



Traverse City Area Public Schools
Great Community, Great Schools

A large, stylized graphic element is positioned in the lower-left quadrant of the page. It consists of a dark blue parallelogram pointing towards the bottom-left, a light blue parallelogram pointing towards the bottom-right, and a white parallelogram pointing towards the top-right, all set against a white background.

Traverse City Area Public Schools Superintendent Search Proposal

HYA | HAZARD
YOUNG
ATTEA
ASSOCIATES

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

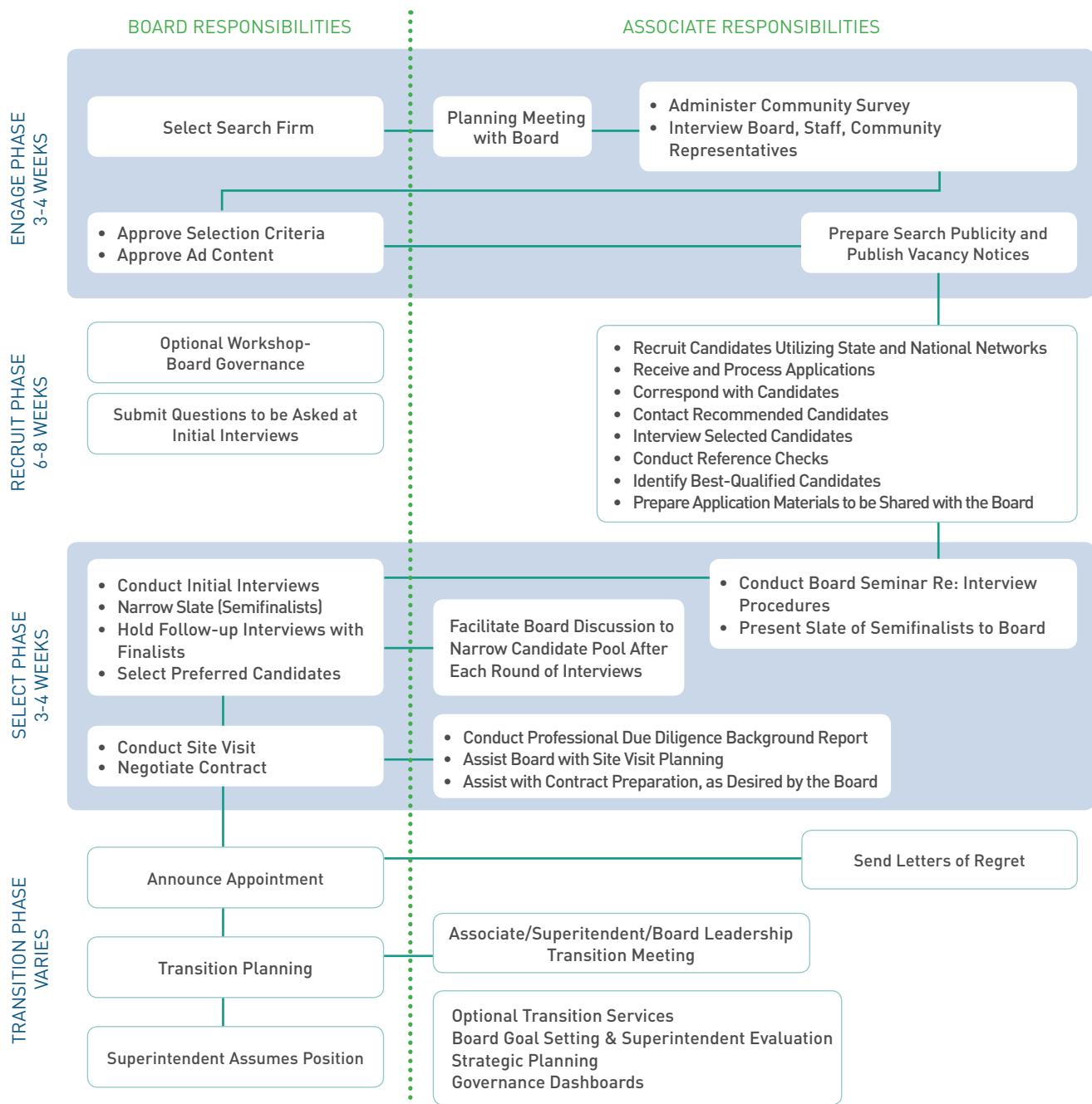
The Transition Phase consists of assisting the Board and new Superintendent to assure a successful transition. HYA associates will meet with the new Superintendent and Board leadership regarding the information learned throughout the search process. HYA offers additional Transition Services, please see 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

