



Traverse City Area Public Schools Superintendent Search Proposal



January 7, 2020

Ms. Sue Kelly, President
Traverse City Area Public Schools Board of Education
412 Webster Street
Traverse City, MI 49686

Dear Members of the Traverse City Area Public Schools Board of Education:

Thank you for the opportunity to present this overview of the services that Hazard, Young, Attea & Associates, (HYA) can provide to the Traverse City Area Public Schools in your search for a new Superintendent. Why is HYA exceptional amongst educational search firms? We believe it is due to the following factors:

NATIONAL REACH – LOCAL KNOWLEDGE: We have conducted over 1,400 searches and are represented by associates across the nation. We have conducted 40+ searches in Michigan and searches for more than half of the member districts of the Council of Great City Schools and 47 of the 100 largest districts in the country.

THE BOARD PORTAL: Communication and organization are critical to successful searches. Our web-based delivery system gives the Board anytime, anywhere access to all documents regarding the search. Whether through a tablet, smart phone, laptop or desktop computer, the Board and the search Associates have confidential access to all information associated with the search in an organized, transparent, and timely manner.

RESEARCH BASED COMMUNITY ENGAGEMENT: HYA's community engagement process and online survey employ research-based approaches 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.

MORE THAN A BACKGROUND CHECK – EXECUTIVE DUE DILIGENCE: HYA's comprehensive and expanded background checks are completed by independent third-party investigators and include an executive summary allowing for an analysis of findings, not simply dozens of articles and documents for Board members to read.

Our technical proposal is attached. Additionally, the brochure entitled, HYA Signature Search Process, defines a prototypical search, but please know that HYA customizes each search to the District's and Board's specific needs and wishes.

Sincerely,



Glenn "Max" McGee, Ph.D.
President
Hazard, Young, Attea & Associates

INTRODUCTION

Hazard, Young, Attea and Associates, (HYA) Proposes to conduct a national search for talented and highly qualified candidates for the position of Superintendent of Schools for Traverse City Area Public Schools (hereinafter referred to as District).

This document serves to clearly outline the specific services, deliverables and costs proposed for Traverse City Area Public Schools.

SCOPE OF SERVICES

Full descriptions of each phase in our search process are available in our *HYA Signature Search Process* brochure. HYA shall provide the following services and deliverables.



Engage Phase

- Conduct a Planning Meeting with the Board and provide a summary of said meeting which will detail the timeline and steps of the search process and decisions made by the board;
- Survey community constituents electronically and provide a report of findings;
- Provide for up to four individual consultant days for interviews, focus groups, and/or town hall meetings to gather in-person input from constituent groups as decided by the board; additional days are billed at \$1000/day;
- Present a *Leadership Profile Report* to the Board, and propose *Desired Characteristics* based on the data from the survey, interviews with district and community representatives and other material made available to the associates;



Recruit Phase

- Prepare and place advertisements as selected and paid for by the Board;
- Recruit and contact candidates utilizing national networks;
- Correspond with candidates regarding the search process, timeline, *Leadership Profile Report* and *Desired Characteristics*;
- Interview candidates;
- Conduct reference checks;
- Identify best qualified candidates;
- Prepare application materials of selected slate of candidates for Board consideration;



Select Phase

- Present a slate of candidates, the number of candidates to be determined by the Board with a recommendation from HYA;
- Conduct the Interview Workshop and provide materials and protocol to ensure informative effective Board interviews;
- Schedule interviews for the Board with selected semi-finalists and finalists;
- Facilitate Board discussion to narrow candidate pool after each round of interviews;
- Coordinate and provide third party, independent investigative background check(s) of candidates as selected and paid for by the Board;
- The Board's decision to hire or not hire a particular candidate is at the sole discretion of the Board; and the Board takes responsibility for that decision



Transition Phase

- Communicate with all unsuccessful candidates at the close of the search and the appointment of the new Superintendent;
- Hold a debriefing meeting with the new Superintendent and Board regarding information learned throughout the search process;
- Offer other transition services to be considered by the Board and if desired, paid for by the Board.

THE SEARCH TEAM

HYA assigns an individual management team to each executive search that it conducts. Upon the concurrence of the Board, HYA proposes the following search team.

