

A PROPOSAL FOR A SUPERINTENDENT SEARCH FOR



GENEVA COMMUNITY UNIT
SCHOOL DISTRICT 304

Submitted by:



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March 9, 2022

Geneva Community Unit School District #304
Mike McCormick, President
227 N. Fourth St., Geneva IL 60134

Transmitted via: email: bjohnson@geneva304.org

Dear Board President Mike McCormick,

This letter is in response to a request for professional executive search services to assist in the search for a Superintendent. We are a state, regional and national search firm dedicated to meeting the needs of every district seeking excellent leadership. The firm is comprised of a diverse team of 60 plus associates throughout the country; who have extensive experience in the search business. Our state and national recruiting network allow us to meet any timeline established by our clients and consistently deliver a quality pool of candidates. On the pages that follow, our proposal will indicate those personnel to be assigned exclusively to your search.

Our Associates have experience and expertise from leading large, medium and small districts. We recruit and present candidates who met or exceeded school board expectations. We are familiar with Illinois, having conducted searches in Illinois, and across the country; in districts of various sizes and demographics. We use technology as a way to control costs, including video conferencing, candidate video interviews and email or telephone contact as necessary, while still providing in-person contacts as requested. Our ability to provide multiple forms of communication assures that our clients are involved and well-informed throughout the process.

We will aggressively recruit excellent candidates who have been thoroughly investigated and determined to be a very good match to the superintendent profile.

Your satisfaction is our goal. To that end, we will work tirelessly to achieve that goal by first finding and recruiting the highest quality candidates for the Board's consideration. After the search, the District can expect exceptional support from our firm. Our partnership with *K12 Insight* provides actionable data and improved communication with stakeholders and parents.

Sincerely,

Gary L. Ray

Gary L. Ray, President

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EXECUTIVE SUMMARY

GR Recruiting is a diverse firm with a wealth of experience. We are able to meet all the requirements of the Geneva Community Unit superintendent search. Owner/founder Gary Ray, has over forty (40) years of extensive experience in educational leadership and recruiting top quality candidates for searches. GR Recruiting's Associates' personal careers in school leadership and their search efforts average more than ten (10) years. The firm's key to success is every Associate understands educational leadership and what it takes to match candidates to School Board expectations. A brief sample of Superintendent searches that have been conducted by GR Recruiting Associates are exhibited on page 17.

Our firm is dedicated to excellence and to delivering utmost client satisfaction. We are highly sensitive to issues of equity and diversity. Specifically, 1) We have strong relationships with organizations that address the needs of individuals of color and women in leadership roles. 2) Our firm employs a very diverse group of search leaders and team members. 3) We will provide our clients with a diverse pool of candidates to meet the District's profile criteria.

GR Recruiting has always been concerned about the performance of not only the Superintendent once in office, but the actual performance of the District under their leadership. To undertake support and improvement in these areas, our firm has developed a network of resources to assist districts after the search is completed. We work with *K12 Insight*, a company dedicated to effective communication practices and customer service. Our objective is to provide our clients with the best possible opportunities for improved district management and student achievement.

Our recruitment efforts will be both aggressive and pertinent to the position profile which is created with input from all stakeholders: School Board, teachers, staff, student and constituents. We are unsurpassed in pursuing likely candidates who have good jobs, therefore need to be recruited. All applications are screened, and only those who meet the District's profile will be advanced to candidate status for further intensive background investigations.

Please note, we find people for jobs and not jobs for people. We take care of all applicants to encourage and process their submissions, but it should be noted that we never accept fees from candidates. Our understand that we work for them exclusively, and we will provide highly qualified candidates; all of whom will be capable of meeting or exceeding your expectations. No surprises!

Mission Statement:

"Committed to our Clients by recruiting and supporting outstanding educational leaders"

EXPERIENCE AND QUALIFICATIONS

Overview of



We are a national firm with regional offices in Arizona, Iowa, Missouri, South Carolina, and Texas. Our associates average more than ten (10) years in the school executive search business, and understand educational leadership and what it takes to match candidates to School Boards' expectations.

