



*“Engaging the Mind, Empowering the Learner,
Inspiring Excellence, Influencing the World.”*

Central

Unit School District 301

SUPERINTENDENT SEARCH PROPOSAL

May 19, 2025



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EXECUTIVE SUMMARY

Hazard, Young, Attea & Associates (HYA) proposes to conduct a national search for talented and highly qualified candidates for the position of Superintendent of Schools for the high performing Central Unit District 301. This document serves to meet all of the requirements of the Request for Proposal (RFP) and clearly outlines the specific services, deliverables, and costs proposed for this search. The following are milestone dates to demonstrate a tentative timeline for HYA's key phases: Board and Community **Engagement**; State and National **Recruitment**; Facilitating Semi-finalists, Finalists, and Superintendent **Selection**; and Ensuring a Smooth **Transition**. Final details will always be subject to approval by the Board.

Activity	Date	Outcome
HYA begins advertising & recruitment activities	June 2025	Application requirements finalized and posted. Comprehensive recruitment and in-depth screening of candidates begins.
HYA conducts Community Engagement Phase	August/ September 2025	Focus Groups, Interviews, Town Halls, and Community Survey completed. Leadership Profile prepared and presented to the Board and Community.
HYA Recruiting Phase	June – October 2025	Candidates are background screened, reference checked and interviewed to determine fit with the Leadership Profile. HYA identifies Tier 1, 2, and 3 applicants.
HYA presents recommended slate of semi-finalists	October 2025	The Board has access to application materials from candidates who have applied and determines the number of slated candidates.
HYA facilitates Selection Phase providing interview questions, scenarios, and rubrics to assist Board in the selection process.	October/November 2025	Board conducts first and second round interviews, hosts finalists on site, conducts site visits and identifies preferred candidate.
Board Hires Superintendent	December 2025	Allows for a 6-7 month transition period.
HYA Transition Phase meeting with Board and Superintendent	Prior to July 1, 2025	Facilitate drafting of 100 day plan, performance goals and communication protocols
New Superintendent Assumes Responsibility	July 1, 2026	The New Superintendent is highly prepared for the new job.

OVERVIEW OF THE COMPANY

Hazard, Young, Attea, and Associates (HYA) is a national executive search firm located at 909 W. Euclid #926, Arlington Heights, IL 60006. The phone number is 847.250.7261 and general email is hya@hyasearch.com.

HYA has more experience in identifying quality education executives than any other firm in the industry. The fact that the firm has assisted Boards with successful selections in more than 1,600 searches with student enrollment ranging from less than 500 students to upwards of 640,000 is no accident. HYA began working with rural, urban, and suburban school Boards 38 years ago in an effort to assist them in recruiting highly qualified candidates and finding a leader who is the right fit for the district. HYA's success is about people: our Associates, their extensive contacts, and the Boards we assist. We build relationships with each new search, expanding our reach and our record of success.

The large quantity of searches our firm conducts per year puts us at a competitive advantage. The search volume places our firm and its Associates in more frequent contact with potential candidates, many of whom may not be actively seeking employment but are then known to the Associates and can thus be recruited when or if an appropriate position arises. In addition to your local HYA team, clients have a network of 100+ Associates from throughout the United States who assist with the firm's mission to provide aggressive, thorough, and quality assistance to school Boards in need of identifying and recruiting highly qualified executives for superintendencies and other administrative positions.

In addition to the consultants, HYA is staffed by a back office that provides support in statistical analysis of the community survey, updating of the Board Portal, providing templates for the district to invite stakeholders to interviews, focus groups, and forums, and to participate in the online survey.

Four of Hya's "Distinguishing Differences"

Regular communication. As outlined above, all Board members have 24/7 access to all applicants' documents, all meeting notes, and all other search-related materials (except consultants' personal interview notes) through a password-protected Board portal. Additionally, as our references will attest, any of the three consultants immediately return calls and respond to text messages and emails. Also, once applications are received, the consultants provide a weekly update memo or if the Board prefers will hold a weekly update video conference.

Fully dedicated team. Your three Associates are 100% committed to your search. We do not have other full-time jobs or conflicts, so that we can provide you the highest quality service and dedication this process requires. Throughout the search process, the Associates will be available to counsel with the Board about the search. The Associates will assist the Board until the Board determines it has found the appropriate candidate for the position. In addition, no other team will be able to match the number of similar districts the three consultants have served and led.

Research Based

HYA 38 years of experience supporting school districts in improving student outcomes. HYA's community engagement process employs research-based approaches to identifying the goals, needs, and priorities of the school system, along with the desired characteristics of its next leader. The Engage Phase was developed based on AASA's published research on effective leadership. The resulting Leadership Profile Report provides information on the priorities of the District and challenges the new leader may face, essential information the Board will use in the selection process, and which the new leader can use day one of employment. Furthermore, by blending best practices consulting, sophisticated analytics, advanced technology, and professional service, HYA offers transition services and an analytics infrastructure to help the Board and their new leader better understand the interrelationships among school functions, and the impact of decisions and expenditures on student outcomes.

Community Engagement

This component of the program is critically important. We have outlined our process in the Engage Phase on page 4 but want to reiterate and expound upon some key points.

Unlike other firms, we commit to 25 sessions (usually 45-60 minutes, though some run longer) that can be a combination of interviews, focus groups, and forums/town halls that can be conducted on-site and/or online. Generally, we conduct about 12-18 individual interviews, 10-20 focus groups, and two or three town halls/forums (one on site for community, one on site for staff, one online for staff, and one open online for anyone). Individual or small group (two or three individuals) Interviews always include each board member, the sitting superintendent, teacher, and support staff association/union leadership, foundation, and/or booster chairs, student leadership, and any other key stakeholder(s) the board identifies.

Focus groups include **representative** students (i.e., not just student leaders) from each school, staff at each school, special education staff, mental health providers, school administrators, support staff and operational personnel, PTO/A leaders, Foundation and Booster board

members, special interest parent groups (e.g. instrumental music, special education, gifted and talented, etc.), and community groups including senior citizens, former board members, faith-based leaders, realtors, chamber of commerce, service clubs, city councils members, etc. We also encourage districts to set up meetings with any groups that may be opponents of district policies or bring alternative viewpoints to board meetings and school and district leaders.

As for town halls and forums, we have facilitated groups as small as 20 and larger than 100 in person and nearly 100 in online webinars and are eager to do so for Central USD 301.

Moreover, our online survey is custom-made in collaboration with the school board members. Most firms use off-the-shelf surveys, but we pride ourselves on customizing the online survey to the district's needs. Of course, the survey results are only as good as the quantity and commitment of respondents, so we work with the district to be sure that every stakeholder has the opportunity to take it through direct emails, posting links and QR codes on websites, as well as posting QR codes on the front doors of the school, in staff eating and work areas, and in athletic and music programs if the district approves

The attached comprehensive Leadership Profile Report for the Highland Park School District which is similar to Central USD 301 in terms of high performance and high community expectations is an example of how community engagement informs all aspects of the search process.

THE HYA PROJECT TEAM



Glenn W. "Max" McGee, Ph.D., brings experience in school and district leadership, student and staff health and wellness, and organizational change. He has led high-achieving, highly engaged districts in Illinois and California, in addition to being President of the Illinois Mathematics and Science Academy and State Superintendent of Illinois.