Senior Associate – Hazard, Young, Attea & Assoc., Superintendent

Search Firm, Schaumburg, Illinois Superintendent Searches and
Organizational Consultant in Michigan, Kansas and Ohio

2012 – 2014

Academic Specialist – Michigan State University, East Lansing, MI

Consulting with Priority and Focus Schools in the State of Michigan,
Schools in Kalamazoo, MI, Muskegon Hts, MI, and Muskegon, MI

2006 – 2010

Assistant Professor – Educational Leadership

Coordinator Fieldbased Ph.D. program

Western Michigan University

The Graduate Center-Beltline, Grand Rapids, MI

1981- 2006

Superintendent of Schools

East Grand Rapids Public Schools

East Grand Rapids, MI 49506

1975 – 2006

Visiting Professor – Graduate Courses

Michigan State University

East Lansing, MI 48824

1975 – 1981

Assistant Superintendent for Instruction

West Bloomfield Schools (5,800 students)

West Bloomfield, MI 48033

1973-1975

**Associate Dean for On-Campus Affairs, Chairperson,
Administration and Supervision, Professor**

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 dsteinstein@bhpnj.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>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 Fremon 818.388.1251 jfremon@gusd.net</p> <p>Greater Albany Public Schools (OR) 9,627 students, K-12 Jennifer Ward 541.730.2270 David Del Santo 646.938.6500</p> <p>Sewanahka Central HSD (NY) 8,500 students, 7-12 Greg Krikorian 818.480.1327 gkrikorian@gusd.net</p>	

**SELECT HYA SUPERINTENDENT SEARCH HISTORY
WITH REFERENCES**

		2018		2019	
0 – 2,500 students		2,501 – 5,000 students		5,001 – 7,500 students	
Bonny Doon Elem. School District (CA)	Flemington-Raritan Regional SD (NJ)	Bovertown Area School District (PA)	Birmingham Public Schools (MI)	Anaheim Elem. School District (CA)	18,000 students, K-12 Jackie Filbeck 714.883.6701
163 students, PK-8 Amy McCabe 831.457.9912	3,100 students, K-8 Tim Bart 908.797.7178	6,900 students, K-12 Steve Elsier 610-367-4697	8,000 students, K-12 Kim Whitman 248.760.3011	Billings Public School District 2 (MT)	16,000 students, K-12 Greta Besch Moen 406.248.4360
Greenburgh-Graham UFSD (NY)	Garden City School District (NY)	Hollister School District (CA)	Chambersburg Area SD (PA)	Crowley Independent SD (TX)	15,000 students, K-12 June Davis 847.437.1938
150 students Jess Dannhauser Dannhauser@graham-windham.org	3,800 students, K-12 Angela Heineman 516.521.0304	5,500 students TK-8 Elizabeth Martinez emartinez@hesd.org	9,000 students, PK-12 Alexander Sharpe 717.404.6179 alexander.sharpe@casdonline.org	Duval County Public School District (FL)	128,000 students, K-12 Paula Wright 904.390.2374
Live Oak School District (CA)	Lafayette School District (CA)	Lancaster ISD (TX)	Davenport CSD (IA)	Linn Benton Lincoln Education Service District (OR)	131,370,000 students Heather Search 541.812.2600
2100 students, K-8 Jeremy Rayjray@losd.ca	3,568 students, TK-8 Teresa Gerringier 510.599.9152	7,200 students Ty Jones 214.802.3776	16,000 students PK-12 Ralph Johanson 563.381.4598	East Aurora SD 131 (IL)	640,000 students PK-12 Monica Garcia 213.505.6122
Loma Prieta Joint Union Elementary (CA)	Lawrence Township PS (NJ)	Montclair School District (NJ)	14,000 students K-12 Kimberley Hatchett 630.881.1243	Helena Public Schools (MT)	9,500 students, K-12 Tony Quagliano 847.254.2885
941 students, PK-8 Deana Arnold d.arnold@loma.k12.ca.us	3,800 students PK-12 Dana Drake 201.527.8464	6,700 students, K-12 Laura Herzog 973.699.1541 lherzog@montclair.k12.nj.us	14,000 students K-12 Sarah Sullivan 406.465.1472	Huntley CSD 158 (IL)	35,000 students, K-12 Josephine Garcia j4garcia@nps.k12.nj.us
Mount Pleasant Central SD (NY)	Los Gatos Union Elementary SD (CA)	Los Gatos-Saratoga Union HSD (CA)	Lawrence Public Schools (MA)	Newark Public Schools (NJ)	Oceanside Unified School District (CA)
2,000 students K-12 Thomas McCabe 914.874.6075	3,200 students K-8 Peter Noymer 408.656.5510	3,287 students, 9-12 Robin Mano rmano@lgsuhasd.org	15,000 students, K-12 John Connolly 617.447.1302 johnronanconnolly@gmail.com	20,000 students K-12 Ann Conwin 760.213.7285	20,000 students K-12 DeWayne McOsker 540.751.8809
Orange City School District (OH)	Park City School District (UT)	San Carlos School District (CA)	New Bedford Public Schools (MA)	Stafford County PS (VA)	
2,024 students, K-12 Melanie Weltman 216.378.6989	4,973 students , PK-12 Andrew Caplan acaplan@peschools.us	3,100 Students PK-8 Eirene Chen echen@scsdk8.org	12,700 students Mayor Jonathan F. Mitchell 508.979.1410	28,650 students PK-12	