- Each search is conducted in strict adherence to the needs of our client district.
- We are aggressive in our recruiting efforts in order to provide a pool of candidates who are successful in current positions and a good match to the District criteria.
- We assist the School Board of Directors in the development of a suitable profile for the position by interviewing each member individually.
- As a part of the profile development, we will meet in person or virtually with any stakeholder groups designated by the board, teachers, staff, students, and parents to collect input.
- GR Recruiting has a unique partnership with K12 Insight, a nationally recognized company specializing in Community Engagement, Customer Service for Schools, and School Communications.
- Data from our survey of desirable traits, as well as input from meetings is promptly made available to the School Board to guide them in identifying those characteristics most desired.
- Our process provides valuable information to the Board, staff and community during the search process. And we also provide data that can enhance the new superintendent's transition into the district. This process is provided at no additional cost; and no other firm provides this service.
- Our associates perform extensive interview screenings with potential candidates and their references, before recommending the top candidates to the Board.
- We provide a consensus scoring instrument to assist the School Board of Directors in its decisions for the most qualified candidates.
- We conduct extensive background investigations involving social, criminal, civil, employment and educational investigations of the top finalists, at no cost to the district.
- We offer a guarantee that the selected finalist must complete two (2) years of service or we will redo the search for no fee except for expenses incurred.

KEY STAFF EXPERIENCE

These are the principal/project coordinators who will be directly involved in working with the Geneva Community Unit School District #304. These experienced associates will be recruiting screening and conducting background checks. Our 60 plus associates across the country, ensuring that every region will be covered, recruit the best candidates for the Geneva Community Unit School District #304. Furthermore, we have professional contacts throughout your region as well as across the nation. Please find a partial list of our associates who will be involved in the recruitment and screening of candidates. The firm will actually engage additional associates on this search project.



Gary Ray

Founder/President

gray@grrecruiting.com

888.319.7945

Gary is President GR Recruiting possessing over 40 years of experience in the school executive search business. He supervises all searches conducted by the firm and will directly interact with the team on this search and any committee that may be established on all details of this search. Mr. Ray is a former school administrator with an advanced degree who has worked with hundreds of school boards spanning over four decades. Gary has long been a leader among executive search firms, including a frequently sought-after presenter and keynote speaker at state and national conventions. His knowledge of successful leaders and contact with them has proven to be an invaluable resource in our searches.



Dr. Robert L. Hammon

Bob has led an exemplary life as a teacher, Assistant Principal, Principal, Central Office Administrator, Superintendent, and Vice President of the Kish College Board of Trustees. Bob has been honored for his leadership and community service from the Kettering foundation, as DeKalb County Outstanding Citizen, Phi Delta Kappa and the Illinois State Board "Those Who Excel Award." Bob's work ranges from serving those with disabilities to mentoring young professionals. He has worked to build coalitions among organizations (including Rotary) for the betterment of the community.

Bob is a connector. He has served as president of the Sycamore Chamber of Commerce, a past president of the Sycamore ambassador club; both of which work to include and support new members of the business community. He is past president of the Ben Gordon Foundation whose mission is to provide health care assistance to those in need and is a founding member, fundraiser, and past president of the Family Service Agency Foundation. He is also active with the Salvation army and has served as chair of the DeKalb County Special Education Association Cooperative – focusing on serving children with disabilities. In his volunteer work on the Board of Kish College, Bob has helped guide decisions and connect its work with local school systems.

rhammon46@comcast.net



Dr. Laura G. Schwartz

Dr. Laura G. Schwartz has worked in the field of education her entire career. As an educator with many interests, Laura taught French, Spanish, biology, and students in special education. She loved teaching, and always desired a larger classroom. Consequently, she earned a doctorate in curriculum and instruction, and was hired as an assistant principal and later as a principal. For her, serving as a school principal was a labor of love. She thoroughly enjoyed working with students, teachers, parents, and the community.