Max has been with the firm since 2017 and President since 2018. He has led numerous searches for similar high achieving, high profile districts across the country including Highland Park, Texas; Upper Arlington, Ohio; Carmel and Glendale, California; Aspen, Roaring Fork, and Poudre (Fort Collins and surroundings), Colorado; Blaine County (Sun Valley and surroundings) in Idaho; and St. Charles, Oak Park and River Forest High School, Oak Park Elementary School, and Lyons Township High School in Illinois. Max has also led searches for world-class non-profit organizations, including the Aspen Hope Center and Aspen Valley Ski and Snowboard Club as well as facilitated strategic plans for school districts in Illinois and Kansas.

In addition to search work, Max has also produced and hosted interactive webinars on supporting student mental health and wellness and equity-focused leadership, given numerous national workshops, has coauthored two books, numerous articles, and a book chapter in *Building Leadership Bridges* titled "Have Nots to Haves: The Compelling Case for Minority Achievement and Talent Development." His cover article for *School Administrator*, "Confronting Student Suicide," has been a valuable resource to several school and district leaders in preventing and dealing with tragic student deaths by suicide.

Max has an extensive network for recruiting candidates from across the country. In addition to being a regular contributor to AASA's *School Administrator* publication, he has conducted workshops for aspiring superintendents for Illinois Large Unit District Association (LUDA), Chiefs for Change, AASA, the Maryland State Department of Education, the California and Kentucky Associations of School Administrators, and the national Policy Studies Institute. He will be taking the lead on collaborating with the District's board on developing the customized survey and in administering, analyzing, and reporting the results as part of the Leadership Profile.

His contact information is maxmcgee@hyasearch.com, and his cell phone is 224.234.6129. He is a resident of Lake Barrington. Max is currently not serving any other districts and can devote himself full time to this project. However, other HYA Associates had previously submitted two proposals in which he would assist and not lead the searches if the firm were selected.



Kerry Foderaro, Ed.D., has professional educational experience of 42 years as a District or School Administrator. This would include 15 years as a Superintendent of Schools. In addition, he was an Assistant Superintendent, Principal, and Assistant Principal. He has been with HYA since 2021.

Dr. Foderaro is currently an Adjunct for Education Leadership, post-graduate studies, in which he serves as an instructor and internship supervisor to school administrators and future administrators in public, private, and charter organizations in suburban, urban, and rural schools and districts.

He is an HR Specialist, and he has also served in interim roles in districts, as well as being a formal mentor and search consultant to Superintendents, Boards, and educational organizations. Throughout his career, Dr. Foderaro has worked with a wide variety of different types of educational institutions, organizations, and communities, ranging from 300 to 38,000 students.

Dr. Foderaro earned his Doctorate Degree in Education (Ed.D.) from National-Louis University in Evanston, Illinois, in Educational Leadership and his Bachelor's Degree (B.S.) from Jacksonville University in Jacksonville, Florida, in Elementary and Secondary Education. In addition, he has an Educational Specialist's Degree (Ed.S.) in Educational Leadership, a Master's Degree (M.A.) in Educational Administration and Supervision, and an Associate's Degree (A.A.) in General Education.

His contact information is KerryFoderaro@HYAsearch.com, and his cell phone is 630.835.880. He is a resident of Inverness. Kerry is not currently serving any other districts and can devote himself full time to this project.



Dr. Lynn Marie Burks, Ph.D., is a seasoned education executive with 30 years of experience. Her current roles include Chief Associate for HYA & Associates. She also serves on the Executive Board of Directors for AAUA, co-hosts "The Next Frontier" podcast, and holds multiple executive board positions with the Higher Learning Commission, Innovative Executives League, and the NEDA foundation focused on advancing innovative early literacy programming. She joined HYA in 2022.

Dr. Burks has an extensive background in both higher education and P-12 systems, driving non-traditional education structures through successful transformations. In P-12, she served as Board President for 24 years, overseeing significant growth and innovation in a district of 10,000 students. Her accomplishments include expanding educational programs, implementing technology initiatives, competency-based teaching and learning, an early childhood center, and an all-day Kindergarten for all students. Her tenure yielded impressive gains in student engagement and achievement.

In higher education, Burks launched and opened a Learning Institute, was awarded a 3 million Department of Labor grant to improve college and career readiness and progressed from tenured professor to National Dean of Faculty, leading transformative initiatives in curriculum, technology, and teaching modalities in a large global proprietary education system. A thriving futurist and thought leader in innovative strategies.

Dr. Burks is certified in executive coaching, design thinking, and co-founded a mentoring program in partnership with AAUA. Dr. Burks has been recognized with various awards and honors throughout her career. A prolific author of over 100 + publications, a highly sought-after workshop facilitator, and a prominent keynote speaker at prestigious conferences, showcasing unwavering dedication to advancing excellence and innovation in education, workforce transformation, and learning.

Her contact information is LynnBurks@HYAsearch.com, and her cell phone is 630.816.8109. She is a resident of Yorkville. Lynn is not currently serving any other districts and can devote himself full time to this project.

RELEVANT CONSULTANTS' EXPERIENCE

Specifically, the three consultants have led or co-led these Illinois school districts and regional and non-profit organizations in placing superintendents, cabinet level leaders, presidents, principals, and executive directors.

Dr. McGee

- St. Charles Community Unit District 303
- Lyons Township District 204
- Niles Township High School District 219
- Oak Park River Forest 200
- Oak Park Elementary District 97
- Bensenville Elementary District 2
- New Trier High School 203
- Lake Forest High School District 115

Dr. Foderaro

- ECHO Joint Agreement, South Holland
- Ottawa School District 141
- Grace Elementary School, River Forest
- Elgin, Math & Science Academy
- Fenwick College Prep, Oak Park
- U46 School District
- Burr Ridge School District 180
- North Shore SD 112, Highland Park
- Oswego School District 308
- Cass School District 34

Dr. Burks

- Community Consolidated School District 115, Yorkville
- DeVry Education Group
- ECHO Joint Agreement, South Holland
- Fox Valley YMCA
- Grace Elementary School, River Forest
- Ottawa School District 141, Ottawa

In addition to these, the three consultants have led or co-led superintendent searches for unit districts that are similar in terms of achievement and community engagement, including:

Aspen School District, CO
Blaine County School District, ID
Blue Valley School District, KS
Carmel Unified School District, CA
Glendale USD, CA
Highland Park ISD, TX

Klamath Falls School District, OR
Poudre School District, CO
Rincon Valley USD, CA
Roaring Fork School District, CO
Upper Arlington, OH

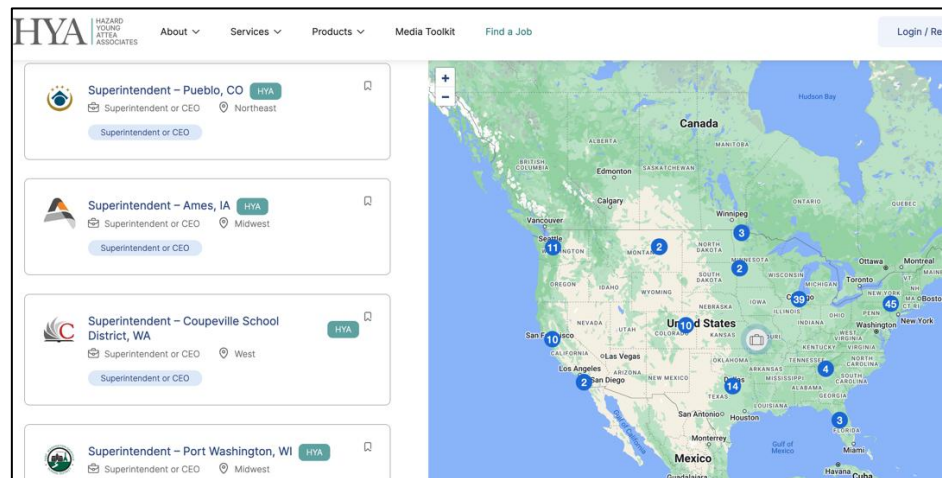
While the New Trier and Blue Valley searches were just recently completed and the new leaders start July 1, 2025, all leaders selected served or are currently serving for the full length of their first three-year contract, and several are into their second or third multi-year contract.

