - *This fee is due in three installments:*
 - \$50,000 will be invoiced upon contract signing
 - \$25,000 will be invoiced upon completion of the leadership profile
 - Balance will be invoiced upon presentation of the slate
 - Optional services will be invoiced after services are rendered
 - Estimated hours spent by each team member: 160 hours
 - [Optional] Third-party advertisement as selected and paid for by the Board: \$3,050.
 - Refer to the Advertising Services Schedule attached to this proposal for most accurate pricing based on the Board's desires.
- Associate Travel Expenses
 - Travel (e.g., plane, train, automobile, food and hotel) shall be reimbursed by the Board. Mileage and food reimbursement are based on the current IRS guidelines.

Additional Optional Enhancements/Services:

- Candidates' Expenses: If the Board chooses to reimburse candidates for travel for interviews, candidates will submit the expenses directly to the District for reimbursement.
- Investigative Background checks and Behavior Assessments pursuant to the Executive Due Diligence Services Schedule attached to this proposal as selected and paid for by the Board.
- Survey Customization pursuant to the attached schedule is \$1,500, languages are \$550 per language.
- Additional Community Engagement beyond the initial agreed upon engagement plan is billed at \$300/virtual session; \$2,500/day on-site.
- Collaboration with the Board's support community/outside public relations personnel and district vendors is billed at \$300/hour.
- Collaboration with and support the district's legal counsel at a rate of \$300/hour.
- Research and presentation of comparative salary ranges with letter of reasonableness can be provided for \$2,500.
- Printing and Shipping: HYA is a green corporation and provides all search materials online. If the Board requests hard copies of the materials, the district will be invoiced to cover the costs of any printing, binding and shipping of materials.
- Recruitment for other positions: If the Board employs an HYA recruited candidate within one year of the close of the superintendent search, in addition to the position of superintendent, 10% of the base salary will be due to HYA for the recruitment of said candidate.

Note: There is absolutely no fee for a candidate to be included in the process or to apply for the position.

STATEMENT OF FIRM QUALIFICATIONS

EXPERIENCE AND DESCRIPTION OF FIRM HISTORY

Hazard, Young, Attea & Associates (HYA) was established in 1987 and is one of the oldest and largest search firms in the nation, bringing local and national perspectives, knowledge, experience, and recruitment to each search. HYA has more experience in identifying quality education executives than any other firm in the industry.

CURRENT AND HISTORICAL EXPERTISE IN PROVIDING EXECUTIVE SEARCH SERVICES FOR SUPERINTENDENT

The fact that the firm has assisted with successful selections in more than 2,000 searches with student enrollment ranging from less than 500 students to upwards of 640,000 is no accident. HYA began working with rural, urban and suburban school Boards nearly 40 years ago in an effort to assist them in recruiting highly qualified candidates and finding a leader that is the right fit for the district. 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 brings extensive knowledge of California's unique education landscape, including familiarity with the California Education Code, credentialing processes required for superintendents and other district leaders, and the governance structures that define the roles and responsibilities of school boards and district administrators. For example, we are well-versed in Education Code provisions such as **EC §35026**, which outlines credentialing requirements for district superintendents, and **EC §35010–35012**, which define the authority of locally elected boards of education. We also understand the California Commission on Teacher Credentialing's (CTC) role in issuing the **Administrative Services Credential**, a requirement for superintendents and senior administrators. This expertise ensures that our search processes, candidate evaluations, and board support services are fully aligned with state regulations and responsive to the governance context of California school districts.

TRACK RECORD OF SUPERINTENDENT EXECUTIVE PLACEMENTS WITHIN THE STATE IN THE PAST TEN YEARS:

- **736** across the United States.
- **195** placements in the West Coast Region.
- **152** superintendent-specific placements in the West Coast Region.
- **98** placements in California School Districts.
- **76** superintendent-specific placements in California School Districts.