After retiring from her principalship, she sought to continue working in education. She found a position with Scholastic and later Houghton Mifflin Inc. as a part time regional consultant. This afforded her the opportunity to travel around the country to support and train teachers and administrators how to use “best practice” materials and strategies in their schools.

While performing duties as a regional consultant, she also was employed as an associate with Ray and Associates, an education leadership recruiting company. Laura’s previous role as the secretary and vice president of the Niles Township High School Board of Education, rendered her uniquely qualified to vet candidates for leadership positions in education. As an associate she interviewed candidates for leadership positions around the country. She also interviewed the candidates’ references, and searched the internet for any questionable information about the applicants. Her written reports were used to help the firm determine which candidates to present to boards for further consideration. Laura is presently employed as an Executive Associate for GR Recruiting.

lschwartz@grrecruiting.com

[847-207-6074](tel:847-207-6074)



Dr. James Hammack

Dr. James Hammack has served 12 years as a public-school superintendent and 16 years as a high school administrator. He led two Illinois systems to realize historic achievement outcomes for students and one Colorado system to realize substantial systems and practices reforms. Dr. Hammack’s work has focused on gaining increased collaborative and professional development time for teachers and administrators to engage in purposeful work on curriculum, instruction, and assessment practice. Additionally, he facilitated District stakeholders’ extensive use of data analysis, strong strategic planning, and substantial strengthening of the role of the principal and central office administration as instructional leaders. ajs1h3@gmail.com

Leslie Ansel, Executive Associate

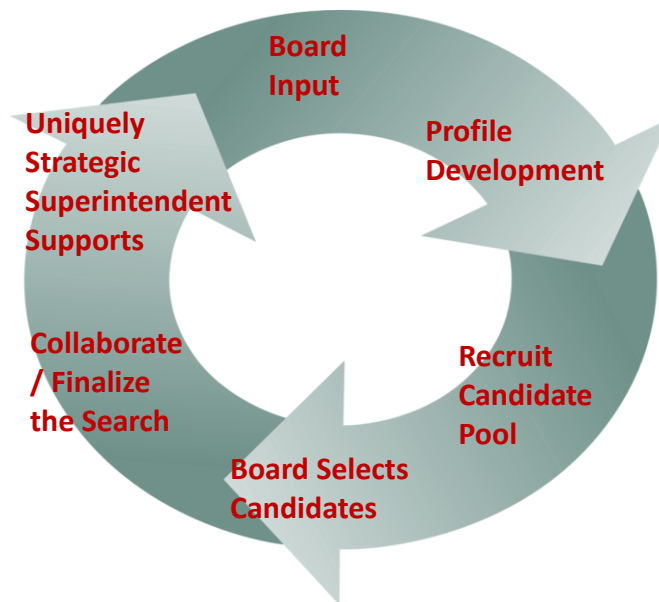
lanse1@grrecruiting.com

773-301-8449

The Process

SCOPE OF WORK

Geneva Community Unit School District #304



Step 1. The School Board's Involvement at the Start

- Interview each Board member individually to assess perspectives that lead to an accurate profile for the position.
- Establish a comprehensive timeline for the search.
- Determine the salary range and benefits package.
- In consultation with the School Board, we will develop a marketing and recruitment plan. We will place the search information on the district and GR Recruiting websites and key state, regional and national organizations such as: the National Alliance of Black School Educators (NABSE), Association of Latino Administrators and Superintendents (ALAS), Council of Great City Schools (CGCS), American Association of School Administrators (AASA), and National School Boards Association (NSBA) and State Administrator and School Boards Associations. Print and electronic advertisements will be developed for posting with key educational leadership associations, including organizations which focus on diversity in education leadership.
- We will demonstrate all standard application forms to ensure compliance with state laws.

The Process (CONT.)

