



**PROVIDING DIRECTION
FOR OUTSTANDING LEADERSHIP**

BWP

SUPERINTENDENT SEARCH PROPOSAL

Geneva CUSD 304

A Tradition of Excellence



January 18, 2022

Ms. Taylor Egan
President, Board of Education
Geneva Community Unit School District 304
227 N. Fourth Street
Geneva, Illinois 60134

Dear Ms. Egan,

We are pleased to provide our proposal to assist you in your search for your next Superintendent of Schools. BWP & Associates is a national search firm that will provide you with an experienced search team composed of Steve Griesbach, Glenn Schlichting, and Johnnie Thomas. The team is committed to working with you and your community to identify your specific needs and to seek a group of excellent candidates for your consideration.

BWP & Associates consists of experienced and dedicated consultants who are networked with educational leaders throughout the country. We offer a high level of expertise and extensive knowledge for recruiting exceptionally talented people. Our proposal is attached and presents in detail how we will guide and support you throughout the search process. We encourage you to visit our website at www.bwpassociates.com to learn more about our search process.

We appreciate the opportunity to submit this proposal. Please feel free to contact us if you have any questions or if we can assist further as you discuss your search options.

Sincerely,

Dr. Debra A. Hill
Managing Director
847.204.0462
drmomaka29@gmail.com

Steve Griesbach
Lead Consultant
708-822-8706
smgriesbach@sbcglobal.net



Geneva Community Unit School District 304

Superintendent Search Executive Summary

Consultants

- Steve Griesbach, Director/Lead Consultant, 708-822-8706
- Glenn Schlichting, Associate/Consultant 630-988-0920
- Johnnie Thomas, Associate/Consultant 773-469-4269

Scope of Services

- Phase 1: Planning and Preparation – BWP and School Board (Spring/Summer 2022)
- Phase 2: Networking and Recruitment – BWP (August-October 2022)
- Phase 3: Candidate Assessment – BWP (October 2022)
- Phase 4: Interviewing of Candidates – School Board (November 2022)
- Phase 5: Selection of Candidate – School Board and BWP (November/December 2022)

Community Engagement

- Leadership Profile Survey available to the school community
- Focus groups of parents, community members, teachers, administrators, and students along with individual interviews of School Board members to build the Leadership Profile
- Representative stakeholder committee to meet finalists and provide written feedback to the School Board

Costs

- \$18,400 consulting fee
- Advertising and travel expenses to be determined in collaboration with the Board

Why BWP & Associates?

- 99% of superintendents placed by BWP successfully complete their first contract (usually two or three years)
- Two-year guarantee, if new superintendent resigns or is dismissed, a new search is conducted for expenses only
- One year of free mentoring for the new superintendent
- Nationwide network of contacts, consultants and candidates
- Each search process is customized to meet the needs of the school district



BWP & Associates Statement on Executive Search Options during COVID-19 Pandemic

BWP & Associates, like many other firms and businesses, has had to learn new ways of working with clients and candidates. BWP continues to value the opportunity to meet face-to-face with Board members and stakeholders, we know that this is not always the safest and most effective way to work.

Over the past year and a half, BWP has expanded its capacity to work in the “virtual environment” with clients and candidates without any significant impact on our processes and effectiveness. Online meetings, breakout rooms, and virtual interviews have become more the norm than the exception. In the searches, BWP has conducted since March 2020, we have received great feedback that our virtual approach works. Both clients and candidates give our consultants and the firm high marks for maintaining the integrity of the process and the quality of our personal interactions.

In working with your School District, we are prepared to work with the Board to design a search process that is within local public health guidelines and maintains the safety of all participants. There are three basic options for you to consider:

Virtual Search: Using online tools to meet with Board members, stakeholders, and candidates.

Hybrid Search: Some interactions with Board members, stakeholders, and candidates are done in person, following public health guidelines. The remaining meetings and interviews would be conducted virtually using online tools.

Traditional Search: All components of the search would be conducted in person, adhering strictly to public health guidelines.

We believe that you can achieve results that thrill you using any of the models outlined above (or other creative models) so long as we maintain the integrity of the process outlined in detail in our proposal. Virtual and hybrid searches can lower the cost of a search by reducing travel expenses for consultants and, at times, candidates.

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About BWP & Associates

BWP Associates' Goals

- To identify and present a slate of outstanding candidates for leadership positions including superintendents, district administrators, and school leadership positions.
- To ensure successful results to benefit students, staff, school boards, and stakeholders.
- To engage parents, community, staff, and students in the search process; to build support for the process, the School Board, and the successful candidate.

Company Background

BWP & Associates grew from the merger of three nationally recognized search firms: Harold Webb Associates, PNR Associates, and The Bickert Group, Ltd. BWP traces its oldest roots to Harold Webb Associates that became the first nationwide superintendent search firm in the country in 1977. PNR Associates conducted leadership searches in educational and national non-profit organizations since 1984. The Bickert Group, Ltd., incorporated in 1992, served predominately Midwest school districts. Through the merger into **BWP & Associates**, these three firms significantly expanded their connections and consultant base. BWP's corporate office is in Libertyville, Illinois.