CALIFORNIA EXPERIENCE

Name	Description	End Year
Acalanes Union High School District	Superintendent 2004	2004
Advancement Via Individual Determination AVID	Executive Director 2005	2005
Alvord Unified School District	Superintendent 2013	2013
Anaheim Elementary School District 0602610	Superintendent	2017

Antioch School District	Superintendent 2006	2006
Aspire Public Schools - Charter Network	Regional Vice President 2007	2007
Association of California School Administrators (ACSA)	Executive Director	2022
Baldwin Park Unified School District	Superintendent 2014	2014
Bassett Unified School District	Deputy Superintendent 2014	2014
Bellflower Unified School District	Superintendent Search & Board Governance Training	2023
Belmont-Redwood Shores School District	Superintendent 2013	2013
Berkeley Unified School District	Superintendent 2012	2012
Beverly Hills Unified School District	K-8 Principal	2015
Beverly Hills Unified School District	High School Principal 2015	2015
Beverly Hills Unified School District	Superintendent 2011	2011
Bonita Unified School District	Superintendent 1993	1993
Bonny Doon Elementary School District	Superintendent 2017-2018	2017
Brisbane School District	Superintendent	2016
Bullis Charter School	Principal/Director of Educational Services 2016	2016
Burlingame Elementary School District	Superintendent 2011	2011
Burlingame Elementary School District	Superintendent 2008	2008
Campbell Union High School District	Superintendent 2016	2016
Capistrano Unified School District	Superintendent 2014	2014
Capistrano Unified School District	Superintendent 2010	2010
Carlsbad Unified School District	Superintendent	2016
Carmel Unified School District	Community Engagement	2023
Carmel Unified School District	Superintendent	2020
Carmel Unified School District	Principal	2023
Castro Valley Unified School District	Superintendent 2009	2009
Centinela Valley Union High School District	Superintendent	2014
Coachella Valley Unified School District	Superintendent 2008 - 2009	2009
Compton Unified School District	Superintendent 2007	2007
Coronado Unified School District	Superintendent Search	2016
Cupertino Union School District	Superintendent	2017
Cupertino Union School District	Superintendent 2012	2012
Cupertino Union School District	Superintendent 2006	2006
Discovery Charter Schools	Executive Director	2021
Downey Unified Schools	Superintendent 2012 - 2013	2012
Dry Creek Joint Elementary School District	Superintendent Search	2025
Dublin Unified School District	Superintendent	2019
East Side Union High School District	Superintendent 2003	2003
El Rancho Unified School District	Superintendent Search 2019	2019
El Rancho Unified School District	Superintendent	2017

Eureka Union School District	Superintendent 2011-12	2011
Fremont Unified School District	Superintendent 2009 - 2010	2010
Fremont Union High School District	Superintendent 2002	2002
Fresno Unified School District	Superintendent 2000	2000
Galt Joint Union High School District	Superintendent 2015	2015
Gilroy Unified School District	Assistant Superintendent - Educational Services 2007	2007
Gilroy Unified School District	Assistant Superintendent - Human Resources 2007	2007
Gilroy Unified School District	Superintendent 2007	2007
Glendale Unified School District	Superintendent	2019
Glendora Unified School District	Principal 2005	2005
Gravenstein Union School District	Superintendent	2016
Hillsborough City School District	Superintendent 2009	2009
Hollister School District	Superintendent Search	2018
Jefferson Union High School District	Superintendent	2017
La Mesa - Spring Valley School District	Chief Business Officer 2008	2008
La Mesa - Spring Valley School District	Assistant Superintendent - Business Services 2012 13	2013
Lafayette School District	Superintendent	2018
Lafayette School District	Superintendent 2008	2008
Lafayette School District	Superintendent 2006 - 2007	2007
Laguna Beach Unified School District	Superintendent	2015
Las Lomitas Elementary School District	Superintendent Search	2019
Las Lomitas Elementary School District	Superintendent 2007	2007
Leadership Public Schools	Chief Executive Officer 2007	2007
Leadership Public Schools	Chief Academic Officer 2005	2005
Live Oak School District	Superintendent 2017-2018	2017
Loma Prieta Joint Union Elementary 0622350	Superintendent	2018
Loomis Union School District	Superintendent 2011	2011
Los Altos School District	Superintendent 2004 - 2005	2005
Los Angeles County High School for the Arts	Principal Search	2015
Los Angeles County High School for the Arts	Principal 2014	2014
Los Angeles County Office of Education (LACOE)	Assistant Superintendent - Educational Programs 2007	2007
Los Angeles County Office of Education (LACOE)	Assistant Superintendent, Human Resources 2010	2010
Los Angeles County Office of Education (LACOE)	Deputy Superintendent 2007	2007
Los Angeles County Office of Education (LACOE)	Assistant Superintendent - Human Resources 2007	2007
Los Angeles Unified School District	Superintendent 2015	2015
Los Angeles Unified School District	2018 Superintendent Search	2018
Los Angeles Unified School District	Superintendent Search 2021	2021
Los Angeles Unified School District	Deputy Superintendent of Instruction Search	2015
Los Angeles Unified School District	Deputy Superintendent 2014	2014