HYA Associate	Cell Phone	Email
Jim Morse	616-292-1599	jamesemorse@hyasearch.com
Alena Zachery-Ross	231-660-2883	alenazacheryross@hyasearch.com

**Jim Morse will be available for a phone interview the week of January 20, 2020.*

Jim Morse

Dr. James Morse has over 40 years of experience as a Superintendent, Assistant Superintendent for Instruction, Principal, Associate Dean of a Graduate School, Professor of Education and Senior Associate for Hazard, Young, Attea and Associates conducting Superintendent and other senior administrative position searches since 2010 in Michigan, Ohio, Kansas and Missouri. Dr. Morse worked for Michigan State University as a Visiting Professor for 30 years and for three years as a Consultant for 15 low performing schools in Michigan. He has presented at state conferences on Board/Superintendent Relations and was President of Suburban School Superintendents, a national association. He has a passion for finding and supporting leaders who want to improve student achievement in our nation's schools.

Alena Zachery-Ross

Alena Zachery-Ross is the currently the Superintendent for Ypsilanti Community Schools. She was formerly the Superintendent of Schools for Okemos Public Schools and the Muskegon Heights Public School Academy, the first local public charter school district in the United States, where she served in that role for the past 5 years. Mrs. Zachery-Ross previously worked in Van Dyke Public Schools in Warren, MI for nine years where she served as an Assistant Superintendent for curriculum and instruction, Elementary School Principal, Middle School Principal, School Psychologist and Teacher Consultant during her tenure there. Prior to working in the Van Dyke Public Schools district, Mrs. Ross was an Elementary School Teacher and School Psychologist for the Detroit Public Schools district. Mrs. Zachery-Ross attended Grand Valley State University where she received a Bachelor's Degree with a major in Special Education/Psychology in 1995. She earned her Masters of Arts in Education Psychology from Wayne State University in 1999 and currently she is pursuing an Ed.D. in Administration Leadership.

Executive oversight for the search is provided by the HYA president, Dr. Max McGee. He can be reached at 224-234-6129 and maxmcgee@hyasearch.com. Therese Meyer serves as project manager and can be reached at 847-744-5640 and theresemeyer@hyasearch.com.

REFERENCES

HYA's reputation for effectiveness and integrity is extremely important. The following references were chosen because the board worked with the HYA Associates being proposed for the search or because the district has a similar demographic profile to the district. The reference contact information includes the Board President of the District. Due to the amount of searches we conduct each year, an extensive list of national searches our firm has completed since 2015 is attached.

District Name and State	Reference Name	Contact Information
Birmingham Public Schools 31301 Evergreen Rd Beverly Hills, MI 48025	Kim Whitman	248.760.3011
Blue Valley SD 229 15020 Metcalf Ave. Overland Park, KS 66223	Mike Seitz	913.226.7765
L'Anse Creuse Public Schools 24076 F. V. Pankow Blvd Clinton Township, MI 48036	Terri Spencer	248.520.0334
Portage Public Schools 8107 Mustang Drive Portage, MI 49002	Robert Snyder	269.381.3585

GUARANTEES

Fixed Price

Throughout the search process the Associates will be available to counsel with the Board about the search. The consultants will assist the Board until the Board determines it has found the appropriate candidate for the position.

Non-Solicitation of Selected Candidate

The Superintendent appointed with HYA's assistance will not be presented to another Board as a candidate if it would result in the Superintendent leaving the District within three (3) years of employment unless the Board provides written authorization to HYA that they may do so.

Client-Satisfaction

If the Superintendent departs from the position during the first year under any circumstances or within two (2) years if a majority of the Board is still in place and departure is due to dissatisfaction and not personal or familial reasons, HYA will recruit new candidates for the Board at no additional cost barring travel, advertising and due diligence expenses.


Price Match

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

FEES

In consideration for Services, the District will pay to Hazard, Young, Attea and Associates:

- A. Consulting Fee for the search in the amount of \$21,500. This fee is due in three installments:
 - 50% will be invoiced upon execution of the contract/agreement
 - 25% will be invoiced upon presentation of the Leadership Profile Report
 - 25% will be invoiced upon presentation of the slate
- B. Associate Expenses for travel will be reimbursed by the Board. Mileage reimbursement is based on current IRS guidelines.
- C. If the Board chooses to reimburse candidates for travel for interviews, HYA will coordinate the reimbursement if the Board so desires.
- D. Based on past experience, HYA has designed advertising packages to maximize exposure for the vacancy. The Board will choose the package that best suits their needs. Advertising on the HYA's webpage and social media pages are included in the



consulting fee. Optional national advertising packages range from \$488 - \$6320. See Appendix A in the *HYA Signature Search Process* for additional details.