Consultant Search Team

If BWP & Associates is selected, Steve Griesbach will serve as lead consultant assisted by Glenn Schlichting and Johnnie Thomas. The team will work closely with your school board in planning, organizing and leading its search for a new superintendent. The consultants will provide personal attention and high-quality services. Their resumes are attached. Additional BWP consultants will provide networking assistance to the search team.

The Search Phases

Each BWP led search is customized to meet the needs of each school board. The processes used to identify strong, capable leaders who match the needs of your community typically include five essential phases.

Phase 1: Planning and Preparation – BWP and Board

Phase 2: Networking and Recruitment – BWP

Phase 3: Candidate Assessment – BWP

Phase 4: Interviewing of Candidates – Board

Phase 5: Selection of Candidate – Board and Transition – Board and BWP

Phase 1: Planning and Preparation

Initial Planning Meeting

The first step is for BWP to schedule a planning session with the Board to organize the process by:

- Reviewing the Board/BWP responsibilities for each phase of the search
- Defining the roles of the current superintendent, staff members, administrators, students, community, and other stakeholders in the search process
- Preparing a customized detailed search calendar that meets the School Board's specific needs and defines the expectations of BWP and the Board members in the search process
- Reviewing School Board options and preferences for a position announcement and advertisement
- Discussing the compensation package to be offered to the new superintendent
- Outlining the communication plan to keep the Board abreast of the search progress and the BWP consultants alerted to questions or issues that may arise
- Establishing a timeline and methodology to communicate with the community about the search process and progress updates

Developing Leadership Profile: Board and Stakeholder Input

A key to finding the best candidates is to develop a unique Leadership Profile that clearly articulates the specific traits and characteristics necessary to be successful in your school district.

- The Leadership Profile is developed collaboratively and is the product of these activities:
 - Interviews with individual Board members
 - Focus Groups with community stakeholders
 - Open meeting with community members
 - Leadership Survey for staff and community stakeholders
- The information gleaned from these three components is then synthesized into a succinct and specific Leadership Profile. The Leadership Profile becomes the primary driving force for:
 - Recruiting candidates
 - Preparing interview questions
 - Assessing interview performance
 - Final assessment of candidates

Phase 2: Networking and Recruitment

Recruitment and Advertisement

- National outreach to find a group of excellent candidates for your consideration, with emphasis on your geographic region
- Aggressive recruitment of candidates whose experiences, skill set, and educational background best match the needs of the position and community
- Consistently seeking new talent
- Announcement of the vacancy posted in strategically selected national, state, and regional publications and websites, as well as the **BWP & Associates** website www.bwpassociates.com
- Communication with our national network of professionals to identify prospective candidates

- Complimentary Internet link from our vacancy announcement and search profile provided to your school district website

Networking Specialty

BWP & Associates specializes in proactive networking throughout the recruitment period.

- Consultants network with educational leaders, as well as college, university and business leaders, throughout the country.
- BWP team members are active in state, regional and national educational organizations, and many participate in superintendent academies to train current and future superintendents.
- BWP is highly objective in the search process, not associated with any college, university, or organization.
- BWP consultants include successful current and retired superintendents all of whom are steeped in expertise.

Phase 3: BWP Candidate Assessment

Candidate Assessment by BWP & Associates

At the close of the application period, the consultants will carefully review all candidate materials to identify the best candidates for your position.

- Individuals are screened using the Leadership Profile characteristics, and the selected candidates interviewed by the consultation team.
- Candidates undergo further background and detailed reference checks by the search team with adherence to strict confidentiality expectations.
- Examination of finalist candidates' backgrounds is discreet, but rigorous, reaching personal and professional reference well beyond those provided by the candidate. Extensive electronic searches, including social media and news media are thoroughly conducted with the assistance of a third-party firm, if desired.
- Comprehensive information about the candidate beyond that appearing in the official file is attributable to BWP's extensive network.

Presentation of Candidates and Board Training Meeting

After vetting all applications, BWP will present a slate of four to six candidates recommended for initial interviews by the Board. When this slate is presented, the consultants will support and assist the Board in the final stages of the process including:

- Preparing the Board for candidate interviews by providing written interview guidelines, suggested sample questions, and best practices
- Suggesting community activities appropriate to introduce finalists, if desired
- Providing a regional salary/benefits comparison to assist the Board in determining compensation
- Providing any support the Board needs to ensure informative, comprehensive and successful closure of the search
- Discussing and offering options and recommendations for the Board to conduct formal background checks of the final candidate(s)

Phase 4: Board Interviews of Candidates

School Board Interviews and Candidate Assessment

- **First Round**

- Board interviews the slate of candidates recommended by BWP.
- Interview questions are prepared in advance and are connected to the Leadership Profile.
- BWP provides assessment tools to the Board to assist in the determination of two to three finalists for a second interview.

