

# Oak Park Elementary School District 97



## Superintendent Search Proposal

**SCHOOL EXEC**  **CONNECT**

Dr. David Negron, Dr. Devon Horton, Dr. Donna Leak, & Dr. Kelley Gallt

# Dr. David Negron

- ❖ Member of School Exec for 5-years and current Chief Financial Officer
- ❖ Active Superintendent in his 6<sup>th</sup> year
- ❖ Native Spanish Speaker
- ❖ Experience at every level:
  - Elementary school principal
  - Middle school principal
  - Dual language principal
  - High school social worker & bilingual teacher at beginning of his career
- ❖ Adjunct professor at Concordia University
- ❖ Father of 3 children and wife is a 2<sup>nd</sup> grade teacher
- ❖ Conducted Superintendent Searches at high school and elementary levels
- ❖ School of Advanced Leadership Graduate (2018)
- ❖ Member of the National School Superintendents Association
- ❖ Member of the Illinois Association of Latino Administrators and the national Association of Latino Administrators and Superintendents (ALAS)
- ❖ Finalist for Superintendent of the Year in 2018 ALAS

# Dr. Devon Horton

- ❖ Completed 1<sup>st</sup> year as superintendent
- ❖ Awarded the Real Change Award by the Academy of Urban School Leadership
- ❖ Recognized as a Turn Around School Leader
- ❖ Recipient of an Illinois Those who Excel Award in 2017
- ❖ Recipient of ISAC “College Changes Everything” Award, one of only three recipients in the State of Illinois
- ❖ Member of the State of Illinois Council of Chief School officers Diverse and Learner Ready Teachers Initiative team
- ❖ Strong proponent of Equity in Education
- ❖ Father of 4 and wife is also an educator

# Dr. Donna Leak

- Dr. Leak holds a BS in Mathematics, MA in Educational Administration and a Ph.D. in Leadership and Policy Studies
- Superintendent of Community Consolidated Schools District 168 (Sauk Village) with over 30 years of experience in the field of education
- Dr. Leak has made major facility updates including addressing water issues for children. The district has seen considerable improvements in academics, technology and social emotional needs for children
- 2021 Superintendent of the Year for the State of Illinois is recognition of her work with the district and State
- Previously, Superintendent of Rich Township High School District 227, in Matteson, IL, where her schools were named multiple times to the US News and World Report's Best High Schools in America Bronze Award as well as being accepted to the A.P. College Board
- Experiences including the Department of Defense and American Community Schools in Western Europe, Asia, and South America. She has provided professional learning for thousands of teachers across the world. She has spoken at more than 200 conferences worldwide and represented the United States at the International Congress on Math Education in Seville, Spain
- She is married to Spencer Leak, Jr. and has two children: Spencer Leak III and Emma Leak

# Dr. Kelley Galt

- ❖ Superintendent of a Unit School District
- ❖ Experience as a Chief Academic Officer, Assistant Superintendent of Curriculum and Instruction, School Principal, Assistant Principal and Differentiation Specialist/Instructional Coach, Elementary School Teacher (all grades)
- ❖ 2019-2020 was Voted Educator of the Year for Lake Zurich District 95
- ❖ Member of the Large Unit District Association's (LUDA) Legislative Team (2021-Present), Member of AASA and IASA
- ❖ Named Secretary of the Lake County Superintendent Team (45 Superintendent Member Group)
- ❖ Adjunct Professor for Aurora University
- ❖ Mother of Four Children