- E. Background checks/Executive Due Diligence Services as selected by the Board. The cost ranges from \$1100 - \$1950 per candidate. See Appendix B of the *HYA Signature Search Process* brochure for investigative procedures and options.
- F. Printing and Postage; HYA is a green corporation whereby all documents related to the search will be provided via a Board portal. If the Board wishes to have hard copies, 3% of the Consulting Fee will be added to the agreement as an additional fee to cover the costs associated with printing, binding and shipping all materials.
- G. The Community and Leadership Profile Survey is offered in English and Spanish. If the district wishes to offer the survey in additional languages, the fee is \$315 per language. Please allow up to two weeks for translation. Custom requests will be quoted based on scope of customization.

Optional Transition Services

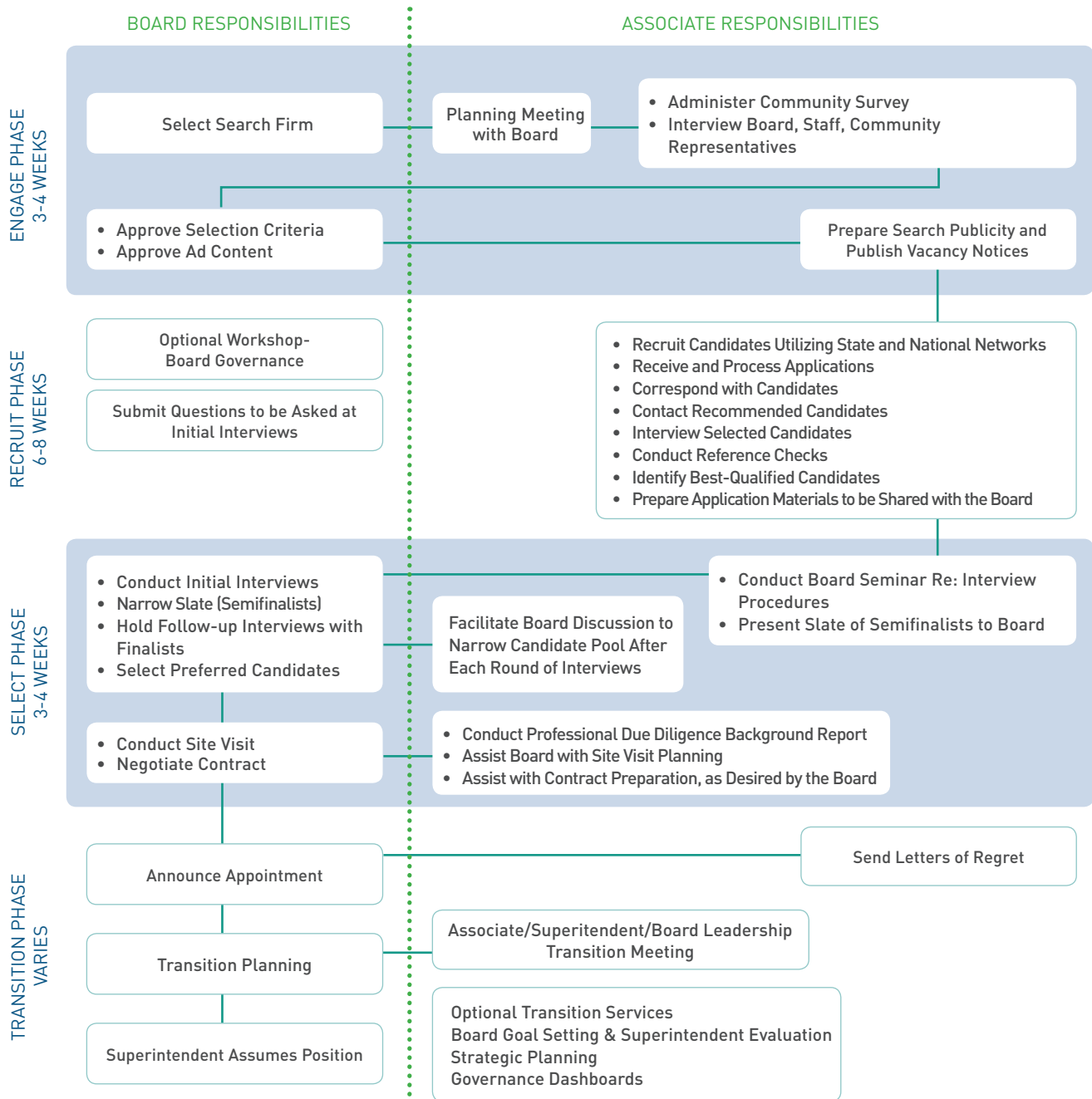
The Transition Phase consists of assisting the Board and new Superintendent to assure a successful transition. HYA associates will meet with the new Superintendent and Board leadership regarding the information learned throughout the search process. HYA offers additional Transition Services, please see appendix C of *HYA Signature Search Process* brochure for a full description of transition services.