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
Bexley City SD (OH) 2,274 students, K-12 Melissa LaCroix Melissa.Lacroix@bexleyschools.org	Beacon City Schools (NY) 3,600 students, K-12 Meredith Heuer 917.447.6562	Franklin Public Schools (MA) 5,447 students, PK-12 Kevin O'Malley 774.571.8486	Alexandria City Public Schools (VA) 15,000 students, PK-12 Ramee Gentry 703.899.2637	Fairfax County PS (VA) 183,000 students, PK-12 Sandy Evans, 571.423.1083		
Harvard CUSD 50 (IL) 2,400 students, PK-12 Sandra Theriault theriault@cusd50.org	Chappaqua Central SD (NY) 4,000 students, K-12 Allison Gardner 914.409.7696	Hempstead Union Free School District (NY) 6,000 students, PK-12 Maribel Toure 516.434.4000	Clarke County SD (GA) 13,500 students, PK-12 Charles Worthy, 706.255.7795	Garland ISD (TX) 57,400 students, PK-12 Larry H. Glick 972.475.4000		
Hunterdon Central Regional HS (NJ) 2,990 students, 9-12 Deborah Labbadia 908.616.8588	Concord Public Schools & Concord-Carlisle Regional School District (MA) 3,355 students, K-12 Johanna Boynton 978.318.1500	Crowley ISD (TX) 15,200 students, PK-12 June W. Davis 817.292.6092	Crowley ISD (TX) 15,200 students, PK-12 June W. Davis 817.292.6092	Midland ISD (TX) 25,000 students, PK-12 Rick Davis 432.633.6686		
Madison SD (NJ) 2,604 students, K-12 Lisa Ellis 201.400.2349	Duxbury Public Schools (MA) 3,250 students, PK-12 Anne Ward, awarddux@verizon.net	Cupertino USD (CA) 18,000 students, PK-12 Anjali Kausar 408.827.8336	El Rancho USD (CA) 8,800 students, PK-12 Dr. Aurora Villon, 562.965.8636	Portland Public Schools (OR) 49,200 students, PK-12 Amy Kohnstamm 503.913.3945		
Montecito Union School District (CA) 438 students, K-6 Katy Murphy kmurphy@montecito.org	Jefferson UHSD (CA) 4,750 students 9-12 Rosie Tejada 415.250.5123	L'Anse Creuse PS (MI) 12,000 students, K-12 Amy Servi 586.822.9302. amyservi@gmail.com	Richmond City SD (VA) 22,000 students, PK-12 Dawn Pope 804.402.5000	Richmond City SD (VA) 22,000 students, PK-12 Dawn Pope 804.402.5000		
Orinda Union Elementary SD (CA) 2,529 students, K-8 Julie Rossiter 925.408.1780 jrossiter@orinda.k12.ca.us	Manhasset Union Free SD (NY) 3,300 students, K-12 Regina Rule 914.602.1483	Thomas Farrell 804.513.0523	Thomas Farrell 804.513.0523	San Diego County Office of Ed (CA) 500,000 students Gregg Robinson 619.225.0377		
Pelham Public Schools (NY) 2,800 students, K-12 Madeline Smith 646.209.5213	North Shore SD 112 (IL) 4,309 students, PK-8 Eric Ephraim 847.541.0076	Pleasanton Unified SD (CA) 15,000 students PK-12 Joan Laursen 925.339.1763	Pleasanton Unified SD (CA) 15,000 students PK-12 Joan Laursen 925.339.1763	Pleasanton Unified SD (CA) 15,000 students PK-12 Joan Laursen 925.339.1763		
Piedmont USD (CA) 2,706 students K-12 Andrea Swenson 510.697.8567 aswenson@piedmont.k12.ca.us	Rescue Union SD (CA) 3,766 students, PK-8 Nancy Brownell, 916.769.7417	Richland SD (WA) 13,400 students, K-12 Rick Jansons, 509.528.3488 rick.jansons@rsd.edu	Richland SD (WA) 13,400 students, K-12 Rick Jansons, 509.528.3488 rick.jansons@rsd.edu	Richland SD (WA) 13,400 students, K-12 Rick Jansons, 509.528.3488 rick.jansons@rsd.edu		
Rye City SD (NY) 3,384 students, K-12 Katy Keohane Glassberg glassberg.katy@yeschools.org	Rye City SD (NY) 3,384 students, K-12 Katy Keohane Glassberg glassberg.katy@yeschools.org	Sequoia Union HSD (CA) 9,000 students, 9-12 Carrie DuBois cdubois@cbnorcal.com	Sequoia Union HSD (CA) 9,000 students, 9-12 Carrie DuBois cdubois@cbnorcal.com	Sequoia Union HSD (CA) 9,000 students, 9-12 Carrie DuBois cdubois@cbnorcal.com		