Los Angeles Unified School District	Senior Leadership Searches Bench Proposal	2019
Los Gatos Union Elementary 0622830	Superintendent	2018
Los Gatos-Saratoga Union High School District	Superintendent Search 2022	2022
Los Gatos-Saratoga Union High School District	Superintendent	2018
Manhattan Beach Unified School District	Principal 1998	1998
Manhattan Beach Unified School District	Superintendent 2006 - 2007	2006
Mill Valley School District	Superintendent 2010 - 2011	2010
MindUp - The Goldie Hawn Foundation	Director - Communications and Marketing	2024
MindUp - The Goldie Hawn Foundation	Director - Educational Partnership	2024
Montecito Union School District	Superintendent	2017
Moraga School District	Superintendent Search	2021
Mountain View Los Altos	Superintendent Search	2024
Mountain View School District	Superintendent 2009	2009
Mountain View-Los Altos High School District	Superintendent	2018
Newark Unified School District	Superintendent	2015
North Monterey County Unified	Superintendent Search	2024
Oakland Unified School District	Director of Special Education	2015
Oakland Unified School District	Deputy Chief, Talent Officer	2015
Oakland Unified School District	Deputy Chief, Facilities, Planning and Management	2015
Ocean View School District	Superintendent 2015	2015
Oceanside Unified School District 0628250	Superintendent	2018
Orinda Union School District	Superintendent	2021
Orinda Union School District	Superintendent	2015
Oxnard School District	Superintendent 2008 - 2009	2009
Oxnard School District	Assistant Superintendent 2008 - 2009	2008
Pajaro Valley Unified School District	Deputy Superintendent 2007	2007
Palo Alto Unified School District	Superintendent 2001	2001
Palo Alto Unified School District	High School Principal 2002	2002
Palo Alto Unified School District	Superintendent 1996 - 1997	1996
Palo Alto Unified School District	Director of Assessment 2002	2002
Palo Alto Unified School District	Superintendent 2017-2018	2017
Palo Alto Unified School District	High School Principal 2004	2004
Perris Union High School District	Superintendent Search	2024
Piedmont Unified School District	Superintendent 2014	2015
Placentia-Yorba Linda Unified School District	Superintendent	2023
Pleasanton Unified School District	Superintendent 2009 - 2010	2009
Pleasanton Unified School District	Superintendent Search	2017
Pleasanton Unified School District	Superintendent Search	2025
Pleasanton Unified School District	Superintendent	2015