EXPERIENCE IN IDENTIFYING QUALIFIED CANDIDATES

Like other firms, we advertise and recruit locally, regionally, and nationally. What sets our firm apart is our three specific competitive advantages:

- 1) HYA's extensive national network of more than 140 associates who actively support one another's searches and strive to identify solid candidates.
- 2) **The consultants not only seek out individuals we know, through our personal and professional networks, but we also solicit and follow up with potential candidates from board members, staff members, and community members in every interview and focus group, and on the community survey.** As [Mary Jane Bonfield](#), Board President of the Highland Park Independent School District, will attest (see attachments), HYA consultants Max and Jim Largent contacted more than 100 individuals whose names were brought to them. Contacts were made by phone calls, email, LinkedIn, and video conferencing. Several chose to apply, and in fact, the individual who ultimately got the job was a contact made by HYA's Jim Largent.
- 3) HYA's website job board (<https://hyasearch.com/findajob/>) is THE source for superintendents and aspiring students to search for jobs because we not only list all searches that we facilitate, but also those of our competitors. Moreover, for the jobs we list, we not only provide a thorough description of the district and the job, but we can also include materials that the district wants to post. Candidates appreciate the detailed information and thus come to our website before any other national search board. Also, potential candidates know that from our website, they can find jobs across the country

that other firms support. We find that this is a mutually beneficial practice for our clients and for those seeking a superintendent's position.



WORK PLAN



Engage Phase

The Engage Phase is a disciplined and inclusive approach that seeks first to understand what students, staff, parents, Board, and community members need and desire from their school district and Superintendent. HYA engages both internal and external stakeholders - students, staff (ALL staff and association leadership), parents, taxpayers without children in schools, advocacy groups, community special interest groups, sender district school, and district leaders - using virtual or face-to-face interviews, focus groups, forums, and surveys. The goal is to gather information from all stakeholders to identify the strengths of the district/community and current and foreseeable district/community challenges within a research-based framework to match the right leader with your school district.

HYA takes great pride in its commitment to community engagement and the thoroughness of the processes used to gather input. The firm has a strong reputation for deep and meaningful engagement through its stakeholder forums, community interest group meetings, and individual interviews. We have extensive experience and expertise conducting both on-site and online interviews, focus groups, forums, meetings, candidate presentations, meet and greets, and community Q&A sessions in both English and Spanish.

HYA also collaborates with the Board to develop a **unique, customized online survey** for all stakeholders. The resulting survey report is presented with disaggregated data by stakeholder groups and identifies the goals, needs, and priorities of the school system along with the desired characteristics of its next leader.

HYA collects and compiles all of this data into the comprehensive Leadership Profile Report (LPR) is presented at a Board meeting, and we recommend that it be immediately available to your community. HYA Leadership Profile Report which includes findings from Board member interviews; stakeholder interviews, focus groups, and forums; findings from the online survey; stakeholders perceptions of the strengths of the district to be sustained and to attract applicants as well as immediate and long term challenges the next leader will face; detailed description of the community's perception of the next leader's priorities; a specific list of the desired professional qualifications and personal characteristics for the next leader.

An example of the report from Highland Park Independent School District (Texas), a search which Dr. McGee led, is included as an attachment to show the comprehensiveness of the LPR.

This report is used to recruit candidates (see next section); to form the basis for interview questions and “look for” responses to the questions; as the framework for a rubric Board members can use to assess each applicant; and to inform the development of the new superintendent’s 100 day plan and initial performance goals.

Depending on the Board’s selections for the Engage Phase, some of the most important deliverables include the following:

- **Facilitate and provide a written summary of the planning meeting with the Board that details the timeline and steps of the search process** and decisions made by the Board;
- Based on Board member interviews **generate and publish the position description, qualifications, and application process;**
- Findings from individual consultant days for interviews, focus groups, and/or town hall meetings; included in the price of the proposal are up to **25 one hour sessions** (a session is defined as an interview, focus group, or town hall meeting). Additional sessions can be added per the daily rate in the pricing section.
- HYA Leadership Profile Report which as described above includes findings from Board member interviews; stakeholder interviews, focus groups, and forums; findings from the online survey; stakeholders perceptions of the strengths of the district to be sustained and to attract applicants as well as immediate and long term challenges the next leader will face; detailed description of the community’s perception of the next leader’s priorities; a specific list of the desired professional qualifications and personal characteristics for the next leader;



Recruit Phase

HYA uses a myriad of recruiting techniques to ensure all potential candidates are reached. Without spending a dollar on advertising, HYA clients know that they are getting immediate exposure through the HYA Active Searches page with over 25,000 page views per month. In addition, HYA provides analytics on your job postings, including how many views your job has received during a specific period, the average amount of time your posting was viewed, etc. No other firm has the infrastructure to provide this data to its clients.

In addition to national and regional advertising, HYA utilizes the firm's extensive national network of Associates. HYA Associates throughout the country are aware of outstanding Superintendents and aspiring Superintendents in their state and region and maintain close professional relationships with many educators and school district leaders who might be interested in making a job change or career move. HYA Associates has ongoing relationships and board positions with state and national superintendent organizations, including AASA, ALAS (we conducted their Executive Director search pro bono), and NABSE. In addition, as described and illustrated on page 18 of this proposal, [HYA's website](#) is THE NATIONAL GO TO SOURCE for both sitting superintendents and aspiring superintendents seeking jobs.

Moreover, HYA excels at recruiting candidates from diverse backgrounds. Currently, 33% of our associates are people of color, and half are women. HYA Emeritus Associate was the founder of NABSE (National Alliance of Black School Educators), and current HYA associates are members. Two of our current Associates are the founding members of ALAS. HYA also has a partnership with ALAS; we have placed their previous four directors. Our Associates are working with Districts across the nation on equity initiatives as detailed on our equity and inclusion webpage: hyasearch.com/equity-and-inclusion/ Finally, HYA associates have served and/or currently serve as members of and Board of Directors of:

ALAS (Association of Latino Administrators and Superintendents) and ALAS's Co-Director of Superintendents Leadership Academy
NABSE (National Alliance of Black School Educators)
AASA's Urban Superintendents' Academy

HYA has extensive contacts in these organizations to recruit a diverse and highly qualified slate of candidates. HYA is proud of the diversity of candidates hired with its assistance, including individuals of varied gender, race, ethnicity, culture, and religious background. HYA commits to identifying, supporting, and placing school and district leaders of color and gender who have long been historically underrepresented in these posts. HYA works with the Board to understand the district's equity and inclusion work to better recruit candidates with recent and relevant experience. We have not seen any evidence that other firms are as proactive in this regard as HYA.