- \$3000 Board Governance Workshop
- \$5000 Board Goal Setting and Superintendent Evaluation
- \$15,000 Comprehensive First Year Support (includes Governance Workshop and Board Goal Setting and Superintendent Evaluation)
- Executive Coaching (quoted based on desired frequency)

Other transition services, such as Strategic Planning, are quoted based on student population:

- Strategic Planning
- Board Governance Dashboard
- Program Evaluation

HYA Signature Search Process



JAMES E. MORSE, Ed.D.
(616) 292-1599

EDUCATION

Wheaton College, Illinois	B.S. – Zoology and Chemistry
Northern Illinois University	M.S. – Ed. Administration
Northern Illinois University	Ed.D. – Ed. Administration

PROFESSIONAL EXPERIENCE

2010 – Present	<u>Senior Associate – Hazard, Young, Attea & Assoc., Superintendent Search Firm, Schaumburg, Illinois</u> Superintendent Searches and Organizational Consultant in Michigan, Kansas and Ohio
2012 – 2014	<u>Academic Specialist – Michigan State University, East Lansing, MI</u> Consulting with Priority and Focus Schools in the State of Michigan, Schools in Kalamazoo, MI, Muskegon Hts, MI, and Muskegon, MI
2006 – 2010	<u>Assistant Professor – Educational Leadership Coordinator Fieldbased Ph.D. program</u> Western Michigan University The Graduate Center-Beltline, Grand Rapids, MI
1981- 2006	<u>Superintendent of Schools</u> East Grand Rapids Public Schools East Grand Rapids, MI 49506
1975 – 2006	<u>Visiting Professor – Graduate Courses</u> Michigan State University East Lansing, MI 48824
1975 – 1981	<u>Assistant Superintendent for Instruction</u> West Bloomfield Schools (5,800 students) West Bloomfield, MI 48033
1973-1975	<u>Associate Dean for On-Campus Affairs, Chairperson, Administration and Supervision, Professor</u> The Foster G. McGaw Graduate School National-Louis University, Evanston, Il

ALENA E. ZACHERY-ROSS

EDUCATION

Ed.D.	Michigan State University	In Process
M.A.	Wayne State University	1999
B.A.	Grand Valley State University	1995

PROFESSIONAL EXPERIENCE

2018-Present	Superintendent of Schools Ypsilanti Public Schools, MI
2015- Present	Associate Hazard, Young, Attea & Associates, IL
2017-2018	Superintendent of Schools Okemos Public Schools, Okemos, MI
2012-2017	Superintendent of Schools Muskegon Heights Public School Academy, MI
2001-2012	Assistant Superintendent of Instruction Principal Teacher Consultant Van Dyke Public Schools, MI
1995-2000	School Psychologist Teacher Detroit Public Schools, MI

SELECT HYA SUPERINTENDENT SEARCH HISTORY

WITH REFERENCES

2019

0 – 2,500 students	2,501 – 5,000 students	5,001 – 7,500 students	7,501 - 15,000 students	15,000+ students
<p>Las Lomitas Elementary SD (CA) 1,300 students, K-8 John Earnhardt john.earnhardt@gmail.com</p> <p>Portola Valley School District (CA) 600 students PK-8 Jeff Klugman jklugman@pvsd.net</p> <p>Rumson-Fair Haven Regional HSD (NJ) 970 students, 9-12 Lisa Waters 732.616.0961</p> <p>Watchung Borough School District (NJ) 650 students, PK-8 Jessica Ingrassia 323-420-9280</p> <p>Wyoming City Schools (OH) 1,950 students, K-12 Jeanie Zoller 513.379.3767</p>	<p>Berkeley Heights Public Schools (NJ) 2,700 students, K-12 Doug Reinstein dreinstein@bhpsnj.org</p> <p>Lebanon Community Schools (OR) 4,340 students, K-12 Tom Oliver tom.oliver@lebanon.k12.or.us</p> <p>Mountain View-Los Altos HSD (CA) 4,300 students, 9-12 Dr. Phil Faillace 650.248.3375</p>	<p>Port Washington Union Free SD (NY) 5,500 students, PK-12 Nora Johnson 917-690-9908 njohnson@portnet.org</p> <p>Wenatchee Public Schools (WA) 7,700 students, PK-12 Sunny Hemphill hemphill.sunny@wenatcheeschools.org</p>	<p>Bayonne Public Schools (NJ) 9,800 students, PK-12 Joseph Broderick jbroderick@bboed.org</p> <p>Central Kitsap Schools (WA) 11,000 students, PK-12 Jeanie Schulze 360.908.5001</p> <p>Fairfield Public Schools (CT) 10,000 students PK-12 Nick Aysseh 203.442.7255 naysseh@fairfieldschools.org</p> <p>Greater Albany Public Schools (OR) 9,627 students, K-12 Jennifer Ward 541.730.2270</p> <p>Sewanhaka Central HSD (NY) 8,500 students, 7-12 David Del Santo 646.938.6500</p>	<p>Academy School District 20 (CO) 26,200 students, PK-12 Tracey Johnson 719.491.2633</p> <p>Beaufort County SD (SC) 22,000 students, PK-12 Robyn Cushingberry 843.322.2357 OR Christina Gwozdz ChristinaGwozdz@beaufort.k12.sc.us</p> <p>Denver Public Schools (CO) 92,000 students, PK-12 Anne Rowe annerowe60@gmail.com</p> <p>Glendale Unified School District (CA) 26,000 students, TK-12 Jennifer Freeman 818.388.1251 jfreemon@gusd.net</p> <p>Greg Krikorian 818.480.1327 gkrikorian@gusd.net</p>