- **Second Round**

- In-depth interviews with the selected finalists are conducted.
- If desired, finalists present to the Board a response to address a pertinent issue facing the school district. Examples include a communication to the community or a presentation to the Board.
- BWP provides assessment tools to the Board to assist in evaluating the finalists.

Stakeholder Input on Final Candidates

- If requested by the Board, BWP will organize a representative community stakeholder group.
- This group will be fully prepared by BWP to interview the final candidates using the original Leadership Profile as its guiding source to elicit responses from the candidates.
- Each stakeholder participant will provide confidential, written feedback that will be reviewed and considered by the Board as part of the final consensus-building selection process.

Phase 5: Selection and Transition

Superintendent Appointment and Closing Search

- Board selects a candidate and authorizes the terms of the employment contract to be offered.
- BWP is available to assist the Board and/or its attorney in preparation of the draft contract.
- BWP sends letters to all applicants confirming the appointment and extending the Board's appreciation for applying.

Successful Leadership Transition

- BWP is available to assist the Board in ensuring an orderly transition in leadership.
- Components of a successful transition may include assistance with a first 100 days plan, a governance workshop for the Board and superintendent, and ideas for superintendent goal-setting and evaluation.

BWP Mentoring and Guarantee

- BWP provides free mentoring service which is unique in the industry.
- Consultants provide mentoring for the new superintendent for at least the first full year in the position at no extra charge.
- BWP two-year guarantee: If the new superintendent resigns or is dismissed for a cause within 24 months of commencing duties, BWP will conduct a new search at no additional cost to the Board except for expenses.

Consulting Fee and Expenses

Consultant Fee

The consulting fee for our services is **\$18,400** which includes electronic stakeholder survey, creation and maintenance of candidate files, communications to those in the network and to prospective candidates, postage and telephone charges, and clerical expenses. Estimated advertising and travel expenses are listed below.

Estimated Expense Breakdown

Advertising	\$400-\$900
Candidate Travel	To be determined in collaboration with the Board

Once we have determined the search parameters and schedule, we can provide a "not to exceed" price.

Payment Schedule

Our consultant fee is normally billed in three equal installments:

- Upon the signing of the Letter of Understanding
- After presentation of the slate of semifinalist candidates
- Upon the appointment of the new superintendent

Final expenses are billed within 90 days of completion of the search.

References, Litigation Record, Contract

References

BWP's reputation, integrity and effectiveness are paramount to us. Our team strongly urges you to speak with representatives of Boards that the consultants have served. Per your request, past clients are listed as references from recent searches. A more complete list is available on our website at www.bwpassociates.com.

- 1. School Town of Munster** Munster, IN (4,500 students)
 - Mr. Bret Heller, Superintendent-Elect
 - Ms. Ingrid Schwarz-Wolf, President of the Board
 - Email: iswolf@munster.us Phone: 219.718.8283
- 2. Homewood-Flossmoor High School District 233** Flossmoor, IL (2,800 students)
 - Dr. Scott Wakeley, Superintendent-Elect Email: swakeley@hf233.org
 - Ms. Debbie Berman, Board Liaison for Search
 - Email: dberman@hf233.org
- 3. Kaneland Community Unit School District 302** Maple Park, IL (4,000 students)
 - Dr. Todd Leden, Superintendent Email: todd.leden@kaneland.org
 - Ms. Teresa Witt, Board President
 - Email: teresa.witt@kaneland.org
- 4. Troy Community Unit School District 30c** Plainfield, IL (3,900 students)
 - Dr. Todd J. Koehl, Superintendent tkoehl@troy30c.org
 - Mr. Mark Griglione, Board President
 - Email: nsutarik@troy30c.org
- 5. Darien School District 61** Darien, IL (1,300 students)
 - Dr. Robert Langman, Superintendent Email: blangman@darien61.org
 - Ms. Janine Kiwiet, School Board President
 - Email: schoolboard@darien61.org
- 6. West Chicago Elementary School District 33** West Chicago, IL (3,900 students)
 - Dr. Kristina Davis, Superintendent Email: davisk@wego33.org
 - Mrs. Brenda Vishanoff, Presided as President of the Board during the search
 - email vishanoffb@wego33.org

Litigation Record

BWP has never been in litigation with any of its clients.

Contract Form

BWP uses a Letter of Understanding to serve as its formal contract with clients.