All this said, we know that actions speak louder than words and have several examples to share and have selected a few recent ones. We have not only honored every district that requests we recruit applicants of color, but we have exceeded their expectations, as evidenced by the quality of historically underrepresented candidates we slate and are ultimately placed. For example, in

2022, the Roaring Fork School District requested that he recruit bilingual and bicultural candidates, and two of the three finalists were Latino men, and the third was a Caucasian woman who was learning Spanish. Likewise, when Dr. McGee facilitated the Oak Park Elementary District search, both slates contained men and women of color, and the two finalists were an African American woman and an Asian woman. While the Asian woman was selected, the other finalists were hired as superintendents in another district that HYA served.

Reference checking is one of the most important tasks in the search process. We begin with the informal references of referrals for potential candidates. Once an individual moves to the level of a potential candidate through the application process or through recommendations and recruitment efforts, we begin our vetting process. This includes contacting the listed references on the application or provided by the candidate. While this step is necessary, it is not sufficient, as most candidates will provide references that will provide only highly favorable comments. We continue the vetting process by conducting comprehensive internet searches to review any public information regarding the candidates. HYA Associates conducts confidential reference calls to obtain deep insight on any candidate that would be recommended to the Board for consideration. Given our network of Associates and many professional relationships, it is likely that we know someone who either knows the candidate directly or knows someone who knows the candidate. These references often provide confidential, hard-to-obtain information about the candidate that is invaluable in determining whether to recommend the candidate to the Board. Added to this, our internet screening goes well beyond page one of Google searches as we check for images, all social media accounts and posts, news clips, publicly available financial information, and employment verification.

Associates are kept informed of the searches the firm is conducting, and we seek recommendations from them regarding candidates who fit the profile being sought for that district. The proof of our recruiting network and efforts is the fact that approximately two-thirds of the candidates ultimately selected by Boards with whom we work were recruited for the position rather than applied for or self-nominated. The deliverables during the recruitment phase include:

- **Develop and distribute recruitment materials including a full color brochure**
- **Prepare and place statewide, regional, and national advertisements.**
- **Personally recruit and contact candidates utilizing national networks;**
- Correspond with candidates regarding the search process, timeline, Leadership Profile Report, and Desired Characteristics – with each candidate having one consultant as the single source of contact;

- **Conduct thorough prescreening of applicants** including interviews, reference checks, social media presence and posts, and internet screening of news media, profiles, images, and the like;
- **Identify best qualified candidates based on their fit with the Leadership Profile Report's desired qualifications and characteristics;**
- **Prepare and present the application materials of a selected slate of candidates for Board consideration (and if desired for an Advisory Committee) along with a summary of their strengths and weaknesses.**



Select Phase

When the Associates present a select slate of candidates to the Board, the number of slated candidates is determined by the Board during the initial planning meeting. HYA believes that the Associates are responsible for supporting the School Board in all phases of the search. This is particularly true during the interview process with the semi-finalists and finalists because the Board should be focused on assessing the candidates, not managing logistics. **The Associates are available 24/7 throughout the interview process to provide advisory services to the Board** and will facilitate a debriefing session after the interviews to discuss what the Board learned about the candidates. It is the Board's decision and sole discretion to hire or not hire a particular candidate, and the Board takes responsibility for that decision.

Some of the specific deliverables during this phase include:

- **To ensure compliance with applicable legal requirements,** conduct the Interview Workshop for the Board (and if desired, and Advisory Committee) and provide materials and protocols to ensure informative and effective board interviews;
- **Assist the Board with logistics and the scheduling of interviews with selected semi-finalists and finalists;**
- **Facilitate the finalists' "day(s) in the District" interviews, "meet and greets," forums, meals with members, and tours for candidates and their partners;**
- Prepare sample interview questions, interview scenarios, and presentation topics for each round of interviews along with examples of "look fors" in responses;
- **Prepare a rubric to assist the Board in evaluating the interviews and application materials of semi-finalists and finalists;**
- Facilitate Board discussion to narrow the candidate pool after each round of interviews;

- **If desired, facilitate a Board site visit to one or more final candidates;**
- Communicate with all unsuccessful candidates at the close of the search and the appointment of the new superintendent;
- Assist the Board in announcing the appointment of the new superintendent;

In preparation for the Interview Workshop, the Associates will solicit questions, hypothetical situations, and/or topics of interest, identified by the Board as desirable topics of discussion for the Board's initial round of interviews with the candidates. **HYA uses this feedback and what they learned from the Engagement Phase to develop an interview "script" for the Board, which includes a draft set of questions, a rubric, and desired "look fors" in answers.** The Board reviews and may revise this script during the Interview Workshop and then use it for the first round of interviews. It should be noted that second-round interviews are generally unscripted and designed to follow up on topics and questions identified during the first round of interviews. The Interview Workshop that takes place before the slate presentation, or in a separate advance session, is designed to prepare the Board for candidate interviews. It will include written guidelines and protocols to ensure informative and comprehensive interviews. The workshop is approximately one to two hours in length and will also cover the steps in the final stages of the search.

The Associates will facilitate each decision-making session of the Board, if desired. Such involvement permits more active engagement by all Board members in both the general search process and the specific dialogue regarding the candidate pool. In facilitating the decision-making process, HYA assists the Board in assessing the abilities of the respective candidates in relation to the criteria identified by the Board. HYA does not provide counsel relative to the Board's process for interviewing candidates.

An additional step, which is highly recommended towards the end of the Select Phase before any public announcement, is the third-party due diligence report. This process involves an investigative background check(s) that may be conducted on candidates that the Board brings back for final interviews or the preferred candidate. The investigative background checks (s) are conducted by an independent third-party entity and include a review of criminal and civil court records, driving records, college degrees, and university accreditations. The comprehensive package includes print and social media reviews.



Transition Phase

From placing over 1,600 leaders, HYA knows how critical the transition phase is for success and longevity. Our transition phase includes facilitating a meeting with the Board and the new superintendent to:

- Share nuances and insights that may not be readily apparent in the Leadership Profile Report;
- Discuss governance and communication protocols;
- Review the superintendent's draft of 100 Day Plan.
- Collaborate on crafting initial performance goals for the superintendent.

COST

We are proposing an **ALL IN** fee that includes all the consultant work outlined in this proposal and the RFP, state and regional advertising, the **customized** online survey, and a **third-party independent background check for the final candidate**. We are not seeking reimbursement for any consultant travel. The only additional expenses will be if and when the district wants to bring in candidates for interviews and visits, and those reimbursements will be provided directly by the district to the candidate.

The proposal “all in, not to exceed” fee is **\$29,900**, payable in three segments:

- 1) \$10,000 upon contract signing
- 2) \$10,000 following the slate presentation
- 3) \$9,900 once the new superintendent’s contract is signed

Cost Breakdown:

<u>Scope of Work Section</u>	<u>Cost</u>
Engagement Phase (RFP: <i>“Generation of position description and qualifications; advisory services to the Board”</i>)	\$9,500
Recruit Phase (RFP: <i>“Identification and Assessment of Candidates”</i>)	\$12,000
Selection Phase (RFP: <i>“Assisting with the logistics of Semi-finalist and finalist interviews”</i>)	\$7,500
Transition Phase	\$500
<i>Travel Expenses for Consultants</i> HYA is NOT billing the district for any reimbursable travel expenses	0
<i>Publishing and Advertising Expenses</i> Develop, publish, distribute a full color recruitment brochure Posting on HYA Web Page Posting on HYA’s LinkedIn and X accounts.	\$400
<i>Postage and miscellaneous expenses</i>	Included in publishing and advertising
TOTAL	\$29,900

Estimated hours by each member of the Project Team

Glenn “Max” McGee	60 hours
Lynn Burks	60 hours
Kerry Foderaro	<u>60 hours</u>
TOTAL:	180 hours

Please note that HYA will also match any competitor’s proposed fee if their firm matches HYA’s level of services, or we will match any competitor’s proposed fee that contains a reduced scope, with the understanding that we would correspondingly reduce our scope of services to match what they propose.