SELECT HYA SUPERINTENDENT SEARCH HISTORY

WITH REFERENCES

2018

0 – 2,500 students	2,501 – 5,000 students	5,001 – 7,500 students	7,501 - 15,000 students	15,000+ students
<p>Bonny Doon Elem. School District (CA) 163 students, PK-8 Amy McCabe 831.457.9912</p> <p>Greenburgh-Graham UFSD (NY) 150 students Jess Dannhauser Dannhauser.J@graham-windham.org</p> <p>Live Oak School District (CA) 2100 students, K-8 Jeremy Ray Jray@losd.ca</p> <p>Loma Prieta Joint Union Elementary (CA) 941 students, PK-8 Deana Arnold d.arnold@loma.k12.ca.us</p> <p>Mount Pleasant Central SD (NY) 2,000 students K-12 Thomas McCabe 914.874.6075</p> <p>Orange City School District (OH) 2,024 students, K-12 Melanie Weltman 216.378.6989</p>	<p>Flemington-Raritan Regional SD (NJ) 3,100 students, K-8 Tim Bart 908.797.7178</p> <p>Garden City School District (NY) 3,800 students, K-12 Angela Heineman 516.521.0304</p> <p>Lafayette School District (CA) 3,568 students, TK-8 Teresa Gerringer 510.599.9152</p> <p>Lawrence Township PS (NJ) 3,800 students PK-12 Dana Drake 201.527.8464</p> <p>Los Gatos Union Elementary SD (CA) 3,200 students K-8 Peter Noymer 408.656.5510</p> <p>Los Gatos-Saratoga Union HSD (CA) 3,287 students, 9-12 Robin Mano rmano@lgsuhsd.org</p> <p>Park City School District (UT) 4,973 students, PK-12 Andrew Caplan acaplan@pcschoools.us</p> <p>San Carlos School District (CA) 3,100 students PK-8 Eirene Chen echen@scsd8.org</p>	<p>Boyetown Area School District (PA) 6,900 students, K-12 Steve Elsier 610-367-4697</p> <p>Hollister School District (CA) 5,500 students TK-8 Elizabeth Martinez emartinez@hesd.org</p> <p>Lancaster ISD (TX) 7,200 students Ty Jones 214.802.3776</p> <p>Montclair School District (NJ) 6,700 students, K-12 Laura Herzog 973.699.1541 lherzog@montclair.k12.nj.us</p>	<p>Birmingham Public Schools (MI) 8,000 students, K-12 Kim Whitman 248.760.3011</p> <p>Chambersburg Area SD (PA) 9,000 students, PK-12 Alexander Sharpe 717.404.6179 alexander.sharpe@casdonline.org</p> <p>Davenport CSD (IA) 16,000 students PK-12 Ralph Johanson 563.381.4598</p> <p>East Aurora SD 131 (IL) 14,000 students K-12 Kimberly Hatchett 630.881.1243</p> <p>Helena Public Schools (MT) 8,200 students, K-12 Sarah Sullivan 406.465.1472</p> <p>Huntley CSD 158 (IL) 9,500 students, K-12 Tony Quagliano 847.254.2885</p> <p>Lawrence Public Schools (MA) 15,000 students, K-12 John Connolly 617-447-1302 johnnancannolly@gmail.com</p> <p>New Bedford Public Schools (MA) 12,700 students Mayor Jonathan F. Mitchell 508.979.1410</p>	<p>Anaheim Elem. School District (CA) 18,000 students, K-12 Jackie Filbeck 714.883.6701</p> <p>Billings Public School District 2 (MT) 16,000 students, K-12 Greta Besch Moen 406.248.4360</p> <p>Crowley Independent SD (TX) 15,000 students, K-12 June Davis 847.437.1938</p> <p>Duval County Public School District (FL) 128,000 students, K-12 Paula Wright 904.390.2374</p> <p>Linn Benton Lincoln Education Service District (OR) 37,000 students Heather Search 541.812.2600</p> <p>Los Angeles USD (CA) 640,000 students PK-12 Monica Garcia 213.505.6122</p> <p>Newark Public Schools (NJ) 35,000 students, K-12 Josephine Garcia j4garcia@nps.k12.nj.us</p> <p>Oceanside Unified School District (CA) 20,000 students K-12 Ann Corwin 760-213-7285</p> <p>Stafford County PS (VA) 28,650 students PK-12 DeWayne McOsker 540.751.8809</p>