Proposed Search Timeline

Geneva Community Unit School District 304

1. Planning Meeting with the Board or Representative/Contact Person – Spring/Summer

- Establish search parameters
- Set timeline
- Identify any customized services to be provided

2. Launch Recruitment/Marketing Campaign – August/September

- Post position on proven websites
- Open electronic, web-based application system
- Contact highly successful school leaders with experience, background, and talents that may match the school district's needs

3. Conduct Audit and Develop Leadership Profile – September/October

- Interview Board Members
- Survey stakeholders
- Interview constituent groups
- Verify profile with Board of Education

4. Review/Evaluate Applications – October

- Assess qualifications of applicants
- Use Leadership Profile to evaluate candidate "fit" for school district based

5. Identify 4 – 6 Top Candidates for Board Interviews – October

- Interview 10 -12 applicants who best match District's Leadership Profile
- Conduct extensive research into candidate's background, including online profile (the school district must also conduct a criminal background check for final candidate prior to employment)

6. Present Candidate Slate to Board of Education – October/November

- Review of candidates and qualifications
- Highlight "fit" for school district based on the Leadership Profile

7. Prepare Board of Education to Interview Candidates – October/November

- Identify key questions to ask and rubrics to evaluate and rate responses
- Review what is and what is not permissible in an interview
- Identify strategies for building consensus around finalists

8. Board Interviews Candidate Slate (4 or 6 candidates) – November

9. Board Interviews Finalists (1 – 3 Candidates) – November

- Create tools and instruments for Board interviews of finalists
- Determine the process and schedule
- Provide strategies for building consensus to select the finalist

10. Employ New Superintendent – November/December

- Onboarding support (contract discussions, transition planning)
- Introduction to staff, students, and stakeholders



Talent Office ▪ 42 West Madison, Garden Level ▪ Chicago, Illinois 60602

September 10, 2021

To whom it may concern:

CPS recently completed its selection process for its CEO and Superintendent, the first time a selection process has been done of this type in the district's recent past. BWP & Associates led the search, and carried out the search swiftly, effectively and with expertise.

On a rapid timeline, BWP was able to guide me and our Board on realistic timelines and recommended approaches to challenges. They engaged in an expansive public engagement process that included dozens of focus group conversations, interviews, and a public-facing survey garnering thousands of responses.

The candidates they found were highly qualified, diverse, and had a passion for their work, and each individual matched the leadership profile BWP compiled through the engagement process.

I highly recommend Debra Hill and her team. We are certainly thankful to have had her to help guide us through this process from start to finish. If you have any questions, do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "MLyons".

Matt Lyons
Chief Talent Officer
Chicago Public Schools



West Chicago District 33
300 E Forest Ave
West Chicago IL 60185
Phone 630-293-6000

June 18, 2021

Greetings from West Chicago D33,

It is my pleasure to write a letter of recommendation for BWP and Associates. I worked with BWP for our district's superintendency search twice as Board President of West Chicago District 33. Both times our experience was excellent.

In our first search in 2014, our district had recently lost a beloved leader due to a health emergency and we needed help finding the right candidate to lead the next portion of our district's journey. BWP and Associates was attentive to some unique challenges we were facing and wise in their counsel to us. This expanded beyond their contracted service to us in the superintendency search. They went above and beyond not just to find us a strong slate of candidates, but also to ensure we were poised to set this leader up for success.

Five years later, we celebrated our superintendent moving into a bigger position in another district. Again we worked with BWP and Associates to both determine what we needed from our future leader and also to recruit candidates for this charge. They helped us consider talent within and outside our district in a very professional manner. We are thrilled with our current superintendent.

In both searches we interviewed several firms before deciding on a search firm. In both cases, BWP stood out among the other firms because of their level of personalized service and in their mentoring of the superintendent throughout the first year of the new superintendency.

The decision of hiring a superintendent is one of the most important responsibilities of a school board. It determines your district's direction, impacts student learning, and influences how you will connect and communicate with your community. I strongly recommend you consider BWP and Associates. I trust you will find them to bring excellent options and opportunities as well clarity for your board in this journey.

Sincerely,
Brenda Vishanoff, Ed.D.
vishanoffb@wego33.org

Steven M. Griesbach
888 S. Michigan, Unit #500 Chicago, IL 60605
708-822-8706
smgriesbach@sbcglobal.net

Professional Career Experiences

2002 – 2013 Superintendent of Schools (2005 – 2013)

Assistant Superintendent for Curriculum and Instruction (2002 – 2005)

Gower School District 62, Willowbrook, Illinois

- Led high-performing, diverse, pre K – 8 public school district
- Improved student learning to historic highs
- Managed \$13 million budget, increasing unrestricted fund balances 8 consecutive years
- Led two successful referendums (2004 and 2012)
- Directed comprehensive technology and facility modernization programs
- Transformed instruction using technology, the Common Core Standards, and model teacher supervision and evaluation program
- Revised District policies and administrative procedures
- Negotiated three collective bargaining agreements with teacher union
- Initiated model civic education program with Northwestern University
- Implemented District-wide data analysis and increased student achievement
- Authored local, state, and federal grants
- Led community-based strategic envisioning process involving all stakeholders
- Awards:
 - U.S. Department of Education Blue Ribbon Award - Exemplary Performance (2012)
 - Illinois State Board of Education Schools of Excellence (2003 – 2013)
 - Illinois State Board of Education Financial Recognition (2003 – 2013)
 - Illinois Blue Ribbon Physical Education Program (2004, 2008, 2011)