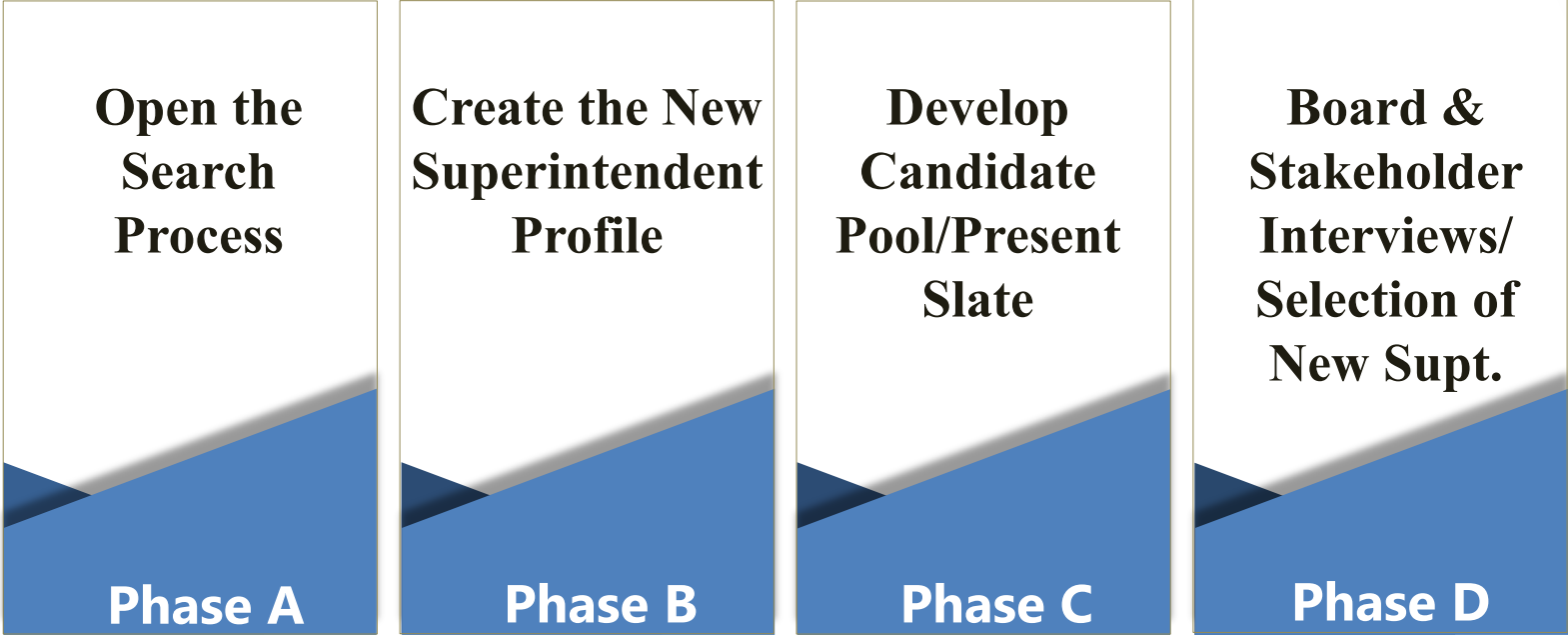


# Proven Excellence

- ❖ Established in 2004 ~ Over 500 successful searches
- ❖ 60 high quality consultants available across the country
- ❖ Hundreds of professional associates/contacts nationwide
- ❖ Every search has been completed on time and within budget
- ❖ **96% success rate** defined as remaining in good standing with the Board of Education after the first contract
- ❖ Strong list of references from quality school districts

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# Search Plan



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# Search Plan

- Begins with a Letter of Agreement and Planning Meeting with the Board of Education
- Interview Board members; conduct focus groups and open forums; publish online survey
- Develop a New Superintendent Profile
- Seek Board approval of New Superintendent Profile

Phase A

Phase B





# Search Plan

- Advertise/recruit/attract candidates
- Conduct screening interviews and vet candidates - SEC consultants (Face to Face)
- Conduct background checks of candidates and present a slate of 5-7 candidates to Board
- Hold Board interviewing workshop and facilitate candidate interviews with the Board
- Interview finalists; finalize reference checks; negotiate contract with the final candidate

Phase C

Phase D



# Our Search Process



- 1** Advertise locally & nationally
- 2** Engage your community
- 3** Aggressively recruit & attract talent
- 4** Screen/conduct interviews
- 5** Present a slate of 5-7 candidates to Board
- 6** Facilitate Board/ stakeholder interviews
- 7** Assist as needed in Board/stakeholder interviews
- 8** Finalize search process

# Authentic, genuine community engagement

- Community Mapping Strategy
- Citizens Advisory Committee
- Students
- Parents / Parent Organizations
- Service Organizations (Rotary, Kiwanis, Lions, American Legion, Scouts, YMCA)
- Chamber of Commerce
- Senior Citizens
- Faith Community
- Local elected officials
- Staff / Unions

# Our Guarantees

#1

In the event the first slate of candidates does not produce a candidate the Board wishes to hire, the consultants will continue to bring candidates forward for actual expenses only.