SELECT HYA SUPERINTENDENT SEARCH HISTORY WITH REFERENCES

2017

0 – 3,000 students	3,001 – 5,000 students	5,001 – 7,500 students	7,501 - 20,000 students	20,001+ students
<p>Bexley City SD (OH) 2,274 students, K-12 Melissa LaCroix Melissa.Lacroix@bexleyschools.org</p> <p>Harvard CUSD 50 (IL) 2,400 students, PK-12 Sandra Theriault stheriault@cusd50.org</p> <p>Hunterdon Central Regional HS (NJ) 2,990 students, 9-12 Deborah Labbadia 908.616.8588</p> <p>Madison SD (NJ) 2,604 students, K-12 Lisa Ellis 201.400.2349</p> <p>Montecito Union School District (CA) 438 students, K-6 Katy Murphy kmurphy@montecitou.org</p> <p>Orinda Union Elementary SD (CA) 2,529 students, K-8 Julie Rossiter 925.408.1780 jrossiter@orinda.k12.ca.us</p> <p>Pelham Public Schools (NY) 2,800 students, K-12 Madeline Smith 646.209.5213</p> <p>Piedmont USD (CA) 2,706 students K-12 Andrea Swenson 510.697.8567 aswenson@piedmont.k12.ca.us</p>	<p>Beacon City Schools (NY) 3,600 students, K-12 Meredith Heuer 917.447.6562</p> <p>Chappaqua Central SD (NY) 4,000 students, K-12 Allison Gardner 914.409.7696</p> <p>Concord Public Schools & Concord-Carlisle Regional School District (MA) 3,355 students, K-12 Johanna Boynton 978.318.1500</p> <p>Duxbury Public Schools (MA) 3,250 students, PK-12 Anne Ward, awarddux@verizon.net</p> <p>Jefferson UHSD (CA) 4,750 students 9-12 Rosie Tejada 415.250.5123</p> <p>Manhasset Union Free SD (NY) 3,300 students, K-12 Regina Rule 914.602.1483</p> <p>North Shore SD 112 (IL) 4,309 students, PK-8 Eric Ephraim 847.541.0076</p> <p>Rescue Union SD (CA) 3,766 students, PK-8 Nancy Brownell, 916.769.7417</p> <p>Rye City SD (NY) 3,384 students, K-12 Katy Keohane Glassberg glassberg.katy@ryeschools.org</p>	<p>Franklin Public Schools (MA) 5,447 students, PK-12 Kevin O'Malley 774.571.8486</p> <p>Hempstead Union Free School District (NY) 6,000 students, PK-12 Maribel Touré 516.434.4000</p>	<p>Alexandria City Public Schools (VA) 15,000 students, PK-12 Ramee Gentry 703.899.2637</p> <p>Clarke County SD (GA) 13,500 students, PK-12 Charles Worthy, 706.255.7795</p> <p>Crowley USD (TX) 15,200 students, PK-12 June W. Davis 817.292.6092</p> <p>Cupertino USD (CA) 18,000 students, PK-12 Anjali Kausar 408.827.8336</p> <p>El Rancho USD (CA) 8,800 students, PK-12 Dr. Aurora Villon, 562.965.8636</p> <p>L'Anse Creuse PS (MI) 12,000 students, K-12 Amy Servial 586.822.9302. amyservial@gmail.com Dr. Terri Spencer 248.520.0334 tmseidd@gmail.com</p> <p>Pleasanton Unified SD (CA) 15,000 students PK-12 Joan Laursen 925-339-1763</p> <p>Richland SD (WA) 13,400 students, K-12 Rick Jansons, 509.528.3488 rick.jansons@rsd.edu</p> <p>Sequoia Union HSD (CA) 9,000 students, 9-12 Carrie DuBois cdubois@cbnorcal.com</p>	<p>Fairfax County PS (VA) 183,000 students, PK-12 Sandy Evans, 571.423.1083</p> <p>Garland ISD (TX) 57,400 students, PK-12 Larry H. Glick 972.475.4000</p> <p>Midland ISD (TX) 25,000 students, PK-12 Rick Davis 432.683.6686</p> <p>Portland Public Schools (OR) 49,200 students, PK-12 Amy Kohnslamm 503.913.3945</p> <p>Richmond City SD (VA) 22,000 students, PK-12 Dawn Pope 804.402.5000 Thomas Farrell 804.513.0523</p> <p>San Diego County Office of Ed (CA) 500,000 students Gregg Robinson 619.225.0377</p>