1999 – 2002 Principal-Elementary School

Flossmoor School District 161, Flossmoor, Illinois

- Led 400 student elementary school (94% African-American)
- Increased student performance in reading, writing, and math on Illinois tests
- Designed district-wide student registration program
- Implemented skills-based summer school program
- Created tutoring program using community volunteers
- Supervised 37 staff members
- Directing Board Member of Harvard University Principals' Center

1992 – 1999 Principal—Elementary School

Park Ridge-Niles School District 64, Park Ridge, Illinois

- Led building-based initiative to create technology driven writing center
- Monitored \$7.8 million construction/renovation project
- Introduced residential outdoor education program
- Initiated district-wide induction program for new teachers
- Developed family reading initiative for children ages birth to five
- Represented elementary schools on district strategic planning team
- Authored local and state grants to fund technology, outdoor education program, parent involvement initiative, and RtI

1989 – 1992 Assistant Principal—Middle School

Lincolnwood School District 74, Lincolnwood, Illinois

- Directed building curriculum in mathematics, social studies, and science
- Initiated district-wide new teacher induction program
- Organized multi-cultural staff development program

1979 – 1989 History and Social Sciences Teacher—High School

Evanston Township High School District 202, Evanston, Illinois

- Audited district-wide learning objectives for compliance with state guidelines
- Chaired curriculum committees for consumer education, world history, and economics
- Authored reinforcement, review, and enrichment exercises for McDougal-Littell textbook series
- Coached basketball (9 years)

Other Professional Work - Post Retirement

- LaGrange Highlands District 106: Interim Superintendent (2021)
- Aspex Solutions: Senior Associate for Sales and Marketing (2013 – 2015)
- Otus, LLC: Senior Associate (2015 – present)
- BWP and Associates: Associate (2013 – present)
- DuPage County ROE: Presenter and Program Leader (2013 – 2016)
- Niles Township High School District 219: Interim Superintendent (2016)
- Now Classrooms Leadership Guide: Co-Author (published by Solution Tree 2017)
- Net56 Consultant (2015 – present)
- JMP Consulting: Portrait of a Graduate/Strategic Planning Facilitator (2019 – present)

GLENN T. SCHLICHTING

26W156 Durfee Rd

Wheaton, IL 60189

(630)988-0920

EXPERIENCE

August, 2018 to Present

Concordia University Chicago

Full-Time Assistant Professor

Serve as a member of the Department of Educational Leadership. Teach graduate courses focused on educational leadership. Research, publish, and present about topics related to administration and leadership.

July, 2005 to June, 2018

LaGrange School District 105

Superintendent

Maintained excellent working relationships with District 105 School Board, staff, parents, and community members by being visible, accessible, honest, fair, and knowledgeable. Student performance, climate, school facilities, and district finances continuously improved during my tenure as superintendent.

- District goals that focused on the needs of the Whole Child were developed through strategic planning. A balanced system of assessment was used to monitor progress toward goals.
- Annual staff, parent, and student surveys indicated very high levels of satisfaction with district and school climate, instructional services, and communication.
- A district-wide bonus structure was negotiated to connect teacher and administrator salaries with district performance compared to a national sample of benchmark districts.
- All District 105 Schools were recognized for excellence by the State of Illinois. Spring Avenue School was rated as the top school in Cook County by *Chicago Magazine* in 2006.
- Two schools, Seventh Avenue and Spring Avenue received the National Blue Ribbon Award in 2014.

July, 2002 to June, 2005

LaGrange School District 105

Assistant Superintendent

Primary responsibilities focused on program development and improvement. Worked closely with Superintendent in the areas of strategic planning, Board communication and relations, finances, publicity, and facilities.

- Provided leadership for program renewal efforts in all areas of the curriculum. Changes resulted in significant gains in student satisfaction and achievement.
- Played a key role in the passage of a referendum

July, 1998 to June, 2002

Thomas Metcalf Laboratory School, Illinois State University

Principal; Grades Pre-K – 8 (500 students); Tenure Track Professor in Educational Administration and Foundations Department

Served as principal in a school whose unique mission is to act as a model for educational methods and theory in support of the preparation of future educators, conduct educational research, offer quality educational programs, and disseminate information to others in the educational profession.

- Provided leadership to align progressive and innovative school practices to ensure student success
- Served as lead researcher for multiple school-wide studies

GLENN T. SCHLICHTING -2 -

July, 1997 to June, 1998

Homewood-Flossmoor School District 153

Assistant Superintendent, Three-Fifths Position

One year, part-time position was created to provide me with an opportunity to complete my dissertation.

