



School District of Indian River County SUPERINTENDENT SEARCH PROPOSAL

HYA | HAZARD
YOUNG
ATTEA
ASSOCIATES

June 28, 2019

Ms. Laura Zorc, BOE Chairman
School District of Indian River County
6500 57th Street
Vero Beach, FL 32967

Dear Members of the Indian River County 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 School District of Indian River County 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 1400 searches and are represented by associates across the nation. We have also conducted 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.

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

I. Firm's Background and History

Established in 1987 our firm has more experience in identifying quality educational executives than any other firm in the industry. During a typical year, the firm conducts 30 – 45 executive searches concurrently. We find that the large quantity of searches the firm and its Associates conducts puts us at a competitive advantage with respect to other search firms, in that our search volume places us in more frequent contact with a larger number of potential candidates, many of whom are not actively seeking employment but are then known to us and can thus be recruited when or if an appropriate position arises. The student enrollment in these districts range from less than 100 students to upwards of 640,000. After more than 1,400 searches in every region of the country, HYA is in possession of a network of unique depth and breadth, and is therefore also in a stronger position to identify individuals who meet the unique and varied needs of the clients we serve. Represented by 100+ associates through the country, each Associate brings extensive executive search experience and comes from a broad range of educational backgrounds. Through continuing involvement in school and university work, HYA Associates are aware of current educational issues and have strong relationships with educational leaders and opinion-makers in administrative leadership and management.

II. Assigned Staff Qualifications

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
Bill Adams	609.471.4046	billadams@hyasearch.com
Monica Browne	201.835.0357	monicabrowne@hyasearch.com

Daneyelle Martell, serves as project manager and can be reached at 847-744-5632 and daneyellemartell@hyasearch.com. 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.

III. Project Approach

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 School District

of Indian River County (hereinafter referred to as IRC or the District). This document serves to clearly outline the specific services, deliverables and costs proposed for IRC.

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.

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).

IV. Project Timeline

Activity	Proposed Dates
Planning meeting with board	8/13/19
Online survey open/close	8/15 -8/30/2019
Advertising	9/16/19
Leadership profile development interviews/focus groups	8/19 – 22/2019
<i>Leadership Profile Report</i> presented to board	9/10/19
Application deadline	12/16/19
Seminar for interviews and final stages of search process	1/14/20
Slate presented to board	1/14/20
Board initial interviews	1/18/20 (Saturday)
Boards meets to identify semi-finalists	1/18/20 (Saturday)
Board interviews with semi-finalists	1/25/20 (Saturday)
Third-party background checks	2/7/20
Board site visit	Optional
Announcement of appointment	2/25/20
Superintendent assumes responsibility	7/1/20
Retreat with new superintendent (optional)	To be determined after appointment of new Superintendent

- *The above is presented assuming an appointment is made on 7/23/19*
- *The calendar will be adjusted to meet Board member schedules and availability. The calendar can also be modified and accelerated for a successor start date of 1/1/2020.*

V. 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 is of similar size and demographic profile to IRC. In addition to the references listed below, an extensive list of national searches our firm has completed since 2013 is attached.

District Name and State	Reference Name	Contact Information
Beaufort County SD (SC)	Dr Christina Gwozdz Robyn Cushingberry	ChristinaGwozdz@beaufort.k12.sc.us 843-322-2357
Blue Valley SD 229 (KS)	Mike Seitz	913.226.7765
Duval County PSD (FL)	Paula Wright	904.390.2374
Midland ISD (TX)	Rick Davis	432.683.6686
Newark PS (NJ)	Josephine Garcia	j4garcia@nps.k12.nj.us
Providence PSD (RI)	Nicholas Hemond	401.453.8600
Richmond City SD (VA)	Dawn Pope Thomas Farrell	804.402.5000 804.513.0523
Stafford County PS (VA)	DeWayne McOsker	540.751.8809

VI. Price Proposal

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


- A. Consulting Fee for the search in the amount of \$23,500. 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.
- 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

WILLIAM H. ADAMS

EDUCATION

Ed.D.	Rutgers University, New Brunswick, NJ
M.A.	Rowan University, Glassboro, NJ
B.A.	Rowan University, Glassboro, NJ