Pleasanton Unified School District	Superintendent Search (no engagement)	2025
Portola Valley School District	Superintendent	2019
Portola Valley School District	Superintendent 2013	2013
Ravenswood City School District	Superintendent 2004	2004
Redwood City School District	Superintendent 2005 - 2006	2006
Reed Union School District	Superintendent 2009 - 2010	2010
Rescue Union School District	Superintendent	2017
Rialto Unified School District	Superintendent Search	2025
Rincon Valley Union School District	Superintendent Search	2023
Riverside Unified School District	Superintendent 2008	2008
Roseland Public Schools	Superintendent	2020
Roseland Public Schools	*REDO* Superintendent Search	2023
Ross School District	Principal 2004	2004
Ross School District	Superintendent 2012	2012
Ross School District	Superintendent 2004	2004
Ross Valley School District	Superintendent 2014	2014
Ross Valley School District	Superintendent 2010	2010
Rowland Unified School District	Superintendent 2014	2014
Rowland Unified School District	Superintendent Search	2015
Saddleback Valley Unified School District	Superintendent 2001	2001
Salinas City Elementary School District	Superintendent	2020
San Bruno Park School District	Superintendent	2020
San Carlos Elementary School District	Interim Superintendent 2009	2009
San Carlos School District	Superintendent 2017-2018	2017
San Diego County Office of Education	Superintendent 2006	2006
San Diego County Office of Education	Superintendent 2017	2017
San Diego Unified School District	Superintendent 2007 - 2008	2007
San Diego Unified School District	Superintendent 2005	2005
San Dieguito Union High School District	Superintendent	2018
San Francisco Unified School District	Superintendent Search 2021	2021
San Francisco Unified School District	Superintendent 2007	2007
San Juan Unified School District	Deputy Superintendent	2025
San Leandro Unified School District	Principal 2014	2014
San Leandro Unified School District	Superintendent 2013	2013
San Mateo County Office of Education	Associate Superintendent for Special Education 2011	2011
San Mateo Union High School District	Superintendent 2007	2007
San Mateo-Foster City School District	Superintendent 2015	2015
San Ysidro School District	Middle Principal Search	2024
San Ysidro School District	Elementary Principal Search	2024

Santa Ana Unified School District	Superintendent 2016	2016
Santa Ana Unified School District	Superintendent 2011	2011
Santa Barbara Unified School District	Superintendent 2016	2015
Santa Barbara Unified School District	Superintendent 2011	2011
Santa Clara County Office of Education	Chief Academic Officer	2016
Santa Clara County Office of Education	Chief Business Official	2016
Santa Clara County Office of Education	Director of Special Education	2018
Santa Clara Unified School District	Superintendent Search	2025
Santa Monica-Malibu Unified School District	Superintendent 2006	2006
Santa Monica-Malibu Unified School District	High School Principal 2000	2000
Saratoga Union School District	Superintendent 2015	2015
Saugus Union School District	Superintendent 2011	2011
Sausalito Marin City School District	Superintendent 2013	2013
Sequoia Union High School District	Principal 2015	2015
Sequoia Union High School District	Superintendent 2002	2002
Sequoia Union High School District	Superintendent 2016	2016
Solana Beach Elementary School District 0636990	Superintendent	2018
Sonoma Valley Unified School District	High School Principal 2009 - 2010	2010
Sonoma Valley Unified School District	Superintendent Search	2024
Soquel Union Elementary School District	Superintendent	2015
South San Francisco Unified School District	Superintendent 2015	2015
Southwestern Community College	President 2007	2007
Stockton Unified School District	Superintendent 2008	2008
Sweetwater Union High School District	Superintendent 2006	2006
Tamalpais Union High School District	Assistant Superintendent - HR 2009 - 2010	2009
Tamalpais Union High School District	Assistant Superintendent - Educational Services 2009 - 2010	2009
Tamalpais Union High School District	Superintendent 2008	2008
Teachscape, Inc.	Chief Academic Officer 2005	2005
Temecula Valley Unified School District	Superintendent	2023
The Foundation for Hispanic Education	Chief Operations Officer	2022
Tustin Unified School District	Superintendent 2006	2006
Union Elementary School District	Superintendent	2021
Union Elementary School District	Superintendent 2015	2015
Vallejo City Unified School District	Superintendent 2010- 2011	2010
Vista Unified School District	Superintendent 2005 - 2006	2005
Walnut Creek ESD	Superintendent 2016	2016
Walnut Creek ESD	Superintendent 2007	2007
West Contra Costa Unified School District	Superintendent 2005	2005
Woodside Elementary School District	Superintendent 2011	2011

HYA'S CAPACITY TO PERFORM THE SCOPE OF WORK

HYA assigns an individual management team to each executive search it conducts. Under the direction of the managing team proposed to fulfill this scope of work, additional associates are available to contribute to specific position searches when appropriate. The proposed associate will serve as the dedicated point of contact and will be paired with executive support to ensure seamless administrative operations and project execution.