- Worked with Board to develop the budget and update a six year financial report
- Served as administrative liaison for Board's Community Curriculum Committee

July, 1994 to June, 1997

James Hart Middle School, Homewood-Flossmoor, IL

Principal-- Grades 6-8 (750 students)

Students in this **1996-97 National Blue Ribbon Middle School** met high academic and behavioral standards.

- Developed network of teams to assure responsiveness to student needs
- Used data from several sources to develop and evaluate progress toward student-centered building goals
- Oversaw the planning and completion of \$3.5 million addition to James Hart

July, 1991 to July, 1994

Carl Sandburg Middle School, Mundelein, IL

Principal -- Grades 5-8 (650 students)

- Worked closely with teachers' union and Board to redefine instructional day
- Revised evaluation process to provide for differentiated evaluation
- Started parent organization and dramatically increased parental involvement

August, 1988 to July, 1991

Plum Grove Junior High School, Rolling Meadows, IL

Assistant Principal -- Grades 7-8 (675 students)

August, 1987 to July, 1988

Cass Junior High School, Darien, IL

7th Grade Language Arts Teacher

June, 1986 to August, 1987

The Prudential, Chicago, IL

Group Representative

- Underwrote and serviced large companies' benefit programs

August, 1983 to June, 1986

Medinah Middle School, (**Recipient of President's Excellence in Education Award**)

Roselle, IL

7th Grade Languages Arts and Math Teacher

January, 1981 to August, 1983

Irving School, Maywood, IL

3rd, 5th, and 8th Grade Teacher

GLENN T. SCHLICHTING -3 -

EDUCATION

January 1999

Loyola University, Chicago, IL

Ph.D. in Educational Leadership and Policy Studies.

Dissertation Topic: Technology Usage in Schools

June, 1988 to December, 1989

Northern Illinois University, DeKalb, IL

Major: **Educational Administration, M.S.**

June, 1976 to December, 1980

Knox College, Galesburg, IL

Major: **Elementary Education, B.S.**

Minors: English, History

EDUCATIONAL SERVICE

- Consortium for Educational Change (CEC) Board Member, 2015-2018.
- Several Local, State, and National Presentations, including, “Closing Achievement Gaps: Aligning Data to Culture to Action”, National Quality Education Conference, 2014
- Member and team leader for multiple CEC Systems Assessment Teams in suburban districts throughout Chicago area
- President, Illinois Association of Supervision and Curriculum Development (IASCD), 2002
- Principal Researcher for study entitled, “The Effects of On-Going Professional Development on Teachers’ Beliefs About Mathematics Teaching and Learning and Students’ Understanding of Mathematics”, 2001-03
- Researcher for study entitled, “Using the Web to Strengthen Home-School Connections at the Middle Level”, 2000-03
- Trainer, Illinois Technology and Leadership for Change (Gates Grant), 2000 - 2002
- State Secretary, IASCD, 1999-01

JOHNNIE THOMAS

OBJECTIVE

To obtain a superintendent position that allows me to facilitate superior instructional programming and avant-garde pedagogy through the collaborative effort of district staff, students, and community stakeholders.

EDUCATION

Doctor of Education, DePaul University, Chicago, IL
August 2010

Masters of Social Work, Loyola University, Chicago, IL
May 2000

Bachelors of Liberal Arts, Southern Illinois University, Carbondale, IL
December 1997

CERTIFICATION

Illinois Type 75 Administrative Certificate
Superintendent / Director of Special Education Endorsements

Illinois Type 73 Social Worker

PROFESSIONAL EXPERIENCE

7/17- Present **Superintendent of Schools**
Rich Township High School District 227, Matteson, IL

Responsibilities include: providing the overall leadership for a comprehensive high school district, including personnel development, facility management, curriculum approval, and technology management with an annual budget of \$68 million. Collaboratively led efforts to create new district belief, vision, mission, and measurable goal statements to support student achievement efforts for more than 3,000 students with the support of 400 faculty and staff members. Created accountability measures for culture and climate within the organization. Redesigned the hiring process to ensure the district hired qualified staff at all levels. Created a uniform assessment system aligned to the College Board and SAT assessment schedules. Increased stakeholder and parent involvement. Provided one million meals to the community during the pandemic. Lead one hundred-million-dollar renovation project at all schools. Created career pathways for students. Instituted the International Baccalaureate (IB) program. Implemented College Board's Pre-AP framework to replace standard core level district offerings while raising expectations and rigor for students. Conducted a comprehensive examination of the district finances, facilities, and student enrollment to help Board with current and future planning.