EXPERIENCE

2018 – Present	Senior Associate, Hazard, Young, Attea & Associates
2014 – 2018	East Coast Regional President, Hazard, Young, Attea & Associates
2006 – 2014	Ray & Associates, Cedar Rapids, IA
1987	New Jersey Regional Day School at Mannington
1986 – Present	CEO and Principal Consultant, W.H. Adams & Associates, LLC, Naples, FL
1984 – 1988	Radey & Fuller Associates, Cherry Hill, NJ
1982	US Department of Education, Title VI Grant
1977	NJ Council on Vocational Education, Trenton, NJ
1973 – 2008	Superintendent of Schools, Salem County Vocational Technical Schools, Woodstown, NJ
1969 – 1973	High School Principal , Camden County Vocational Technical Schools, Pennsauken, NJ

AWARDS

AASA Distinguished Service Award, 2010
NJASA Designated Superintendent Emeritus, 2009
National School Boards American School First Place MAGNA Award, 2008
New Jersey Association of School Administrators Distinguished Service Award, 2005
New Jersey Superintendent of the Year, 1994
AASA James R. Kirkpatrick Legislative Award for testimony before the US Senate, House and GAO, 1991
Rutgers University Graduate School of Education “Distinguished Alumni Award”, 1992
Executive Educator, formerly published by the National School Boards Association, Top 100 School Administrators in North America, 1980

PROFESSIONAL ACTIVITIES

National Center for Educational Research and Technology (NCERT) – Board of Directors (2007-13)
AASA Corporate Advisement Team (2006)
AASA Publications Review Board (2006 – present)
American Association of School Administrators Executive Committee (1998–01 & 2004–07)
Salem County One Stop Management Team for the Cumberland/Salem Workforce Investment Act (2000 – 2008)
New Jersey Association of School Administrators
Treasurer (1994 – 1995)
Secretary (1995 – 1996)
President-Elect (1996 – 1997)
President (1997 – 1998)
AASA Legislative Corps (1990 - present)
State Advisory Council for the Gifted and Talented (1984–87)
N.J. Commissioner’s Advisory Council for the Handicapped (1978–86), Chairperson (1978–82)

Monica M. Browne

EDUCATION

Ed.D.	Seton Hall University	2002
Ed.M.	Rutgers University	1998
B.S.	James Madison University	1991

EXPERIENCE

2017-present	Associate, Hazard, Young, Attea & Associates, IL
2012-present	Adjunct Professor, Seton Hall University, NJ
2008-2017	Superintendent, Upper Saddle River School District, NJ
2004-2007	Adjunct Professor, College of Saint Elizabeth, NJ
2003-2005	Adjunct Professor, William Paterson University, NJ
2002-2008	Principal, Somerville School, NJ
2000-2002	Principal, Wanaque Elementary School, NJ
1998-2000	Assistant Principal, Allentown High School, NJ
1992-1998	Administrative Intern/Teacher, North Brunswick Township HS, NJ
1991-1992	Teacher, Sandusky Middle School, VA

ACTIVITIES

Member, 2008-present, New Jersey Superintendents Study Council (NJSSC), President, Vice President and member of the Executive Board 2012-present

Seminar Facilitator, 2015-present, Aspiring Principals Post Graduate, South Orange, New Jersey

Member, 2008-present, New Jersey Association of School Administrators, Chairperson of the Women's Leadership Initiative (2009-2015), Curriculum Committee member (2010-2016), Executive Board member (2016-present), Legislative Committee member (2016-present)

Member, 2008-present, Bergen County Association of School Administrators, Executive Committee member (2016- present), Legislative Chairperson (2016-present)

Certified Principal Mentor, 2005-2008, New Jersey Leaders-to-Leaders

Roundtable participant, 2010-2016, District Administration, Leadership Institute attendance

Certified Superintendent Mentor, 2016-present, New Jersey

Board of Directors, Gifted Child Society, Glen Rock, New Jersey, President 2012-2014, Vice President 2009-2011.