In addition, HYA employs nine staff members who are readily available to provide support throughout the search process, as well as a full business infrastructure to ensure that clients are served comprehensively, within budget, and on time. Given our vast network of associates, the team can be adjusted at any time at the request of the Oakland Unified School District.

STAFF QUALIFICATIONS

The Executive Lead Associate will oversee all aspects of the executive search and board selection for the next Superintendent of Oakland Unified School District. The proposed Executive Lead Associate, Micah Ali, brings extensive experience in California where the work will be completed. The estimated number of hours worked by each person is dependent on the selection the Board makes, but at a minimum, each associate will work for 160 hours. The majority of this time is in recruitment, working directly with the Board, and Community Engagement.

HYA SEARCH TEAM



DR. Nanci PEREZ
President and COO
Large Urban
nanciperez@hyasearch.com



MICAH ALI
Executive Lead
West Coast/California
ali@hyasearch.com



MARIELA RENTERIA
Engagement Specialist
West Coast
Marielarenteria@hyasearch.com

Nanci Perez, Ed.D, MBA, Executive Oversight. Dr. Perez has led HYA for over a decade. She holds a bachelors, masters, and doctorate degree from Loyola University Chicago and an MBA from the University of Chicago. She is a member of every large urban search team bringing expert counsel to our clients.

Micah Ali, Executive Lead. Micah Ali brings a keen grasp of the complex issues facing urban schools to help champion students, working families and urban communities. Ali is the longest serving president in the history of the Compton Unified School District, where he helped lead a dramatic turnaround of the district's educational outcomes as well as help pull it from the brink of

state takeover (or state receivership) and now ranks 53rd among U.S. News and World Report's top performing public high schools in the state of California.

Ali's long record of public service and community engagement includes serving as the Chair of the Council of Urban Boards of Education (CUBE). Ali is also a member of the National Association of Latino Elected Officials and previously served as a Board Member for the National School Boards Association.

Ali has completed numerous searches for HYA including most recently, Jefferson County Public Schools in KY, Atlanta Public Schools, Memphis Shelby County Schools, Bellflower Unified School District and Placentia-Yorba Linda Unified School District. He is a proud graduate of Loyola Marymount University, where he earned a Master of Arts in Education.

Mariela Renteria, Engagement Specialist. Ms. Renertia, born and reared in Lynwood, is a dedicated School Community Engagement specialist and an advocate for educational equity. As a proud Mexican-American, Mariela's fluency in both English and Spanish enables her to serve as a bridge between diverse community stakeholders and the educational institutions seeking to support them. Her academic background in Sociology from the University of California, Riverside, enriches her approach to community engagement, providing her with the insights necessary to address complex social dynamics effectively. Mariela's commitment extends beyond her professional role; she is deeply involved in initiatives aimed at fostering inclusivity and ensuring that every community member's voice is heard and valued. Her passion for education drives her to pursue opportunities that enhance the educational landscape, advocating for policies and practices that ensure equitable access to quality education for all students.

Technical Assistance and Support Available to OUSD

All HYA associates across the country aid in the recruitment process and can be exchanged based on the district's specific needs. [Rebecca Cibulka](#), serves as project manager and can be reached at 847.250.2334 and rebeccacibulka@hyasearch.com.

REFERENCES

HYA's reputation for effectiveness and integrity is extremely important. Our references will attest that phone calls from clients are picked up or returned immediately regardless of the time of day. Emails are returned in a matter of hours, and questions are answered in detail. Our team works for you and with you.