7/12- 7/17 **Superintendent of Schools**
Community High School District 155, Crystal Lake, IL

Responsibilities include: providing the overall leadership for a high performing comprehensive high school district (all schools in the top 75% of all high schools in Illinois), including personnel development, facility management, curriculum approval, and technology management with an annual budget of \$88.5 million. Collaboratively led student achievement efforts for more than 7,000 students with the support of 700 faculty and staff members reaching a composite ACT score of 22.9 from 21.5. Created an aligned college bound curriculum to the Common Core for all students in order to create an engaging college bound educational experience with 92% of our students going on to post-secondary endeavors, which yielded 306 Illinois State Scholars most in the history of the district. Delivered training modules to inter-departmental teams to ensure smooth adoption of the new State of Illinois Evaluation system. Lead the development and training of staff on new administrative evaluation system for certified and non-certified staff. Initiated and managed Teacher Technology Leadership Grant Program, incorporating innovative technology with class curriculum for greater learning opportunities. Successfully lead the transition for Department Chair positions from union staff to administrative staff with the support of the union. Led the realignment of the entire administrative

structure at the district and school levels. Led the collaborative creation of the district's measurable instruction and social emotional goals directly aligned to the Board's mission and vision.

7/09-7/12

**Associate Superintendent for Student Services
Township High School District 214, Arlington Heights, IL**

Responsibilities included: providing ongoing leadership in the development, coordination, supervision, and evaluation of special education programs and personnel serving 2,301 students with IEP's in the Township High School District (Enrollment 13,000); developing a comprehensive staffing plan for district coordinators, building administrators, special education teachers (169), related service providers (32), and paraprofessionals (100) within the context of the six high schools and two alternative schools; working collaboratively with the superintendent's cabinet in addressing instructional, budget, personnel, and planning issues; responsible for the evaluation of student services staff, directors of alternative high school programs, special education coordinators, office support staff, and itinerant/ vocational/ job coach teachers. Responsible for district-wide student services budget planning of 25 million dollars; facilitating a forum for parent feedback and involvement in district programs and events; and problem-solving/mediating issues concerning students with special needs and relevant programming, and other duties as assigned by the superintendent.

7/05- 7/09

**Executive Director of Student Services
Valley View School District 365-U, Romeoville, IL**

Responsibilities included: Provided leadership in the development, coordination, supervision, and evaluation of special education programs serving the 3,201 students with IEP's in the Valley View School District (Enrollment 18,000), developed a comprehensive staffing plan for all special education teachers (149), related service providers (62), and paraprofessionals (200) within the context of the 20 schools in the Valley View School District for the 06-07 school year. Valley View School District is composed of 1 early childhood center, 13 elementary schools, 5 middle schools, and 2 high schools, worked collaboratively with the superintendent's cabinet in addressing instructional, budget, personnel, and planning issues, responsible for the evaluation of the assistant executive director of student services, director of counseling and vocational services, director of school safety, special education coordinators, office support staff, and itinerant teachers in the Valley View School District, responsible for district-wide special education budget planning of 30 million dollars.

7/04-7/05

**Assistant Director of Special Education
Valley View School District 365-U, Romeoville, IL**

Responsibilities included: Providing leadership in the development, coordination, supervision, and evaluation of special education programs/staff; development of comprehensive staffing plan for district special education personnel; Collaboration with superintendent's cabinet, addressing instructional, budget, personnel, and planning issues; Special Education budget planning; recruitment and retention of special education personnel; Co-facilitating department meetings for LEA representatives, psychologists, social workers, special education coordinators, and speech pathologists; planning/supervision of Positive Behavioral Supports (PBIS) intervention; Planning/supervision of Flexible Service Delivery/Problem Solving Model and associated programs (i.e., AIMS Web, CBM, etc.); Committee leadership for Crisis intervention, IEP/CBM goal alignment, and Intensive Programming; IDEA, Medicaid, PBIS Tertiary Grant and ORS grant management; and other duties/ provision of support needs as needed and assigned.

8/03-6/04

**Instructional Coordinator
Valley View School District 365-U, Romeoville, IL**

Responsibilities included: Co-Taught in Emotional Disturbance class; Improving instructional outcomes for learners determined to have an Emotional Disturbance grades k-12; Development, implementation, and evaluation of programming options for special education learners; Monitoring the enrollment of learners in district and in private day-school programs.; Mediating disputes between parents and building student resource teams; Facilitating workshops on differentiated instruction, classroom management, and student engagement, and providing leadership and understanding regarding special education law.

8/ 00 – 6/04

**School Social Worker
Chicago Public School District 299, Chicago, IL**

Responsibilities included: providing group, individual, and family counseling; Participating in classroom groups; Providing social emotional workshops for school staff; developed, updated, and modified IEPs for caseload; Monitored the academic and behavioral progress of students on my caseload providing support to staff, students, and parents as needed; Participated in the induction process for related services providers.