**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>Rumson-Fair Haven Regional HSD (NJ) 970 students Lisa Waters 732.616.0961</p> <p>Wyoming City Schools (OH) 1,950 students Jeanie Zoller 513.379.3767</p>	<p>Lebanon Community Schools (OR) 4,340 students 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>Central Kitsap Schools (WA) 11,000 students Jeanie Schulze 360.908.5001</p> <p>Greater Albany Public Schools (OR) 9,627 students Jennifer Ward 541.730.2270</p> <p>Sewanhaka Central HSD (NY) 8,500 students David Del Santo 646.938.6500</p>	<p>Academy School District 20 (CO) 26,200 students Tracey Johnson 719.491.2633</p> <p>Denver Public Schools (CO) 92,000 students, PK-12 Anne Rowe annerowe60@gmail.com</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
Bonny Doon Elem. School District (CA) 163 students, PK-8 Amy McCabe 831.457.9912	Flemington-Raritan Regional SD (NJ) 3,100 students, K-8 Tim Bart 908.797.7178	Boyertown Area School District (PA) 6,900 students, K-12 Steve Elsier 610-367-4697	Birmingham Public Schools (MI) 8,000 students, K-12 Kim Whitman 248.760.3011	Anaheim Elem. School District (CA) 18,000 students, K-12 Jackie Filbeck 714.883.6701
Greenburgh-Graham UFSD (NY) 150 students Jess Dannhauser DannhauserJ@graham-windham.org	Garden City School District (NY) 3,800 students, K-12 Angela Heineman 516.521.0304	Hollister School District (CA) 5,500 students TK-8 Elizabeth Martinez emartinez@hesd.org	Chambersburg Area SD (PA) 9,000 students, PK-12 Alexander Sharpe 717.404.6179 alexander.sharpe@casdonline.org	Billings Public School District 2 (MT) 16,000 students, K-12 Greta Besch Moen 406.248.4360
Live Oak School District (CA) 2100 students, K-8 Jeremy Ray jray@losd.ca	Lafayette School District (CA) 3,568 students, TK-8 Teresa Gerringer 510.599.9152	Lancaster ISD (TX) 7,200 students Ty Jones 214.802.3776	Davenport CSD (IA) 16,000 students PK-12 Ralph Johanson 563.381.4598	Crowley Independent SD (TX) 15,000 students, K-12 June Davis 847.437.1938
Loma Prieta Joint Union Elementary (CA) 941 students, PK-8 Deana Arnold d.arnold@loma.k12.ca.us	Lawrence Township PS (NJ) 3,800 students PK-12 Dana Drake 201.527.8464	Montclair School District (NJ) 6,700 students, K-12 Laura Herzog 973.699.1541 lhertzog@montclair.k12.nj.us	East Aurora SD 131 (IL) 14,000 students K-12 Kimberley Hatchett 630.881.1243	Duval County Public School District (FL) 128,000 students, K-12 Paula Wright 904.390.2374
Mount Pleasant Central SD (NY) 2,000 students K-12 Thomas McCabe 914.874.6075	Los Gatos Union Elementary SD (CA) 3,200 students K-8 Peter Noymer 408.656.5510		Helena Public Schools (MT) 8,200 students, K-12 Sarah Sullivan 406.465.1472	Linn Benton Lincoln Education Service District (OR) 37,000 students Heather Search 541.812.2600
Orange City School District (OH) 2,024 students, K-12 Melanie Weltman 216.378.6989	Los Gatos-Saratoga Union HSD (CA) 3,287 students, 9-12 Robin Mano rmano@lgsuhdsd.org		Huntley CSD 158 (IL) 9,500 students, K-12 Tony Quagliano 847.254.2885	Los Angeles USD (CA) 640,000 students PK-12 Monica Garcia 213.505.6122
	Park City School District (UT) 4,973 students , PK-12 Andrew Caplan acaplan@pcschoools.us		Lawrence Public Schools (MA) 15,000 students , K-12 John Connolly 617-447-1302 johnronanconnolly@gmail.com	Newark Public Schools (NJ) 35,000 students, K-12 Josephine Garcia j4garcia@nps.k12.nj.us
	San Carlos School District (CA) 3,100 students PK-8 Eirene Chen echen@scsdk8.org		New Bedford Public Schools (MA) 12,700 students Mayor Jonathan F. Mitchell 508.979.1410	Oceanside Unified School District (CA) 20,000 students K-12 Ann Corwin 760-213-7285
				Stafford County PS (VA) 28,650 students PK-12 DeWayne McOsker 540.751.8809