SELECT HYA SUPERINTENDENT SEARCH HISTORY

WITH REFERENCES

2016

0 – 2,500 students	2,501 – 5,000 students	5,001 – 7,500 students	7,501 - 20,000 students	20,001+ students
<p>Brisbane SD (CA) 450 students, TK-8 Leo Tingin 415.269.4149 ltingin@brisbanesd.org</p> <p>Carlisle Public Schools (MA) 620 students PK-8 Melissa McMorrow 978.369.6550</p> <p>CCSD 89 – Glen Ellyn (IL) 2,000 students PK-8 Mike Nelson 773.469.7750</p> <p>Gravenstein Union SD (CA) 748 students K-8 Jim Horn 707.823.1052</p> <p>Harvey School District 152 (IL) 2,300 students PK-8 Gloria Johnson gjohnson@harvey152.org</p> <p>Richland SD88 (IL) 915 students, K-8 Julie Starasich 815.690.0674</p> <p>Sequel Union Elementary SD (CA) 1,900 students PK-8 Judy McGooden 408.818.1263</p> <p>South Bend Community School Corporation (IN) 1,039 students K-12 Jay Caponigro 574.274.7269 jay@jaycaponigro.com</p> <p>Woodbridge School District (CT) 780 students, PK-6 Margaret Hamilton, 203.494.7591 mannham@sbcglobal.net</p>	<p>Bedford Central School District (NY) 3,600 students K-12 Jennifer Gerken 914.262.3526</p> <p>Laguna Beach USD (CA) 3,037 students K-12 Carol Normandin 949.497.7700 ext. 5202</p> <p>Minooka Community HSD #111 (IL) 2,700 students 9-12 Mike Brozovich mbrozovich@mchs.net</p> <p>New Albany-Plain Local SD (OH) 4,882 students PK-12 Debra Kalinosky dkalinosky@earthlink.net</p> <p>Walnut Creek ESD (CA) 3,600 students K-8 Katie Peña 925.287.0494</p>		<p>Campbell Union HSD (CA) 8,000 students 9 - 12 Linda Goytia 408.230.7414</p> <p>Carlsbad USD (CA) 11,000 students, K-12 Claudine Jones 760.331.5000</p> <p>Decatur Public School District 61 (IL) 9,000 students, PK-12 Sherri Perkins Perkisi@aol.com</p> <p>Fairfield Public Schools (CT) 10,000 students PK-12 Philip Dwyer dwyer_philip@yahoo.com</p> <p>Manchester School District (NH) 15,000 students PK-12 Debra Langton 603.669.8338</p> <p>Santa Barbara Unified SD (CA) 15,500 students PK-12 Kate Parker kparker@sbnunified.org</p> <p>Stamford SD (CT) 16,000 students K-12 Geoff Alswanger 203.968.0233</p>	<p>Beaverton School District (OR) 40,725 students K-12 Anne Bryan 503.679.5040</p> <p>Blue Valley SD 229 (KS) 22,000 students PK-12 Mike Seitz 913.226.7765</p> <p>Houston ISD (TX) 215,000 students PK-12 Manuel Rodriguez 713.498.5649</p> <p>Humble ISD (TX) 41,000 students PK-12 Robert Sifton 281.450.2472</p> <p>Los Angeles USD (CA) 640,000 students PK-12 Steve Zimmer 213.241.6387</p> <p>Northwest ISD (TX) 21,000 students PK-12 Mark Schluter 817.948.6425 Josh Wright 682.472.1846</p> <p>Phoenix Union HSD (AZ) 27,000 students 9-12 Lela Alston 602.278.2002</p> <p>Providence PSD (RI) 24,000 students PK-12 Nicholas Hemond 401.453.8600</p> <p>Santa Ana Unified SD (CA) 56,000 students PK-12 John Palacio 714.542.0589</p>

