



"A community that nurtures academic excellence, fosters innovation, and cultivates the potential of every student."

HIYA | HAZARD
YOUNG
ATTEA
ASSOCIATES



CENTRAL
UNIT SCHOOL DISTRICT 301

*"Engaging the mind, empowering
the learner, inspiring excellence,
influencing the world."*

SUPERINTENDENT SEARCH PRESENTATION

June 12, 2025

WHY HYA?

HYA believes that every child has the right to a high quality education so they can achieve their greatest potential. Recruiting, developing, and retaining great leaders is essential to improving your district's student outcomes. The Board and Superintendent Team is the catalyst for advancement!

Human

Interactions

*Broad, Deep, Meaningful
Engagement*

Board Leadership
Internal Stakeholders
(students and all staff)
Greater Community
Recruiting Candidates
Internal Candidates

Your Search

*Candidates that match YOUR
profile; your choice not ours!*

Your Process
Your District's Needs
Your Strategic Plan
Your Timeline
Your Customization

Accomplished Firm

*HYA does not use sitting superintendents
as consultants: ours are focused on your
district and not their own.*

Trusted for 38 Years
Validated Client Testimonials
Strategic Recruitment
Executive SHRM Processes
Transparent Communication
Analytics & Technologies

ABOUT THE FIRM

- 38 years of Executive Search
- The “GO TO” website for job seekers
(<https://hyasearch.com/findajob/>)
- 1,600+ searches
- 80+ searches per year
- 130+ nationwide Associates (35% persons of color;
49% women)
- 9.4/10.0 Client Satisfaction Rating
- Research and Analytics
- Full-time back office and IT staff
- National, State and University Partnerships



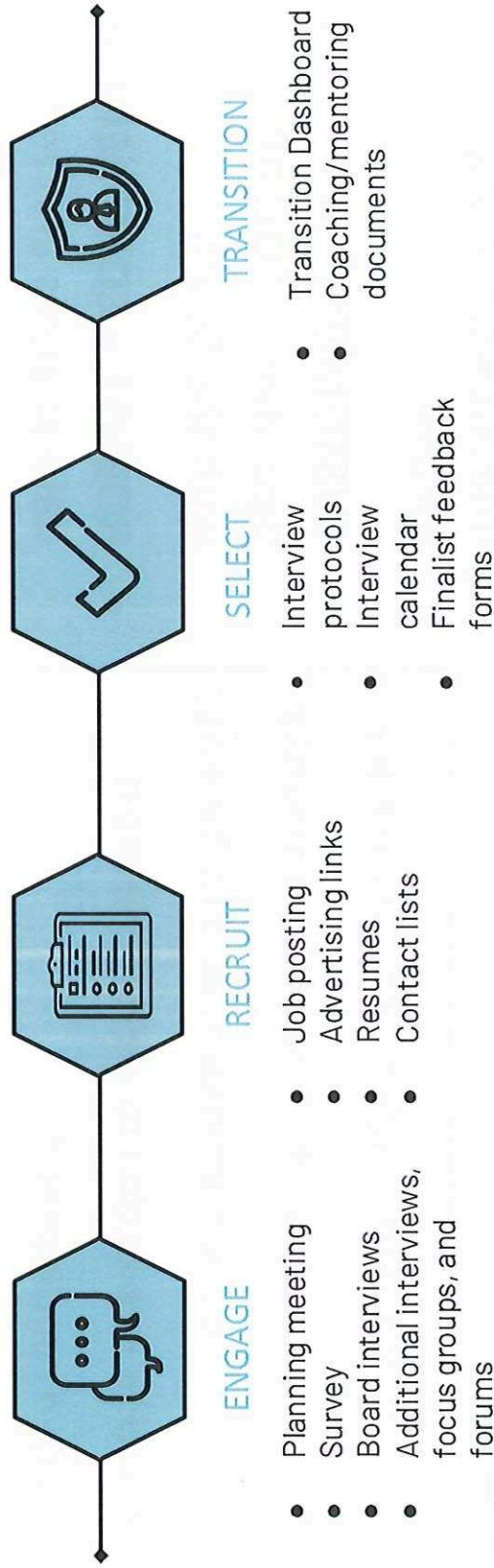
Decision Point:

**Which firm has the
infrastructure,
relationships and
expertise to recruit
your next leader?**



HYA SEARCH PROCESS

All Board members and other authorized users will have access to a **personalized and private portal** which will serve as a hub for up to date information, links, and documents related to the superintendent search, organized by phase.