THREE SIMILAR UNIT DISTRICT SUPERINTENDENT SEARCH REFERENCES

(Characterized by high performance, high expectations, and a highly engaged community)

For Max McGee

Highland Park Independent School District, Highland Park TX

Maryjane Bonfield, School Board President

Cell phone: 214.478.3232

Email: bonfiem@hpsd.org

Dates: November 2022 – April 2023

Fee: \$29,900 plus expenses

Upper Arlington Public Schools, Upper Arlington OH

Jenny McKenna, Board President and Search Liaison Chair

Cell phone: 614.620.0400

Email: jcmckenna@uaschools.org

Dates: August 2022 – February 2023

Fee: \$28,500 plus expenses

For Lynn Burks and Kerry Foderaro

Blue Valley School District, Overland Park, KS

Gina Knapp, Board President

Cell phone: 913.485.0749

Email: gknapp@bluevalleyk12.org

Dates: October 2024 – April 2025

Fee: \$24,000 plus expenses

Other relevant references who can speak to the consultants' work.

Shawn Schumacher, Yorkville CUSD 115 Board President	630.362.0918 BOE@Y115.org
Jean Hahn, New Trier High School District 203 Board President	312.246.0403 hahnj@newtrier.k12.il.us
Kari Dillon, Lyons Township High School District 204 Board President	773.612.2127 kdillon219@gmail.com
Lara Stone, Blaine County School District (ID) School Board President	208.720.0649 larastone@BlaineSchools.org
Becky McCabe, St. Charles School District 303 Board of Education Member	630.276.9528 becky.mccabe@d303.org
Jim Laing, Aspen Hope Center Board of Directors Director of Human Resources, Aspen Skiing Company	970.379.8333 jlaing@aspensnowmass.com
Gavin Kearney, Oak Park District 97 Board President	312.523.8863 gkearney@op97.org

CONTRACT FORM

The following is a copy of the contract HYA had with the Highland Park Independent School district, a unit district of similar size and one of the highest performing districts in Texas. Please note that some of the language will change due to some differences in the scope of work and fee structure. For example, HYA charged for reimbursable expenses in that contract but is not doing so in this contract.

<CONTRACT IS PUT ON HYA LETTERHEAD>

LETTER OF AGREEMENT

HYA Signature Search

Purpose

The purpose of this Letter of Agreement (the “Agreement”) is to document the working arrangement between Hazard, Young, Attea and Associates (“HYA”) or (“Consultant”) or (“Associate(s)”), and the Highland Park Independent School District Board of Trustees (the “District”) or (the “Board”) to support the Board in its effort to recruit and employ their Superintendent of Schools.

Section I: HYA Responsibilities

HYA shall provide the following services and deliverables:

Engage Phase:

- A. Conduct a Planning Meeting with the Board or a Board Committee and provide a summary of said meeting which will detail the timeline and steps of the search process, including application requirements, and document other decisions made by the board.
- B. Provide for up to four individual consultant days to conduct 15 individual interviews, 20 focus groups of up to 20 participants each, 2 community wide forums, and 1 all staff forum or a combination thereof for face-to-face and/or online videoconference sessions, as determined by the District. The Board and District Leadership Team will collaborate with consultants to determine who will be selected for individual interviews and the categories, dates and times, and location of focus groups.
- C. Develop, administer, and analyze a customized electronic survey of community constituents and provide a report of findings. The survey will obtain input from the array of district stakeholders regarding the desired professional qualifications and personal attributes desired for the next leader. It will also gather feedback on the mission and vision, goals, needs, and priorities of the school district to help better match a candidate’s skills with the needs of the District and requirements of the role.
- D. Provide templates for invitations for interviews, focus groups, forums, and survey access to the district for distribution.
- E. Seek direction and input from Board regarding findings from interviews, focus groups, and survey prior to building a profile for the new superintendent role.
- F. Prepare and present a *Leadership Profile Report (LPR)* presentation deck and final report on the data from the survey, interviews, forums and/or focus groups with district and community representatives and other material made available to the associates.

Recruit Phase:

- G. Prepare and coordinate advertisements as selected and paid for by the Board.
- H. Recruit and contact candidates from the education sector as well other sectors (i.e., non-profit, military and private), utilizing state and national networks as well as Board and stakeholder nominations.
- I. Correspond with candidates regarding the search process, timeline, and *Leadership Profile*.
- J. Create a Shared Drive Board Portal as a repository for all candidates' application materials.
- K. Interview candidates face-to-face or via video conference.
- L. Conduct reference checks and complete news media and social media background checks.
- M. Identify best qualified candidates.
- N. Prepare materials of selected slate of candidates for the Board consideration.

Select Phase:

- O. Present a slate of candidates, the number of candidates to be determined by the Board or Board Committee in collaboration with the consultants.
- P. Conduct the Interview Workshop and provide materials, sample questions with a rubric and "look fors," and protocol to ensure informative effective Board interviews, for all rounds of interviews.
- Q. Schedule interviews for the Board with selected semi-finalists and finalists.
- R. Facilitate Board discussion to narrow candidate pool after each round of interviews.
- S. Assist Board in developing a draft salary and benefit package for the new superintendent.
- T. Coordinate and provide investigative background check(s) of candidates as selected and paid for by the Board.
- U. If desired, assist the district in organizing a "verification visit" to the final candidate(s) current district.

Transition Phase:

- V. Communicate with all unsuccessful candidates at the close of the search and the appointment of the new superintendent.
- W. Hold a debriefing meeting with the new Superintendent and Board regarding information learned throughout the search process as it relates to creating annual goals and a 100 day plan.
- X. Offer other transitional services to be considered by the Board and if desired, paid for by the Board.

Section II: Board and District Responsibilities

- A. The Board approves the search process and the application requirements at the Planning Meeting.
- B. The Board selects advertising to be paid for by the Board.
- C. The Board/District collaborates with HYA to develop advertising and recruiting verbiage.
- D. The Board/District collaborates with HYA to schedule focus groups, interviews and forums and manage the logistics of these sessions.
- E. The Board/District determines the process for selecting the participants in focus groups and issues invitations to focus group participants, identify locations for the groups, and follow up with a second notice if necessary.
- F. The Board conducts interviews (and verification visits, if desired) of finalists shortly after a slate is presented.
- G. The Board/District writes and executes the employment contract with the selected superintendent, with the assistance of its attorney. The Associates will support the Board and its attorney at no additional cost, if requested.

- H. The Board/District communicates with local media regarding the search process and appointment of a superintendent with its community relations/public relations designee. The consultants will support the Board and its designee at no additional cost, if requested.