Step 2. Staff and Public Involvement

- Assess constituent concerns and preferences utilizing our firm's 28 item research-based survey which is available in a variety of languages.
- If desired, we will provide in person, virtual or a combination of both for meetings with predetermined groups of people to interact with them on characteristics that are vital for the position profile

Step 3. Recruitment and Screening of Applications

- Ensure communication with associates working the search and any known details that are relevant.
- Aggressively recruit applications from individuals known for their traits that match those of the District.
- Make broad contacts throughout the educational profession for referrals of individuals to strongly consider.
- Screen all applications to determine whether to move them forward as possible candidates. Screening is always performed carefully considering District position requirements.
- We will interview all candidates to assess actual interest and viability. This is accomplished by virtual
 - candidates interviews responding to a set of questions relevant to District and professional and
 - personal information.
- Perform extensive background investigations on top candidates. Much of this work is done to protect the confidentiality of both the candidate and the persons who are willing to become references. This, of course, goes far beyond the references listed by the candidates.

Step 4. Presenting the Candidates

- We will provide an overview of the entire candidate pool.
- We will give an analysis of the top qualified candidates.
- The School Board views top candidate interview videos.
- The School Board reads and discusses each candidate's application materials.
- School Board members participate in a consensus building exercise to develop a ranking of candidates to determine those to advance as finalists for further interviews.
- Top candidates and finalist interviews via in person, Zoom, Google or by the School Board's preferred platform.
- Consultant and board will finalize board approved interview questions for the top candidates.
- Firm will assist in all scheduling details necessary to enhance the final School Board/finalist interview process.

The Process (CONT.)

- Firm will provide the School Board with criminal, civil, social security, DMV records to ensure that there are no last-minute surprises. This also includes verification of past employment and education degrees. This is provided at no additional cost for the top candidates.

Step 5. Concluding the Search

- If requested, assist the District legal staff in negotiating a contract with the new Superintendent.
- All files will be subject to disposal and all unsuccessful candidates will be respectively notified.
- The Firm will assist the School Board in developing a press release announcing the selection of the new Superintendent.
- GR Recruiting has a unique partnership with the nationally recognized company, K12 Insight which specializes in solutions for Community Engagement, Online Surveys, Customer Service for Schools, and School Communications. This data provides the Board valuable staff and community input during the search process as well as valuable information that can enhance the new superintendent's transition into the district.

Geneva Community Unit School District #304

SAMPLE TIMELINE

(Actual dates to be determined in the first meeting with the School Board)

Phase of Search	Tasks at Each Phase	Tentative Estimates
I Board Involvement	<ul style="list-style-type: none"> Meet with the School Board to do the following: Establish Superintendent search operating procedures, timelines, meeting dates, strategies for advertising and recruiting, and develop announcement materials of leadership opportunity Notify GR Recruiting Associates and professionals in the field of vacancy. 	1week
II Staff and Public Involvement	<ul style="list-style-type: none"> District notifies all component school districts, constituents and stakeholders regarding public input opportunities. Public survey link is posted on-line to gather input and develop the candidate profile – available on-site website Finalize Superintendent Profile & approve online application 	2 weeks
III Recruitment & Applicant Screening	<ul style="list-style-type: none"> Targeted, confidential outreach to leaders who might not be seeking a new job. Accept candidate applications & outreach to candidates matching the District Profile Deadline for all applicants Paper screen and complete candidate reference checks 	4-6 weeks
IV Present Slate of Candidates	<ul style="list-style-type: none"> Search team reviews matching candidates and determines slate Search team meets with School Board in closed session to discuss/determine candidates to be interviewed in the 1st level Interview. Board of Directors finalizes Round 1 candidate interview questions 	1 week
V Interviews & Concluding the Search	<ul style="list-style-type: none"> Schedule all Round I and Round 2 (if needed) interviews. The School Board and consultants will agree upon an interview format that is best suited to the needs of the District and community. GR Recruiting consultants will facilitate the interview and subsequent deliberation process as needed, after which Round II interview questions are finalized. Round II interviews and subsequent deliberation process facilitated by GR Recruiting as needed While the basic compensation package will be developed at the outset of the search, GR Recruiting will ensure that contract negotiations and the eventual employment agreement reflect all parties' understanding and expectations. 	1 week
VI Ongoing Support for Superintendent & Board	<ul style="list-style-type: none"> Customizable support for the School Board and new Superintendent includes: <ul style="list-style-type: none"> Entry plan assistance for the Superintendent and Board. Assistance in preparing an introduction for the new Superintendent to the community. 	Ongoing