- Board members have all Associate contact information and can reach out anytime 24/7.
- HYA Corporate Headquarters office is available Monday-Friday 8 a.m. - 5 p.m.
- Please contact any Board Member of previous searches for reference information.

ENGAGE PHASE

BOARD PLANNING MEETING

BOARD INTERVIEWS

INDIVIDUAL INTERVIEWS

FOCUS GROUPS

COMMUNITY FORUMS

STAKEHOLDER SURVEY

HYA

- Leadership Profile Report
- Summary Survey
- Selection criteria and characteristics that determine candidate qualities that align with CUSD 301's needs

HYA's robust research-based approach helps you best understand the desires of your stakeholders.

FULLY CUSTOMIZED STAKEHOLDER SURVEY

HYA collaborates with the Board team to:

- Develop both Likert Scale and open-ended survey questions regarding the desired professional qualifications and personal characteristics for stakeholders to address
- Determine stakeholder groups for disaggregating results
- Identify opening and closing dates for the survey
- Ensure complete confidentiality of all respondents



BOARD & FIRM
RELATIONSHIP: We work
WITH YOU and FOR
YOU!

YOUR CUSTOMIZED
BOARD PORTAL IS
SECOND TO NONE

**YOUR CUSTOMIZED
BOARD PORTAL INCLUDES ALL
INFORMATION ASSOCIATED
WITH THE SEARCH PROCESS:**

- Available 24/7
- All meeting agendas and minutes
- Job postings
- Leadership Profile Report
- Survey Data
- EVERY candidates' application materials
- Sample interview questions and "look fors"
- Interview protocols
- Candidate feedback forms

SELECT PHASE

Good intentions do not necessarily lead to good results. We must know the influence that group dynamics and unconscious bias can have on the employment process.

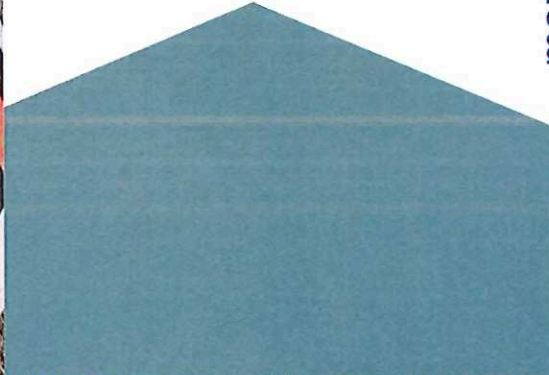
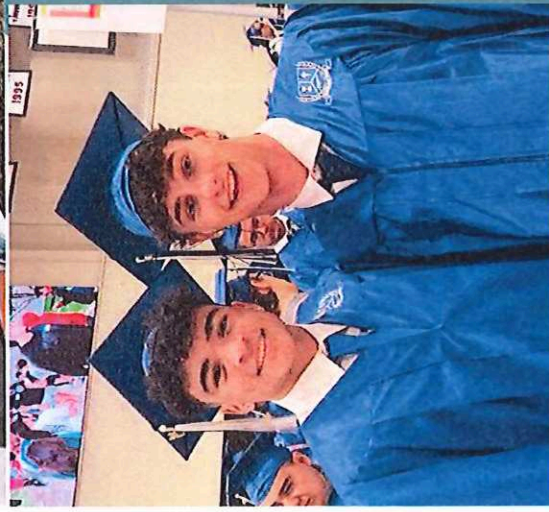
- As HR experts, we evaluate and present a comprehensive recommended slate with the understanding that the Board makes the final decision on whom to interview
- Using SHRM standards, HYA guides the Board in developing interview protocols and presentation topics along with “look fors” and a rating rubric of application materials and interview responses.
- We use a proven process to help boards reach objective consensus
- Processes to reduce unconscious bias and “going along to get along”
- Collect and compile all feedback from finalists’ “day in the district” sessions and/or advisory committee interviews to assist the Board in decision-making

DRAFT OF A POSSIBLE SEARCH TIMELINE

Dates and times are subject to change based on the Board's desires and will be finalized at the initial planning meeting.



Dates	Events
Summer 2025	• Launch and Orientation of Search Process • Board decisions for dates including Leadership Profile Report presentation, presentation of the slate, two dates for initial interviews, and one date for finalist(s) interview • Session with the Board regarding desired characteristics of the next Superintendent (utilizing community feedback) • Leadership Profile
August-October	• Advertising goes live for 1-2 months • Recruit • Presentation of Slate
November	• Board Interviews
November - December	• Board Final Interview • Select/Appoint Superintendent • Transition Process Begins
July 1, 2026	• Superintendent Begins



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