**SELECT HYA SUPERINTENDENT SEARCH HISTORY
WITH REFERENCES**

2016		2016		2016	
0 - 2,500 students	2,501 - 5,000 students	5,001 - 7,500 students	7,501 - 20,000 students	7,501 - 20,000 students	20,001+ students
Brisbane SD (CA) 450 students, TK-8 Leo Tingin 415.269.4149 ltingin@brisbanesd.org	Bedford Central School District (NY) 3,600 students K-12 Jennifer Gerken 914.262.3526	Laguna Beach USD (CA) 3,037 students K-12 Carol Normandin 949.497.7700 ext. 5202	Carlsbad USD (CA) 11,000 students, K-12 Claudine Jones 760.331.5000	Campbell Union HSD (CA) 8,000 students 9 - 12 Linda Goytia 408.230.7414	Beaverton School District (OR) 40,725 students K-12 Anne Bryan 503.679.5040
Carlisle Public Schools (MA) 620 students PK-8 Melissa McMarrow 978.369.6550	Minooka Community HSD #111 (IL) 2,700 students 9-12 Mike Brozovich mbrozovich@mchscs.net	Decatur Public School District 61 (IL) 9,000 students, PK-12 Sherri Perkins Perkins@aol.com	Blue Valley SD 229 (KS) 22,000 students PK-12 Mike Seitz 913.226.7765	Houston ISD (TX) 215,000 students PK-12 Manuel Rodriguez 713.498.5649	Humble ISD (TX) 41,000 students PK-12 Robert Silton 281.450.2472
CCSD 89 - Glen Ellyn (IL) 2,000 students PK-8 Mike Nelson 773.469.7750	New Albany-Plain Local SD (OH) 4,882 students PK-12 Debra Kalinosky dkalinovsky@earthlink.net	Fairfield Public Schools (CT) 10,000 students PK-12 Philip Dwyer dwyer_philip@yahoo.com	Fairfield Public Schools (CT) 10,000 students PK-12 Philip Dwyer dwyer_philip@yahoo.com	Los Angeles USD (CA) 640,000 students PK-12 Steve Zimmer 213.241.6387	Northwest ISD (TX) 21,000 students PK-12 Mark Schlueter 817.948.6425
Gravenstein Union SD (CA) 748 students K-8 Jim Horn 707.823.1052	Walnut Creek ESD (CA) 3,600 students K-8 Katie Peña 925.287.0494	Manchester School District (NH) 15,000 students PK-12 Debra Langion 603.669.8338	Stamford SD (CT) 16,000 students K-12 Geoff Alswanger 203.968.0233	Santa Barbara Unified SD (CA) 15,500 students PK-12 Kate Parker kparker@sburnified.org	Josh Wright 682.472.1846
Harvey School District 152 (IL) 2,300 students PK-8 Gloria Johnson gjohnson@harvey152.org	Richland SD98 (IL) 915 students, K-8 Julie Starasinch 815.690.0674	Phoenix Union HSD (AZ) 27,000 students 9-12 Lela Alston 602.278.2002	Providence PSD (RI) 24,000 students PK-12	South Bend Community School Corporation (IN) 1,039 students K-12 Jay Caponigro 574.274.7269 jay@jaycaponigro.com	Nicholas Hemond 401.453.8600
Sequel Union Elementary SD (CA) 1,900 students PK-8 Judy McGooden 408.818.1263	Woodbridge School District (CT) 780 students, PK-6 mannham@sbcglobal.net	Santa Ana Unified SD (CA) 56,000 students PK-12 John Palacio 714.542.0589			