PROFESSIONAL REFERENCES IN CALIFORNIA DISTRICTS

DISTRICT AND STATE	REFERENCE NAME	CONTACT INFORMATION
Los Angeles Unified School District District Enrollment 64,000 Superintendent Search Scope Length: 5 months	Kelly Gonez Board Member	kelley.gonez@lausd.net

Perris Union High School District District Enrollment 11,731 Superintendent Search Scope Length: 3.5 month	Steve Campos President	steve.campos@puhsd.org
Santa Clara Unified School District District Enrollment 14,200 Superintendent Search Scope Length: 3 months	Bonnie Lieberman Board President	blieberman@scusd.net

*Each search is customized to the desires of the district and has different levels of service dependent on the request for proposal and desires of the Board.

HYA GUARANTEES

Fixed Price

Throughout the search process the consultants will be available to counsel with the Superintendent about the search. The Associates will assist until the Superintendent determines it has found the appropriate candidate for the position. The work will be completed for the proposed fee regardless of time.

Services and pricing detailed in this proposal are valid for 90 days from the date of opening. Services are rendered within 14 days of Board approval.

Price Match

HYA will agree to review the price of any competitive bid and negotiate fees as long as the bid is for a comparable level of services and support (both time and process).

HYA looks forward to the possibility of working with the OUSD Board and assisting with the selection of a new leader.

Please contact Micah Ali with questions or requests for additional information:
ali@hyasearch.com.

HYA Corporation

909 W. Euclid Ave #926
Arlington Heights, IL 60006
hya@hyasearch.com
847.250.7261

ADVERTISING SERVICES

HYA Associates work with their clients to consider the many approaches to advertising vacant position(s). The Associates create and coordinate all advertisements at the Board's direction.

HYA's advertising packages ensure exposure on the most frequently viewed websites and job boards, e-publications and newsletters of education leaders across the country. In addition, HYA offers more focused advertisement packages as add-ons to the national packages below, including state and region-specific options.

All search clients are advertised on the HYA's active searches page. The active searches webpage averages 25,000 views per month and is a clickable list that leads its viewers to a separate page fully dedicated to your search.

Package 1 - AASA

\$3,050

30-day Online Posting on AASA Career Center

Spotlight and Preferred on AASA Career Center, and Featured on AASA's homepage, Career Center, and E-newsletters

Two Single-listings in HYA's Monthly Group Ad

on HYA's Social Media Pages and in Education Week (print)

Social Media Updates

on HYA's Facebook, Instagram, LinkedIn and Twitter

Package 2 - EdWeek

\$3,050

30-day Online Posting on Top School Jobs

Showcased on Education Week's Top School Jobs and Network of Websites, and its Exclusive Leadership E-newsletter

Two Single-listings in HYA's Monthly Group Ad

on HYA's Social Media Pages and in Education Week (print)

Social Media Updates

on HYA's Facebook, Instagram, LinkedIn and Twitter

Package 3 - Comprehensive

\$4,400

30-day Online Posting on AASA Career Center

Spotlight and Preferred on AASA Career Center, and Featured on AASA's homepage, Career Center, and E-newsletters

30-day Online Posting on Top School Jobs

Showcased on Education Week's Top School Jobs and Network of Websites, and its Exclusive Leadership E-newsletter

Two Single-listings in HYA's Monthly Group Ad

on HYA's Social Media Pages and in Education Week (print)

Social Media Updates

on HYA's Facebook, Instagram, LinkedIn and Twitter

ADD-ON & REGIONAL

Regional packages give your vacancy additional exposure in a specific geographic region. National packages should still be considered.

ALAS & NABSE

Add-on

\$850

ALAS

6-week Online Posting

NABSE

30-day Online Posting

California

\$2,200

EdCal's Career Connect (2x)

Classified Job Listing

ACSA Career Center (2x)

7-day Online Posting

CALSA

30-day Online Posting

HYA's Monthly Group Ad

One listing

Social Media Updates

Northeast

Add-on

\$1,095

NJASA

30-day Online Posting

NYSCOSS

45-day Online Posting

CAPSS

6-week Online Posting

Print Ad

Add-on

\$3,050

Dedicated District specific
ad in Ed Week's print
publication



Social Media Updates

Custom*

Quoted Pricing

Based on the number
of Associations and
frequency of ads to
place.