#2

If the Superintendent resigns or is dismissed for any reason within 24 months of the starting date, the consultants will conduct a new search for no additional fee. The Board will pay only the actual expenses of the search.

#3

SCHOOL EXEC CONNECT guarantees that our consultants will not recruit your new superintendent for the duration of his/her first two contracts.

# Search Costs

Consulting Fee  
*\$18,500*

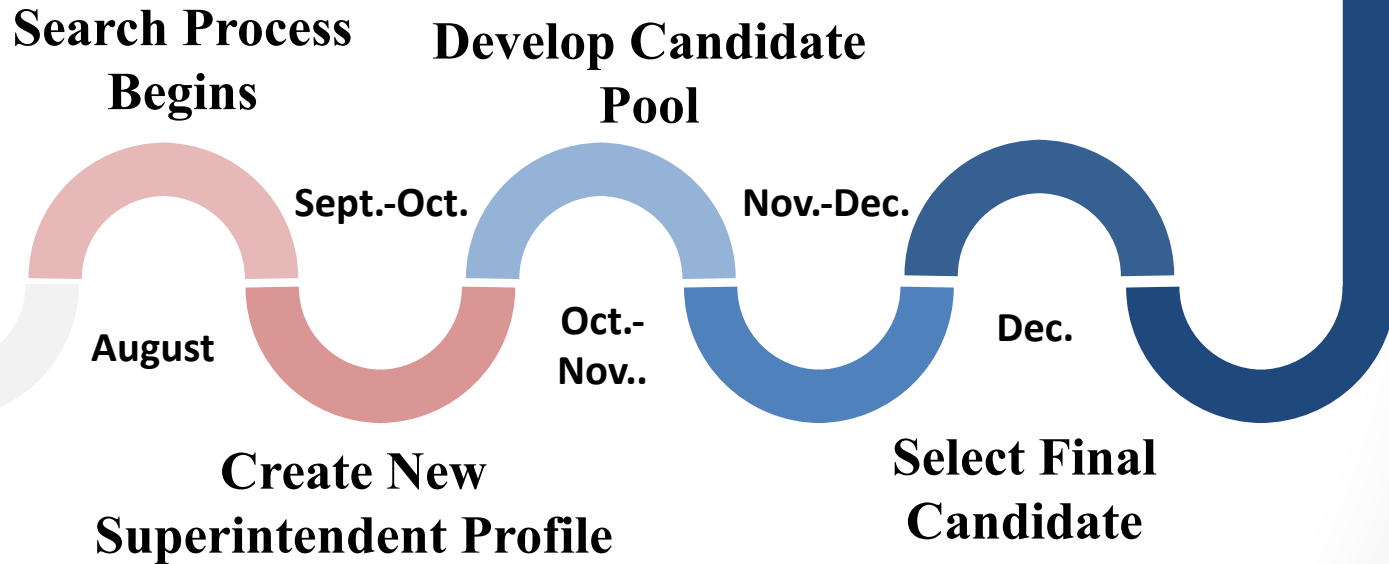
Regular Expenses  
*Not to Exceed \$1,500*

Advertising  
*(TBD)*

Background Check  
*(\$750)*

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# Proposed Search Timeline



School Exec Connect will work with the Board of Education to finalize a search process timeline with specific dates.

# Final Thoughts

- ❖ School Exec Connect helps you leverage this unique opportunity to identify the best leader for your district while restoring the faith and trust of your community.
- ❖ The Board drives this process with us as your expert guides to help you navigate the process in a professional, ethical, student-focused approach that brings you the best candidates *and presents you in the best light to candidates (who are evaluating you as well)*.
- ❖ We pride ourselves in being able to bring you a diverse pool of superintendent candidates. We guarantee that we will find the leader that is the best fit for your school community.
- ❖ It would be an honor to assist you as you look to hire your next superintendent and community leader.



# Questions?

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