GR RECRUITING SEARCH FIRM EQUITY PROGRAM

The GR Recruiting Equity Program is developed on the concept of strengthening leadership at all levels while continuing to establish a positive direction for school districts that includes maintaining positive improvements where every student is getting what they need for true success.

The GR Recruiting Equity Program contains five modules that have been designed to address the key areas which will assist any district in addressing the many challenges and desired outcomes needed to provide equity throughout the entire school district.

GR RECRUITING FIVE EQUITY MODULES:

I. SUPERINTENDENT AS AN EQUITY LEADER

The Superintendent as an Equity Leader Module is a unique, professional learning program designed to assist veteran, early-career, and prospective superintendents with the effective work of change and equity leadership in complex educational systems. One of the critical areas this module is focused on is assisting superintendents with forming a meaningful guiding coalition around change and equity which empowers others to act on the same vision.

II. BOARD OF EDUCATION - GOVERNANCE THROUGH EQUITY LEADERSHIP

This School Board/Superintendent Governance Module includes unique, professional learning elements designed to assist school board members and their superintendents in helping to maintain and establish the effective work of school board governance and equity leadership. Among the topics covered will be a review of Board Policies and Agreements on how the board and superintendent come to consensus on how to work together in the best interest of the district especially as it relates to equity issues.

III. EXTERNAL COMMUNITY STAKEHOLDERS FOCUSED ON EQUITY

The External Community Stakeholders Module is focused on helping school superintendents and their executive staff provide insight and perspective about equity to external stakeholders. The goal is to gain support from all community stakeholders and develop viable partnerships that foster opportunities for all students to excel.

IV. SUCCESS BASED ON EQUITY FOR SCHOOL STAFF – THE POSITIVE BENEFITS

The School Staff Equity Module is a unique professional learning opportunity designed to provide veteran, early-career school staff, along with building principals and central level administrators with knowledge and skills needed to ensure that equity is an integral component of the entire district which includes overall building and classroom culture. This module will focus on the importance of leadership at all levels, in and outside of the classroom, and assist school districts with the tools needed to make sure equity is prioritized in every aspect of the district and school environment to achieve excellence for students and staff.

V. EQUITY FOR ALL AS IT RELATES TO DISABILITIES -

“Inclusion is a mindset, not a specific activity or program”

The Equity for All as it relates to students with disabilities module is a unique professional learning for school board members, superintendents, district curriculum leaders, principals, and teacher leaders.

Areas of focus in this module include policies, processes and placement related to identification and service delivery for students with disabilities. Focus will also be on building district capacity for leading and supporting inclusive practices at school sites, as well as, providing inclusive scheduling for students. This would include providing support for students in inclusive classrooms and other general education settings. This module will also focus on collaborative teaching practices which allow general and special educators opportunities to collaborate on instruction, assessment, behavioral and learning support goals for students with disabilities.

The primary focus will be - Providing an atmosphere that promotes a sense of belonging, equity, acceptance, and individual worth.