Section III: Guarantees

- A. Throughout the search process the consultants will be available to counsel with the Board about the search. The consultants will assist the Board, at no additional cost, until the Board determines it has found the appropriate candidate for the position.
- B. The superintendent appointed with HYA's assistance will not be recruited for or presented to another school district board of education as a candidate unless the Board provides written authorization to HYA that they may do so.
- C. If the Superintendent departs from the position during the first year under any circumstances, HYA will recruit new candidates for the Board at no additional cost barring travel, advertising and due diligence expenses. If the Superintendent departs prior to the end of the second contract year and the majority of the Board who selected the leader is still intact and serving on the Board, HYA will recruit new candidates for the Board at no additional cost barring travel, advertising and due diligence expenses.
- D. Should the Board choose to end the search before a superintendent is selected, the Board is responsible for a pro-rated portion of the search fee, any advertisement costs incurred prior to the date of termination, background checks and all expenses incurred prior to their decision. Should HYA choose to end, or become unable to complete, the search once the Engagement Phase is completed and before a superintendent is selected (anytime during the Recruit, Select, or Transition phases), HYA is responsible for repayment of any portion of search fees already paid by the District less the District's 50% initial payment upon contract signing (Section IV A below).
- E. HYA agrees that the principal consultants for the Highland Park Independent School District superintendent search will be Dr. Glenn McGee and Jim Largent, as well as others if necessary. No principal consultant for this search will simultaneously conduct or participate in searches for districts with similar demographics, resources, and record of achievement. Dr. Glenn McGee will serve as lead consultant for the entirety of the search and will not take on any role of interim superintendent, school or district administrator, or adjunct professor during the entirety of the search. In the event a principal consultant other than Dr. Glenn McGee takes on any such additional roles as named herein, HYA will provide another equally or more highly qualified consultant with recent and relevant experience facilitating other superintendent searches.
- F. HYA agrees to comply with all District and state legal requirements.
- G. HYA agrees to preserve the confidential nature of any information that becomes available to the firm resulting from the services rendered to the Board.

Section IV: Fees and Payment Schedule

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

- A. Consulting Fee for the search in the amount of **\$29,900** which includes the four phases of the search process described above.

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 slate
- 25% will be invoiced upon appointment of the new superintendent

- B. Advertising: HYA's webpage and social media pages are included in the above consulting fee (IV.A.) as is advertising in the Texas Association of School Administrators. Additional advertising is available as selected and paid for by the Board pursuant to the Advertising Services Schedule attached to this agreement.
- C. Additional Background Check: At Board expense, HYA will provide a third party investigative background check which consists of transcript verification, social media and news media research, and research and reporting on legal and financial background matters for the final candidate the Board seeks to select. This third party, independent check is in addition to the due diligence social media, news media, and internet profiles and image screening HYA conducts, at no additional cost, during the process on all qualified and eligible candidates. The cost for this will not exceed \$2100.
- D. Travel Reimbursement for Consultants: The District agrees to reimburse consultants for any Board approved travel beyond the first four on site consulting trips. Reimbursements may include air fare, car rental or ride share expenses, and mileage at the standard IRS rates upon submission of the District's required forms. In the event an overnight stay is required due to onsite meetings on consecutive days, the District agrees to reimburse any out of state consultant(s) for modest lodging. Meals are not reimbursable.

Section V: Reimbursement Costs for Finalists and/or Semi-finalists

If the Board chooses to reimburse candidates for travel for interviews, candidates will submit for reimbursement directly to the District.

Section VI: Additional Services

If the Board wishes to secure additional services beyond those described in this agreement or to design customized workshops and services, these services can be discussed and defined with the consultants and added to the contract as an addendum.

Section VII: Business Relationship

- A. The District and HYA agree that HYA does not have the status of employee, shall not be entitled to any employee fringe benefits, and shall function as an independent contractor. Accordingly, HYA shall be responsible for, and shall pay for, any wages, benefits, charges, fees, taxes, including social security taxes, health care charges/taxes, workers' compensation taxes, unemployment taxes, STRS/SERS contributions (if required), and/or any other governmental charges or taxes required to be paid on behalf of HYA's service providers, employees, agents, contractors, subcontractors, or assigns performing any work or providing any services under this Agreement.
- B. The District agrees that any and all Intellectual Property and technology designed, made or conceived by HYA (solely or jointly with others) arising from HYA's work for the District, is the sole property of HYA, without royalty or other consideration to the District. The District and the Board agree that neither the Board members nor any District employee will disclose HYA trade secrets or confidential information to any person outside of the District's employment or make any unauthorized use of such confidential information.

- C. All information, notes, interview sheets, lists, and other documents developed by HYA consultants shall remain the property of HYA. Notwithstanding the foregoing, HYA acknowledges and agrees that records it provides to the District, or records collected and maintained on the District's behalf, may be subject to production under the State of Texas Public Records Laws and Open Meetings Act.
- D. 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. HYA is not responsible for any decision the Board makes in the employment process relative to the hiring or failure to hire of any candidate(s) slated by the Consultants.

Section VIII: Term and Termination

This Agreement shall become effective on the date the Agreement is signed by the District and will continue in effect until the earlier of: (1) the search is completed and mutually terminated by both parties, or (2) either party provides the other with written notice of termination.

Hazard, Young, Attea and Associates:

**Highland Park Independent School District
Board of Trustees:**

Signature Date

Signature Date

Name and Title

Name and Title

LITIGATION RECORD

HYA has not been involved in litigation with any of our clients within the last five years or for that matter since the firm's inception.

ENSURING CLIENT SATISFACTION

HYA's philosophy and practice is to do whatever it takes as long as it takes to ensure every school district finds the leader who is the perfect fit for that district. Our consultants are committed to remaining with you throughout the entire process. Moreover, HYA guarantees that we will conduct the recruitment and selection phase at no additional cost within two years after the superintendent is hired, if the Board decides to sever the employment relationship with the superintendent provided the majority of the Board members who initially hired the superintendent are currently active Board members.

Additionally, HYA guarantees it will not recruit the superintendent for any other position as long as she or he is employed by the district without written consent of the Board President. If the selected superintendent were on his own volition to apply for another district HYA is serving, HYA would report that to the District's Board President and would not screen, interview, or slate that candidate.

Turning to the RFP's required information regarding a successful search, if HYA's recommended Slate is not considered viable or if the pool of the finalists proves not to be viable, HYA is committed to reopening the search, assisting in identifying and placing an interim Superintendent, and extending the timeline as long as it takes to find the next Superintendent at no additional charge. A recent example was the Milwaukee Public School search. While the Board did not have serious objections to the initial slate of six candidates, they thought there would be some more qualified applicants if the timeline were extended four to six weeks. Dr. Richie, who was co-leading the search, and Dr. McGee as HYA's President got to work and recruited four additional candidates, three of whom made it to the finals, and one whom Dr. McGee personally recruited – Dr. Brenda Cassellius – was ultimately selected.



ADDITIONAL INFORMATION

Resumes of Consultants

Letters of Reference

Leadership Profile Report (separate attachment)

Glenn W. “Max” McGee, Ph. D.