Group Ad

\$720

HYA's Monthly Group Ad

One listing



*For cabinet positions, specific
position-based packages will be
recommended with pricing. For
example, SHRM, ASBO, etc.



Executive Due Diligence

HYA offers executive due diligence as part of the search process that are completed by independent third-party investigators. The investigative procedures are comprehensive and thorough with a focus on the public school landscape - well beyond what constituents will produce through a simple internet search. The executive due diligence includes on-site research of primary source documents at relevant county court houses for criminal record history. Each background search requires 7-10 working days to complete.

Two packages are offered: comprehensive and standard. The Comprehensive Package includes a news and social media analysis. The news media investigation provides a better understanding of a candidate's leadership style, public relations skills and priorities. The news media investigation draws upon over 28,000 specialized publications and 900 newswires in 200 countries and includes 30 years of credible archived information. Special focus is given to publications in communities where the candidate has lived or worked. The social media review includes a review of text and images on sites such as Twitter, LinkedIn, personal blogs and industry websites. The analysis provides a summary of candidate generated activity with highlights of negative alerts.

The Standard Package was designed in response to requests for a simpler cabinet or principal position background check; it does not include the news and social media analysis.

	Comprehensive \$1950	Standard \$1100
Personal Profile Summary	x	x
Social Security Trace	x	x
County Criminal Record History	x	x
Federal Criminal Record History	x	x
County Civil Record History	x	x
Department of Motor Vehicles License Information	x	x
Education (Degree) Verification	x	x
Credit Report	x	x
Investigation of all Aliases Identified within Past 7 Years	x	x
Investigation of all Jurisdictions of Residence, Education, and Employment within Past 7 Years	x	x
University and Academic Program Accreditation	x	x
National Criminal Record History	x	x
National Sex Offender Search	x	x
News Media Review	x	
Social Media Review	x	

Community and Leadership Profile Survey

Survey

<5,000 students - \$2,000
 <25,000 students - \$3,000
 <100,000 students - \$4,000
 100,000+ students - \$5,000

World Languages

\$550 per Language

Custom Questions

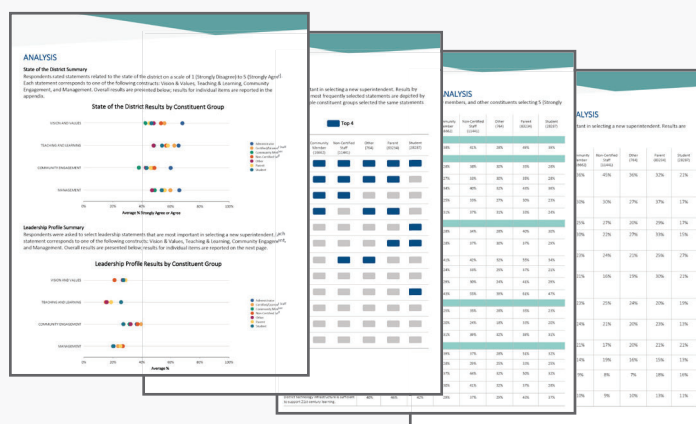
\$1,500 - Up to 10 forced-choice questions and 3 open-ended questions