SELECT HYA SUPERINTENDENT SEARCH HISTORY WITH REFERENCES

2015

0 – 2,500 students	2,501 – 5,000 students	5,001 – 7,500 students	7,501 - 20,000 students	20,001+ students
<p>Galt Joint Union High SD (CA) 2,300 students 9-12 Terry Parker Owning 209.810.0720</p> <p>Highland Falls-Fort Montgomery CSD (NY) 1,000 students K-12 Anne Lawless 914.588.0384</p> <p>Northbrook/Glenview SD 30 (IL) 1,130 K-8 students Chuck Gittes 847.498.4190 cgittes@district30.org</p> <p>Rockridge CUSD #300 (IL) 1,100 students PK-12 Jeff Widdop 309.793.8001</p> <p>Salem Elementary SD111 (IL) 970 students PK-8 Terry Barnfield 618.267.0514</p> <p>Saratoga Union School District (CA) 2,100 students K-8 Arati Nagaraj 408.656.9137</p> <p>Trevor-Wilmot Consolidated SD (WI) 565 students PK-8 Tom Steiner 262.862.2356</p>	<p>City Schools of Decatur (GA) 4,200 students PK-12 Annie Caiola 404.371.3601</p> <p>Fayetteville-Manlius Central SD (NY) 4,420 students K-12 Marissa Joy Mims 315.682.3231</p> <p>Freeport School District 145 (IL) 4,187 students PK-12 Janice Crutchfield janice.crutchfield@fsd145.org</p> <p>Mahopac Central School District (NY) 5,000 students K-12 Michael Sclafani 914.939.1256</p> <p>Montville Twp School District (NJ) 3,700 student K-12 Dr. Karen Cortellino Karen.Cortellino@Montville.net</p>	<p>Cambridge Public Schools (MA) 7,000 students PK-12 Mayor David Maher 303.249.6575 Barbara Allen 617.349.6441 ballen@cpsd.us</p> <p>Centinela Valley Union HSD (CA) 6,600 students 9-12 Hugo M. Rojas II 310.263.3200</p> <p>Flint Community Schools (MI) 7,000 students PK-12 Isaiah Oliver 810.210.6823 isaiah.m.oliver@gmail.com</p> <p>Hudson School District #2611 (WI) 5,600 students K-12 Jamie Johnson 751.381.7105</p> <p>Oak Park Elementary SD 97 (IL) 5,900 students PK-8 Bob Spatz bspatz@op97.org</p> <p>Pemberton Township Schools (NJ) 5,000 students 9-12 Sandy Glawson glawson@pemb.org</p> <p>Union Elementary SD (CA) 5,000 students K-8 Shella Billings 408.888.3268</p>	<p>Bridgewater-Raritan RSD (NJ) 8,800 students K-12 Ann Marie Mead 732.216.7268 amead@brisd.k12.nj.us</p> <p>Eugene School District 41 (OR) 16,000 students K-12 Jim Torrey 541.790.7707</p> <p>Franklin Township PS (NJ) 8,300 students PK-12 Edward Potosnak 732.745.1866</p> <p>Jefferson County Schools (WV) 9,000 students PK-12 Scott Sudduth scottisud@gmail.com</p> <p>Montgomery County PS (VA) 9,500 students PK-12 James Lyons 540-831-9864 joeylyons@mcps.org</p> <p>Orleans Parish School Board (LA) 11,000 students PK-12 Nolan Marshall, Jr. 504.460.1496</p> <p>San Mateo-Foster City SD (CA) 12,000 students PK-8 Audrey Ng 626.862.4582</p> <p>South San Francisco USD (CA) 9,375 students PK-12 Rosa Acosta 650.754.3672</p> <p>West Allis-West Milwaukee SD (WI) 9,877 students PK-12 Patricia Kerhin 414.604.3000</p>	<p>Boston Public Schools (MA) 57,300 students PK-12 Michael O'Neill 617.947.2967</p> <p>Colorado Association of School Executive (CO) Executive Director Diana Sirko 970.618.1829</p> <p>Montgomery County PS (MD) 154,000 students PK-12 Mike Durso 240.401.0674</p> <p>Sioux Falls School District (SD) 23,000 students PK-12 Kent Alberty 605.941.3740</p>

HYA looks forward to the possibility of working with the Board and assisting with the selection of a new leader. Please contact HYA at 847-724-8465 or at hya@hyasearch.com with questions or requests for additional information.

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