(224) 234-6129 maxmcgee@hyasearch.com

EDUCATION

- The University of Chicago, Ph. D. Educational Administration
- The University of Chicago, MA Educational Administration
- Dartmouth College, BA Political Science

PROFESSIONAL LEADERSHIP EXPERIENCE

2018 - present President, Hazard, Young, Attea, and Associates
2014 - 2017 Superintendent of Schools, Palo Alto Unified School District
2013 - 2014 Head of School, Princeton International School of Mathematics and Science
2007 - 2013 President, Illinois Mathematics and Science Academy (IMSA)
2002 - 2007 Superintendent, Wilmette School District 39, Wilmette, IL
1999 - 2001 State Superintendent of Education, Illinois State Board of Education
1991 - 1998 Superintendent, Deerfield School District 109, Deerfield, IL
1986 - 1991 Superintendent, Aptakisic-Tripp District 102, Buffalo Grove, IL

RELATED LEADERSHIP ACTIVITIES

2020 – Present Secretary and Treasurer, Center for Success for High Need Schools
2011 - 2013 Co-Chair, Illinois State Report Card Task Force
2010 - 2012 National Research Council’s Congressional Workshop on Highly Successful STEM Education in K-12 Schools Steering Committee Member
2010 - 2013 Governor’s P-20 Council Member; Chairman of Data/Assessment Committee; Member of Post-Secondary and Workforce Readiness Leadership Committee
2010 - 2013 Illinois Association for Gifted Children Board of Directors
2007 - 2013 Diversified Higher Education Faculty in Illinois Board of Directors
2005 - 2009 Governor’s Illinois Educational Excellence Task Force
2004 - 2009 Governor’s Education Accountability Task Force on Education
2003 - 2013 Golden Apple Foundation Board of Directors; Past Chairman
2001 - 2011 Great Books Foundation Board of Directors

PUBLICATIONS

- “The New Realities of Landing a Superintendency,” *School Administrator*, September 2023 and July 2024
- “So You Want to Relocate?”, *School Administrator*, September 2021.
- “From Have Nots to Haves: The Case for Minority Talent Development” in *Transformative Leadership in Action: Allyship, Advocacy, and Activism* by J. Bruce and K. McKee, 2020.
- “The Fourth Envelope,” *School Administrator*, December 2019.
- “Confronting Student Suicide.” *School Administrator*, September 2016.
- “Igniting and Nurturing Diverse STEM Talent: Embracing the Opportunities and Challenges of Academically Talented Urban Youth, by Design,” coauthored with S.P Marshall, E. McLaren and C. Veal. *Gifted Child Today*, v. 32, no.1, Winter, 2011.
- *The Perfect School*, coauthored with Jim Burgett and Jim Rosborg. Santa Rosa, CA: Communications Unlimited, May 1, 2007.
- “Closing the Achievement Gap: Lessons from Illinois’ High Poverty High Performing Golden Spike Schools.” *Journal for the Education of Students Placed at Risk*, v. 9, no. 2, January 2004.



KERRY J. FODERARO

Barrington, Illinois 60010

KJFoderaro@HYAsearch.com • 630/835-8880

PROFESSIONAL EXPERIENCE

<u>Hazard, Young, Attea & Associates</u> , Arlington Heights, Illinois Associate & Human Resources Specialist	2023 - present
<u>Fenwick College Preparatory High School (9-12)</u> , Oak Park, Illinois Interim Director of Human Resources	2023
<u>Elgin-Area School District (PK-12)</u> , Elgin, Illinois Kane County School District U-46 Interim Assistant Superintendent for Human Resources	2021 - 2022
<u>National Louis University</u> , Chicago, Illinois Adjunct Faculty , Educational Leadership Department	2020 - present
<u>Kerry J. Foderaro, L.L.C.</u> , Barrington, Illinois Educational Consultant , All School District's Aspects	2020 - present
<u>Cass School District (PK-8)</u> , Darien, Illinois DuPage County Elementary School District 63 Superintendent of Schools	2005 - 2020
<u>Oswego Public Schools (PK-12)</u> , Oswego, Illinois Kendall County Community Unit School District 308 Assistant Superintendent for Administration & Human Resources	2001 - 2005
<u>Glenview Public Schools (PK-8)</u> , Glenview, Illinois Cook County Community Consolidated School District 34 Principal – Pleasant Ridge & Glen Grove Schools Superintendent Intern	1990 - 2001
<u>Saint Lambert School (PK-8)</u> Skokie, Illinois Archdiocese of Chicago School System Principal	1987 - 1990
<u>Saint Athanasius School (K-8)</u> Evanston, Illinois Archdiocese of Chicago School System Assistant Principal & Teacher	1979 - 1987

EDUCATION

- Educational Doctoral Degree (Ed.D.) Educational Leadership 2000
National-Louis University, Evanston, Illinois
- Educational Specialist Degree (Ed.S.) Educational Leadership 1991
National-Louis University, Evanston, Illinois
- Master of Arts Degree (M.A.) Educational Administration & Supervision 1986
Chicago State University, Chicago, Illinois
- Bachelor of Science Degree (B.S.) Elementary & Secondary Education 1979
Jacksonville University, Jacksonville, Florida
- Associate of Arts Degree (A.A.) General Education 1977
Morton College, Cicero, Illinois

ILLINOIS PROFESSIONAL EDUCATION LICENSE

- Superintendent (K-12), Administrative (K-12), Standard Elementary (K-9) & Standard High School (6-12)

PROFESSIONAL AFFILIATIONS

American Association of School Administrators (AASA) • Illinois Association of School Administrators (IASA)
Illinois Association of School Administrators – DuPage, South Cook & Kishwaukee Divisions • Association of School Business Officials (ASBO) • Illinois Association
of School Business Officials (IASBO) • Association for Supervision & Curriculum Development (ASCD) • Illinois Association for Supervision & Curriculum
Development (IASCD) • National Association of School Boards (NASB) • Illinois Association of School Boards (IASB)
Illinois Association of School Boards - DuPage Division • Suburban Superintendents' Association (SSA) • Superintendents' Round Table (SRT)

EDUCATION

- **Ph.D.** Colorado State University, Fort Collins, CO (2006)
Leadership and Human Resource Studies
- **M.A.** Eastern Illinois University, Charleston, IL (1991)
Economics
- **B.A./B.S.** Eastern Illinois University, Charleston, IL (1990)
Economics and Business Information Systems

PROFESSIONAL EXPERIENCE

Hazard, Young, Attea & Associates

Chief Associate, Higher Education Collaborative (Sept 2023 - Present)

- Lead team offering executive services in search, strategic planning, process and change leadership, HR processes, accreditation, DEI programming, and learning and assessment

Higher Learning Commission

Student Success and Assessment Leader (Aug 2014 - Present)

- Champion the growth and development of academy members through coaching and mentoring, improving student success rates and assessment initiatives

Jacobson Institute – Future World of Work and Learning Institute

Executive Director (Dec 2021 - Sept 2023)

- Led the institute and advisory board as executive cabinet member, driving revitalized mission and strategic initiatives, and secured a \$3 million grant from the Department of Labor for upskilling programming

DeVry Education Group (1998 - 2021)

National Dean, Faculty, Center for Excellence (2015 - 2021)

Associate Dean, Faculty Excellence (Promoted 2015)

Chair, Global Experiential Studies (Promoted 2014)

Senior Professor/Internship Director/Economics Chair (1998 - 2014)

EXECUTIVE BOARD EXPERIENCE

Yorkville CUSD 115

President (Mar 1999 - May 2023)

- Provided leadership and governance to a rapidly expanding P-12 school district
- Managed \$90 million budget with fiscal responsibility and strong financial balances
- Launched early childhood center, Freshman Academy, 1:1 learning, outcomes-based grading, district-wide dual language program, and global learning programming

The NEDA Foundation

Chief Academic Officer (Oct 2023 - Present)

American Association of University Administrators (AAUA)