PHASES OF THE SEARCH



WHY GR RECRUITING IS UNIQUE

- Our trademark is recruiting highly qualified candidates.
- We have the most experienced, diverse and aggressive team of over 50 Associates across the nation.
- Our process is thorough and customized to meet the unique needs of your District.
- We have strong recruiting relationships through state and national organizations
- We assign Associates who will become strongly aware of your District's needs in order to coordinate your search; our team includes diverse men and women with wide ranging accomplishments in education in nonprofits, military and the private sector.
- We conduct thorough background checks of top candidates.
- We have a long history placing women and individuals of color in leadership positions.
- We have a proven record of aggressively recruiting a diverse pool of candidates to match our client profile.
- We are known for our success in long tenure placement of candidates by our associates.
- We aggressively recruit highly accomplished individuals who may not currently be in the job market, including "rising stars"
- GR Recruiting has a unique partnership with a nationally recognized company, K12 Insight which specializes in solutions for Community Engagement through Online Surveys, Customer Service for Schools, and School Communications.
- Our partners at K12 Insight provide actionable data to enhance the success of the Board and Superintendent.
- We have significant experience in recruiting and placing non-traditional and hybrid candidates with non-traditional backgrounds in both education and other fields in the private sector.
- After the search is completed, GR Recruiting can provide ongoing leader mentoring/support from some of the most experienced, diverse consultants in the nation.
- Our candidate profile provides valuable information from the Board, staff and community during the search process; and we also provide survey data that can be used to enhance the new superintendent's transition into the district. *This process is provided at no additional cost. No other firm provides this service.*
- We provide a two-year guarantee on placement of candidates. And we include complete professional background checks of top candidates conducted by an external firm *at no added cost.*

Mission Statement:

"Committed to our Clients by recruiting and supporting outstanding educational leaders"

CONFIDENTIALITY

We are committed to assure confidential, professional, and supportive services for your Board and community. *This means that GR Recruiting will hold in the strictest confidence any/all information which becomes known to us, as a result of the services rendered to the Board.* As we work together in the search process, we ask you, our client, to also maintain the confidentiality of information provided by GR Recruiting.

COST BREAKDOWN

The Consultant Fee. The base fee for the performance of the Superintendent search by the consultant as provided in this Proposal will be twelve thousand five hundred dollars (\$12,500). The firm will discuss any modifications relating to the search fee regarding our services at the formal presentation. The Superintendent search fee shall be paid in three (3) installments; 1/2 of total fee is due upon signing of the contract; 1/4 of fee is due at the time of the stakeholder meetings; and the final 1/4 of fee is due when the Superintendent is officially hired by the District.

There is no charge by GR Recruiting for the services to assist the School Board in negotiating a contract with the new Superintendent and the development of the contract terms.

Consultant Reimbursed Expense. Certain expenses, including travel, lodging, meals, shipping, and other search related expenses will be kept to a minimum and are to be reimbursed by the District. Said expenses will be invoiced as they occur and will include a detailed account listing of such expenses.

Advertising Expenses. These will be billed separately to the district with board approval.

Candidate Expenses. The District may decide it will reimburse candidates for interview expenses such as travel, lodging and meals for the candidate and spouse. Candidates would submit all receipts and expense documentation to a designated individual at the District and said expenses will be paid as they occur.

Cost-Saving Options. GR Recruiting is aware of and sensitive to budget concerns. Here are some cost-saving options that we offer: 1) Meet with our Associates via video conference such as Zoom, Skype, Google, or other medium. This could potentially save thousands of dollars in travel expenses; 2) Use our materials electronically (via e-mail); and 3) Boards may conduct first-round candidate interviews via Zoom to reduce candidate travel expenses. Once the School Board narrows the candidates down to the finalists, then the goal will be to interview each finalist in-person with the School Board.

ESTIMATED COST SHEET

FOR GENEVA COMMUNITY UNIT SCHOOL DISTRICT #304

CATEGORY	PRICE
BASE FEE	\$12,500.00
TRAVEL (As Needed) Estimated cost for GR Recruiting Associates to travel to Geneva Community Unit School District #304 for on-site meetings (to be inclusive of all travel, lodging, meals, etc.) ¹	\$500.00
ADVERTISING Estimated expense for board approved advertisements ²	\$1,500.00
TOTAL SEARCH COST	\$14,500.00

Note – This does not include candidate interview expenses.

