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Dear Illinois School Board Member and School Superintendent:

We hope this finds you well as you engage in the work of supporting your students, staff, and stakeholders. In the past year, the Illinois Association of School Board's (IASB's) Executive Search team has experienced some exciting changes that we wanted to share with you:

- **Dr. Vic Zimmerman** joined Executive Searches in Spring, 2023. Vic's impressive resume includes 20 years of successful superintendent experience, and he also mentors new Illinois superintendents.
- **Dr. Carmen Ayala** joined our team in January, 2024. Carmen's extensive educational leadership experience includes serving as a superintendent; in addition, from 2019 – 2023, Dr. Ayala, served as the Illinois State Superintendent of Education.
- **Dr. Patricia Sullivan-Viniard** moved into the director role on July 1, 2023, following the retirement of Mr. Tom Leahy. Patricia joined the IASB Executive Search team in 2019, bringing superintendent experience and an extensive background in other educational leadership roles.

The rest of the highly experienced Executive Search team consists of **Mr. Tim Buss** (7 years of search experience), **Mr. Jim Helton** (10 years), **Mr. Dave Love** (22 years), and **Mr. Alan Molby** (10 years). The professional team is rounded out with an exceptional full-time administrative assistant, **Mrs. Mary Torgler**, who has sixteen years of experience with IASB's Executive Search department.

Since 2001, the Executive Search team has partnered with Boards of Education in over 650 districts across Illinois to facilitate superintendent searches (and other key leadership positions) in a wide range of districts—small, medium, large, elementary, high school, unit, rural, and suburban. The post-search satisfaction survey results from board members and candidates are exceptional!

A sampling of the questions the IASB Executive Search team can answer for you includes:

- When should we start the search, and how long does it generally take?
- How can a Board ensure transparency and clarity before and during a search, and what are the best ways to include authentic stakeholder input and keep everyone informed throughout the process?
- How may the search be tailored or customized to ensure the Board's and district's needs are met?
- What are the IASB's "Guarantee of Service" and "Statement of Assurance," and how do they combine to give a Board an assurance of full satisfaction?
- What is the retention rate for superintendents placed with the assistance of Executive Searches?
- How does IASB network with and recruit candidates, and how does the Executive Search team ensure a robust national search?
- How does a district's membership in IASB result in a search fee that is significantly more cost effective than other search firms without sacrificing quality or service?

When your district needs the services of a professional search firm and is ready to gather information, we are available to attend a Board meeting, speak by phone, and/or email information and pricing. Simply put, the IASB Executive Search team has the experience, network, energy, and commitment to ensure an exceptional outcome for your district's next executive search. Please let us know how we may partner to benefit your district!

Sincerely,



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