PROFESSIONAL MEMBERSHIPS

- Board Member of the Illinois Alliance of Administrators of Special Education
- Dupage Township Youth Taskforce, Vice President of the Board of Directors
- American Association of School Administrators
- Association for Supervision and Curriculum Development
- Council for Exceptional Children
- Advisory Board Member Loyola University School of Education
- Big Brother and Big Sisters of McHenry County, Board Member
- American Association of School Administrators, Equity and Excellence in Education Advisory Committee
- McHenry County Superintendent Organization, President
- Special Education District of McHenry County, Executive Board Member

PROFESSIONAL WORKSHOP/ PRESENTATIONS

- Working with Angry and Aggressive Individuals
- Crisis Intervention and Prevention
- Differentiated Instruction: Teaching to All Students
- Flexible Service Delivery Model and RTI
- Testimony at the ISBE board meeting on the importance of RTI and Class Size
- Educating African American Males
- Formative and Summative Assessment
- American Association of School Administrators, Equity and Excellence in Education Advisory Committee
- Organizational Continuous Improvement Seminar
- Creating Resilient African American Males
- Academic Success for All Students: The importance of Educational Leadership
- Named DePaul University's 14 under 40 (2013-14)

REFERENCES

- Dr. Philip Schoffstall, *Superintendent, Valley View School District 365 U*
- Dr. Lou Cavallo, *Superintendent, Forest Park School District 91*
- Dr. David Schuler, *Superintendent, Township High School District 214*
- Ted Wagner, President, Board of Education Community High School District 155



DEBRA A. HILL

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drmomaka29@gmail.com

Objective: Expert Consultant on Educational Issues

Experience

- 2014 – Present Managing Director – BWP & Associates Search Firm
- 2008 – 2017 Associate/Adjunct Professor – Argosy University
- 2002 – Present Associate – Bickert, Webb, Plath, Executive Search Firm
- 1990 – Present Independent Educational Consultant
- 2000 – 2007 Superintendent of Schools – West Northfield SD 31
- 1999 – 2000 Assist. Superintendent for Staff Development – Evanston SD 65
- 1992 – 2000 Assist. Superintendent of Curriculum & Instruction – Evanston SD 65
- 1998 – 1999 Interim Superintendent of Schools – Evanston SD 65
- 1988 – 2012 Adjunct Professor – National Louis University
- 1972 – 1982 Classroom Teacher – Oak Park and Evanston, IL

Education

- 1993 – Loyola University - Chicago Ph.D. Curriculum/Human Resources
- 1972 – Northwestern University – Evanston Master of Arts in Teaching
- 1971 – Northwestern University – Evanston Bachelor of Science
- 1967 – Englewood High School – Chicago

Accreditations

- Numerous workshops as listed
- Character Counts participant and trainer
- Mennonite Peace Training Program
- Teacher Expectations and Student Achievement (TESA) Trainer
- Association of School Administrators Trainer
- Standards and Assessment – Harvard Professional Education Program
- Motorola Leadership Academy
- National Louis TPACT – Technology in the Classroom Project
- Grant Reader – Illinois State Board

Professional Memberships

- Association for Supervision and Curriculum Development (ASCD)
*International Board of Directors, Leadership Council, Nominations Committee Chair,
Legislative Committee, President-Elect, President, Past President*
- Illinois Association for Supervision and Curriculum Development (IASCD)

*President, Program Coordinator, State Standards Committee, Leader Mentor
Program, Governance Chair*

- National Organizations for Math, Reading, Science, and Social Studies
- National Alliance of Black School Educators
- National Middle Schools Association – Diversity Committee
- Phi Delta Kappa
- Evanston District 65 Teacher-Administrator Negotiations Team
- Evanston Township High School – Curriculum Forum
- National Committee – Minority Student Achievement Network
- City/School Liaison (Evanston)
- Evanston United Way Board
- Foster Reading Center Board of Directors
- Evanston Arts Council
- National Louis University – ISBE – NCATE Review Committee
- Golden Apple Awards Nominations Review Committee
- North Cook Intermediate Service Center Governing Board (Chair)
- Evanston Housing Options Board of Directors (Vice President, President)
- Rotary International – Glenview Sunrise Club (Activities Chair)
- Evanston Alumnae Chapter of Alpha Kappa Alpha Sorority (Vice President- Grad. Advisor)

I have served in leadership capacities in numerous professional and community organizations, presented workshops and made program presentations at most of the organizations listed.

Awards and Publications

- “Accepting the Disabled” – Rehab Institute of Chicago (1989)
- “Breaking the Mold” – Illinois State Board of Education (1999)
- “Stone of Help” – Ebenezer Church (1999)
- NAACP Community Service Award (1999)
- International Who’s Who of Professional and Business Women (1999)
- Distinctive Ladies Community Leadership Award (1999)
- Sterling’s Who’s Who in American Education (2000)
- “Teacher Tips”, National Louis University Newsletter (2000)
- National Staff Development Conference (2000)
- King Elementary School – Parent Involvement (2000)
- Certificate of Appreciation – ASCD (2000-2005)
- “Service Above Self Award” – Glenview Rotary Sunrise (2004)
- “Superintendent of the Year” Nomination - North Cook IASA (2006)
- North Cook Division – Illinois Association of School Administrators (2007)
- “Dare to be Great” Honoree, IL. Women in Educational Leadership, (April 2014)
- “Damen Alumni Award”, Loyola University (June 2015)