SATISFACTION GUARANTEED

We provide a termination provision in our contractual agreement with the Geneva Community Unit School District #304. If the District or GR Recruiting terminate this agreement, the District will be charged only for the work performed and expenses incurred up to the date of termination. If the School Board is dissatisfied with the new Superintendent within two (2) years from the date of employment of the Superintendent, and if either party dissolves that relationship by resignation or termination within a two (2) year period of the initial employment, GR Recruiting will conduct a new Superintendent search at no cost to the District, except for expenses incurred.

¹ The \$500.00 travel expense would be a cost savings if search meetings were conducted via virtual medium

² All Board approved advertising would be billed to the District

A RECENT LISTING OF SEARCHES CONDUCTED BY OUR ASSOCIATES

District	State	Enrollment	Year	Placement
Springfield Public Schools	MO	25,532	2021	Granita Latham
Bloomfield Hills School District	MI	5,470	2019	Patrick Watson
Boulder Valley Public Schools	CO	31,000	2018	Rob Anderson
Edmonds Public Schools	WA	21,000	2020	Gustavo Balderas
Everett Public Schools	WA	21,000	2019	Ian Saltzman
Grand Rapids School District	MI	16,000	2020	Leadriane Roby
Granite Falls School District	WA	2,000	2018	Josh Middleton
Gresham Barlow School District	OR	11,900	2017	A. Katrise Perera
Indian Prairie School District	IL	29,000	2020	Adrian Talley
Lake Oswego School District	OR	9,000	2019	Lora de la Cruz
Lake Washington School District	WA	32,000	2018	Jane Stavem
Matanuska-Susitna Borough School District	AK	19,000	2019	Randy Trani
Missoula County Public Schools	MT	15,000	2019	Rob Watson
Seattle Public Schools	WA	49,000	2018	Denise Juneau
Snoqualmie Valley School District	WA	7,200	2019	Rob Manahan

REFERENCES

Here is a list of some of our past clients; they are available for you to contact as you choose.

District	State	Enrolled	Referent	Phone	Email
Springfield Public Schools	MO	23,000	Alina Lehnert Board President	417.984.3820	alehnert@spsmail.org
Olathe School District	KS	29,244	Rick Schier Board President	913.530.3544	rickschierboe@gmail.com
Bentendorf Community School District	IA	4,489	Adam Holland, Past Board President	563.219.9300	aholland@bettendorfk12.ia.us
Hillsborough County Public Schools	FL	223,305	Lynn Gray, Board Chairman	813.804.6871	Maria.dejesusColumna@hcps.net
Bloomfield Hills School District	MI	5,470	Paull Kolin President	203.570.2155	pkolin@bloomfield.com
Dallas Independent School District	TX	156,832	Michael Hinojosa, Superintendent	214.986.3978	hinojosam@dallasisd.org
Boulder Valley School District	CO	31,000	Tina Marquis Board Member	303.941.5672	Tina.marquis@bvsd.org
Edmonds School District	WA	21,000	Deborah Kilgore, Ph.D. Board President	425.223.8330	Kilgored952@edmonds.wednet.edu
Everett Public School	WA	21,000	Caroline Mason Board President	425.238.7308	Caroline.mason@everettsd.org
Gresham Barlow School District	OR	11,900	Kris Howatt, Board Member	503.830.3608	howatt@gresham.k12.or.us
School District of Palm Beach County	FL	321,230	Chuck Shaw, Chairman of the Board	561.313.8825	charlessshaw@bellsouth.net
Indian Prairie School District 204	IL	28,500	Michael Raczak President	630.421.0714	Mike.raczak@ispd.org
Lake Oswego School District	OR	9,000	Liz Hartman, Former President	503.697.7727	Liz.hartman@loswego.k2.or.us
Omaha Public Schools	NE	52,000	Marque Snow President	402.915.2885	Marque.snow@ops.org