**SELECT HYA SUPERINTENDENT SEARCH HISTORY
WITH REFERENCES**

2015		2015		2015	
0 - 2,500 students	2,501 - 5,000 students	5,001 - 7,500 students	7,501 - 20,000 students	7,501 - 20,000 students	20,001+ students
Galt Joint Union High SD (CA) 2,300 students 9-12 Terry Parker Owning 209.810.0720	City Schools of Decatur (GA) 4,200 students PK-12 Annie Caiola 404.371.3601	Cambridge Public Schools (MA) 7,000 students PK-12 Mayor David Maher 303.249.6575 Barbara Allen 617.349.6441 ballen@cpsd.us	Bridgewater-Raritan RSD (NJ) 8,800 students K-12 Ann Marie Mead 732.216.7268 amead@brsrd.k12.nj.us	Boston Public Schools (MA) 57,300 students PK-12 Michael O'Neill 617.947.2967	
Highland Falls-Fort Montgomery CSD (NY) 1,000 students K-12 Anne Lawless 914.588.0384	Fayetteville-Manlius Central SD (NY) 4,420 students K-12 Marissa Joy Mims 315.682.3231	Centinela Valley Union HSD (CA) 6,600 students 9-12 Hugo M. Rojas II 310.263.3200	Eugene School District 4J (OR) 16,000 students K-12 Jim Torrey 541.790.7707	Colorado Association of School Executive (CO) Executive Director Diana Sirko 970.618.1829	
Northbrook/Glenview SD 30 (IL) 1,130 K-8 students Chuck Gitles 847.498.4190 cgitles@district30.org	Freeport School District 145 (IL) 4,187 students PK-12 Janice Crutchfield janice.crutchfield@fsd145.org	Flint Community Schools (MI) 7,000 students PK-12 Isaiah Oliver 810.210.6823	Franklin Township PS (NJ) 8,300 students PK-12 Edward Potosnak 732.745.1866	Montgomery County PS (MD) 154,000 students PK-12 Mike Durso 240.401.0674	
Rockridge CUSD #300 (IL) 1,100 students PK-12 Jeff Widdop 309.793.8001	Mahopac Central School District (NY) 5,000 students K-12 Michael Scialfani 914.939.1256	Hudson School District #2611 (WI) 5,600 students K-12 Jamie Johnson 751.381.7105	Jefferson County Schools (WV) 9,000 students PK-12 Scott Sudduth scottsdud@gmail.com	Sioux Falls School District (SD) 23,000 students PK-12 Kent Alberry 605.941.3740	
Salem Elementary SD111 (IL) 970 students PK-8 Terry Barnfield 618.267.0514	Montville Twp School District (NJ) 3,700 student K-12 Dr. Karen Correllino Karen.Correllino@Montville.net	Oak Park Elementary SD 97 (IL) 5,900 students PK-8 Bob Spatz bspatz@op97.org	Montgomery County PS (VA) 9,500 students PK-12 James Lyons 540.381.9864 joelylons@mcps.org	Oleans Parish School Board (LA) 11,000 students PK-12 Nolan Marshall, Jr. 504.460.1496	
Saratoga Union School District (CA) 2,100 students K-8 Arafi Nagaraj 408.656.9137	Pemberton Township Schools (NJ) 5,000 students 9-12 Sandy Glawson glawson@pemb.org	Pemberton Township Schools (NJ) 5,000 students K-8 Union Elementary SD (CA) 5,000 students K-8 Sheila Billings 408.888.3268	San Mateo-Foster City SD (CA) 12,000 students PK-8 Audrey Ng 626.862.4582	South San Francisco USD (CA) 9,375 students PK-12 Rosa Acosta 650.754.3672	
Trevor-Wilnot Consolidated SD (WI) 565 students PK-8 Tom Steiner 262.862.2356				West Allis-West Milwaukee SD (WI) 9,877 students PK-12 Patricia Kerhin 414.604.3000	

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.

Hazard, Young, Attea & Associates
1475 E. Woodfield Rd, 14th Floor
Schaumburg, IL 60173
(847) 724-8465

www.hyasearch.com