**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 ISD (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 tmsedd@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 Kohnstamm 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 Starasinich 815.690.0674</p> <p>Soquel 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>Westport Public Schools (CT) 5,770 students PK-12 Michael Gordon mgordon@westport.k12.ct.us</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@sbunified.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 Sitton 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
Galt Joint Union High SD (CA) 2,300 students 9-12 Terry Parker Owing 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@brsd.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 Gittles 847.498.4190 cgittles@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 isaiah.m.oliver@gmail.com	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 Sclafani 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 scottsud@gmail.com	Sioux Falls School District (SD) 23,000 students PK-12 Kent Albery 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 Cortellino Karen.Cortellino@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 540-831-9864 joeylyons@mcps.org	
Saratoga Union School District (CA) 2,100 students K-8 Arati Nagaraj 408.656.9137		Pemberton Township Schools (NJ) 5,000 students 9-12 Sandy Glawson glawson@pemb.org	Orleans Parish School Board (LA) 11,000 students PK-12 Nolan Marshall, Jr. 504.460.1496	
Trevor-Wilmot Consolidated SD (WI) 565 students PK-8 Tom Steiner 262.862.2356		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	
			West Allis-West Milwaukee SD (WI) 9,877 students PK-12 Patricia Kerhin 414.604.3000	

**SELECT HYA SUPERINTENDENT SEARCH HISTORY
WITH REFERENCES**

2014

0 – 2,500 students	2,501 – 5,000 students	5,001 – 7,500 students	7,501 - 20,000 students	20,001+ students
Clarke County Schools (VA) 1,950 students PK-12 Janet Creager Alger 540.664.1163	Asheville City Schools (NC) 4,081 students PK-12 Jacquelyn Hallum 828.258.8118	Accomack County Schools (VA) 5,200 students PK-12 Ronnie Holden 757.710.1830	City SD of New Rochelle (NY) 11,600 students PK-12 David Lacher 914.671.2171	Loudoun County Schools (VA) 70,000 students PK-12 Eric Hornberger 571.291.5685
Green Brook Township PS (NJ) 930 students K-8 James Benscoter benscoter@gbtps.org	Katonah-Lewisboro SD (NY) 3,200 students, K-12 Marjorie Schiff 516.972.3614	Baldwin Union Free SD (NY) 5,000 students K-12 Mary Jo O'Hagan 516.589.2994 ohaganmaryjo@gmail.com	Eanes ISD (TX) 7,803 students K-12 Rob Hargett 512.415.4656 rhargett@eanesisd.net	Virginia Beach City PS (VA) 70,259 students K-12 Dan Edwards 757.263.1016
Haldane Central School District (NY) 883 students K-12 Jennifer Daly 917.450.1630	North Plainfield School District (NJ) 3,152 students K-12 Linda Bond-Nelson 908.922.0377	Cleveland Heights-University Heights City School District (OH) 5,800 students PK-12 Ron Register 216.403.4708 r_register@chuh.org	East Brunswick PS (NJ) 8,309 students K-12 Brad Cohen 732.613.6700	
Maple Dale-Indian Hill SD (WI) 500 students K-8 Chris Soyke 414.540.4092	Princeton Public Schools (NJ) 3,800 students PK-12 Timothy Quinn 609.921.0428	Evanston-Skokie SD 65 (IL) 7,082 students PK-8 Traci Quattrocki 847.859.8005	Portsmouth Public Schools (VA) 15,200 students PK-12 James Bridgeford 757.434.2567	
Moffat County SD RE-1 (CO) 2,402 students PK-12 J.B. Chapman 970.846.2671	Somerville Public Schools (MA) 4,987 students PK-12 Paul Bockelman 617.833.8883	Lexington Public Schools (MA) 6,600 students PK-12 Margaret Coppe mcpope@sch.ci.lexington.ma.us	Rowland Unified SD (CA) 14,000 students K-12 Heidi Gallegos heidigallegos@gmail.com	
Palos CCSD 118 (IL) 1,882 students PK-8 Sheila Pacholski 312.835.3589	Summit Public Schools (NJ) 4,100 students K-12 Celia Colbert 908.399.6131	Linn-Mar Community SD (IA) 7,000 students PK-12 Tim Isenberg, tisenberg@linnmar.k12.ia.us	Shoreline District #412 (WA) 9,000 students PK-12 Mike Jacobs or Debi Ehrlichman 206.393.6111	
Ross Valley School District (CA) 2,200 students PK-8 Anne Capron 415.686.2926	Wilton Public Schools (CT) 4,320 students PK-12 Bruce Likly 203.722.6474	Parsippany-Troy Hills SD (NJ) 7,300 students PK-12 Fran Orthwien 973.263.7200 orthwienr@aol.com	Toms River Regional Schools (NJ) 17,000 students K-12 Joseph Torrone jtorrone@trschoos.com	
Roselle School District #12 (IL) 690 students K-8 Lisa Mondo 630.240.1709		Woodstock CUSD 200 (IL) 6,145 students PK-12 Paul Meyer 815.337.2503		

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