Full Custom

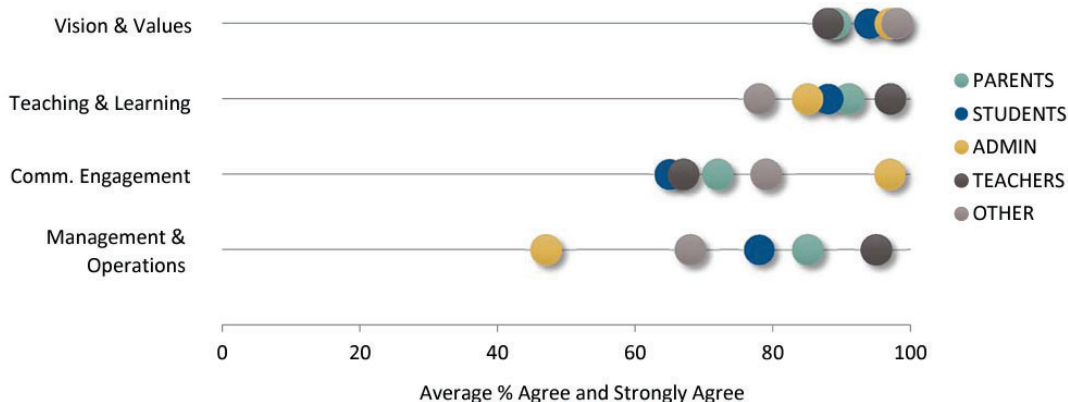
\$10,000

HYA's online survey employs a research-based approach to identifying the goals, needs, and priorities of the school system along with the desired characteristics of its next leader. The survey was developed based on research on effective leadership.

There is a lot of science involved in crafting a good survey questionnaire. HYA uses a multi-stage process to design, measure change over time, and report survey findings. The Community and Leadership Profile Report is a sophisticated executive report to publish for your community. Survey responses are summarized by area, constituent group, and disaggregated at the question level.



State of the District Results by Constituent Group



Board Governance Workshop

The Board Governance Workshop requires a half day and provides the Board the opportunity to clarify the respective roles of the Board and the Superintendent. The workshop addresses the concepts of trusteeship, governance, management, continuous improvement, and systematic change. Developing and maintaining effective Board-Superintendent relations, the need for long and short range planning, consensus decision-making, and other components of successful Board service are also discussed at this workshop.

\$2,500 (includes all preparation and material)

Board Goal Setting & Superintendent Evaluation

To develop and maintain effective Board-Superintendent relations and provide the Board with an opportunity to determine what it desires to have the Superintendent achieve in the position, goals and the evaluation process must be codified and understood with great clarity. The evaluation process should reinforce the concept of continuous improvement and should monitor the achievement of the Board's goals. Processes and instruments for performance evaluation will be provided.

\$5,000 (2 sessions: 1. Goal setting for superintendent, 2. Facilitation/review of superintendent evaluation)

Executive Coaching

Creating and sustaining powerful Superintendent-Board partnerships is a key component of HYA's Signature Superintendent Coaching program. HYA Associates understand first-hand the demands of the position and are able to come alongside Superintendents as experiences through partners to explore leadership challenges and generate strategies to overcome obstacles before problems arise.

The HYA program includes:

- Customized, confidential Executive Coaching sessions offered twice monthly
- Interviews and assessments designed to foster understanding of Superintendent's strengths, areas of growth, successes, and challenges, including:
 - » Strengths Inventories
 - » Emotional Intelligence (EQi2.0) Assessment
- Additional assessment options and 360 survey instruments available for Superintendent use
- Integration of additional HYA Associates with content-specific expertise available as needed throughout coaching experience
- 24/7 On-demand access for emergency situations

\$10,000/yearly subscription

Transition Dashboard

Performance during the transition period in a new district is critical; it is an opportunity for the Superintendent to build relationships, analyze student achievement and financial status, understand community expectations and values, and arrive at a set of performance indicators to measure district success. Actions by the leader during the transition period form the foundation upon which all future rests. A solid foundation promotes future accomplishments. The Transition Dashboard provides a framework for the Superintendent to align communication and define school quality based on the priorities of the Board and community stakeholders.

The Transition Dashboard includes:

- An online, dynamic, and transparent infrastructure for the new Superintendent to communicate what they learned throughout the search process
- Key performance indicators that represent the values and priorities of the school district
- Specific actions the superintendent will do during the transition period

\$10,000/year hosting fee