Executive Board of Directors, Vice Chair Professional Development (Sept 2020 - Present)

RELATED PROFESSIONAL EXPERIENCE

Medix College

Learning Officer (Consultant) (May 2022)

Innovative Executive League

Member (Sept 2022)

NORC - University of Chicago

Senior Analyst, Special Assistant to SVP of Research (1992 - 1998)

CERTIFICATIONS/AWARDS/HONORS

- Certified Career Coach, Executive Edge
- Design Thinking, ADMCi Certification
- Educause, Certified Circles Mentor
- Carnegie Professor of the Year

SELECT PUBLICATIONS AND RESEARCH

- Dissertation (2005): Longitudinal study on student success at commuter institutions
- Ninth Grade Transition Model (2008) with Indiana University's Center for Educational Policy
- "The AI-powered Social Transformation: Bridging the Gap between Education and the Future of Work"
- "College 101" - Cleveland Magazine (July 2020)
- "A Beginner's Guide to Online Learning" - Peterson's (Spring 2020)
- Editorial Board Lead for DeVry University Journal of Scholarly Research

SELECT PRESENTATIONS AND LEADERSHIP

- Keynote; CPA Society of Illinois, Economic Trends (2025)
- Aligning Strategy with Governance, Best Practices in School Board Governance (2023)
- "It Takes Two to Tango - From the Balcony to the Dance Floor; A Leadership Success Story of a Board of Education and Executive Team," Illinois School Board Association and National Association of School Boards (2019)
- Marian University, Trends in Student Learning and Demographics (2024)
- Podcast Host: "Next Frontier - Reimagining Higher Education" (2023)
- "Disrupt HR - Aligning Skills to Talent," SHRM (August 2023)
- "A Global Skills Revolution," World Assoc of Cooperative Education (June 2023)
- "Future World of Work Summit," The Jacobson Institute (Fall 2022)
- "Academy Reflections," HLC Annual Conference (April 2022)
- "Data-informed Transformational Journeys," Indiana University (2021)
- "High Impact Practices in Remote Learning," E-Learning Success Summit (2021)
- "Leveraging AI/Data Visualization," Higher Learning Commission (April 2019)
- "Young Aspirations and the Inconvenient Truth about the Economy", DuPage County Counselor Institute Day and Glenbard Parent Series
- "State of the State of Illinois and the Uberization of the Labor Market," Illinois CPA Society Keynote (2016)

PROFESSIONAL MEMBERSHIPS

Accreditation Council for Business Schools & Programs (ACBSP), American Economic Association, AERA, AMA, BHA, Chief Learning Officer, Delta Mu Delta, EDGE: DEI Counsel, HLC, Educause, Illinois School Board Association, Illinois Council of Economic Education, National School Board Association, NACE, SHRM, Society for Supervision and Curriculum Development, The Teaching Professor, Women Employed, World Association of Cooperative Learning (WACE)

June 6, 2023

Re: Max McGee and Jim Largent of Hazard, Young, Attea & Associates

To Whom it May Concern,

It is my privilege to highly recommend the work of Hazard, Young, Attea & Associates, and in particular, the work of Max McGee and Jim Largent. During a recent superintendent search for the Highland Park Independent School District in Dallas, Texas, I had the pleasure of working closely and regularly with both Max and Jim and can attest to the incredible value they brought to our superintendent search process on all fronts.

First and foremost, the quality of Max's and Jim's work was most evidenced by their ability to recruit, vet, and recommend to our board for consideration such an outstanding list of semi-finalist and finalist superintendent applicants. Max and Jim vetted over a hundred candidate names, including names recommended by our own trustees and community members. Even with engaged trustees and community members adding names to the overall candidate pool, it was evident our board would not have had such high caliber applicants to consider but for the vetting and recruiting efforts of Max and Jim within their extensive HYA network, and even more so, within their own personal networks. Furthermore, they did not just bring us high caliber candidates, but just as importantly, candidates who particularly matched the local desires and needs of our board and community. Max and Jim promised to make our job difficult by bringing us too many outstanding, well-suited candidates; I believe they kept their promise in full.

Additionally, Max and Jim went above and beyond in conducting a thorough and successful engagement phase for our superintendent search. During the engagement phase, they exceeded expectations in the amount of time they spent, both in gathering information from our various stakeholder groups and in synthesizing the vast amount of information they gathered into a useful Leadership Profile Report that would guide our search. They conducted over 38 forums, focus groups and interviews (with over 300 participants in total) and received over 1,700 responses to their online survey. When needed, they went beyond the call of duty to meet with additional stakeholders and ensure all felt heard. Upon interacting with more challenging audiences, they responded with grace, diplomacy, and steadfastness. In creating the Leadership Profile Report, they masterfully represented both our district's positives and its areas for improvement in such a constructive way that all parties truly felt heard and even some more critical voices quieted.

Finally, I would add that Max and Jim continually impressed me with their interpersonal skills. They exhibited the utmost professionalism in all contexts, but they did so in a way that was both personable and collaborative. Both Max and Jim proved their keen sense for reading a room and understanding the unspoken nuances that can exist. They continually made themselves available to answer a phone call, respond to an email/text, join a zoom, or even come on site as needed. We hired Max and Jim to execute a tried-and-true superintendent search process,

which they did with excellence. But as experienced past superintendents who have also worked alongside many different boards as consultants, it was the objectivity, wisdom, and counsel they gave us along the way as trustees for which I will be forever grateful. I came to value Max and Jim as true partners and friends who I would call again for counsel in days ahead.

I recommend Max McGee and Jim Largent of Hazard, Young, Attea & Associates for your consideration without reservation. I am confident they will continue to exceed expectations as they lead future searches. If I can be of further assistance, please do not hesitate to contact me.

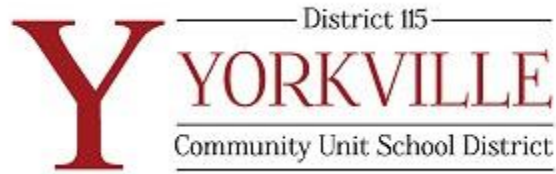
Sincerely,

A handwritten signature in black ink that reads "Maryjane Bonfield". The script is cursive and fluid, with the first name and last name clearly legible.

Maryjane Bonfield

President

Highland Park Independent School District Board of Trustees



June 2024

To Whom This May Concern,

In the wake of unexpected leadership transition and board turnover, HYA delivered exceptional results when Yorkville CUSD 115 needed it most. Historically, our district has used HYA for program evaluations and strategic planning. When the district was faced with this improbable disruption, we looked to our trusted partner, HYA, and did not even consider another firm.

HYA's comprehensive approach went over and beyond typical search services. The HYA team provided crucial interim support while simultaneously guiding an executive search process that honored our district's unique staff, teachers, and larger community needs.

HYA's incomparable services lie in their stakeholder engagement and unparalleled talent network. They attracted aligned candidates through research-based practices, careful listening, and precise matching of leadership qualities to our district's distinct challenges. Most importantly, HYA provided a sense of stability and professionalism during a period of considerable uncertainty for our district.

Their professionalism, accessibility, and strategic guidance throughout the process transformed a taxing transition into a seamless opportunity for our district's continued advancement. For districts seeking not just a search firm, but a true strategic partner—HYA presents the gold standard in educational leadership.

Sincerely,

Shawn A. Schumacher, Ph.D.
President, Yorkville CUSD 115
sschumacher@y115.org