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ASSOCIATES



Turtle Lake School District

Superintendent Search
November 12, 2025



Dr. Mike Richie
HYA Vice President



Scott Winch
HYA Senior Associate

BY SELECTING US THE TURTLE LAKE SCHOOL DISTRICT GAINS:

- **Wisconsin Experience** - Together, Richie & Winch successfully led 16 Wisconsin searches in the 2024-2025 school year, attracting a combined total of 230 candidates.
- **A fully customized search**, tailored to the specific timeline of TLSD.
- **Engagement** - Transparency with your stakeholders, assistance building search webpage, online survey, face to face focus groups, support throughout the search.
- **A commitment to stay with you** until a Superintendent is successfully placed, at no additional cost if the search is extended or reposted.
- **Two-year Guarantee** - If the Superintendent leaves within two years, we will conduct your next search at no cost.

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Why Turtle Lake?

Turtle Lake School District is committed to providing an excellent education as well as offering a wide variety of activities, clubs, and organizations to give students the skills needed for successful and fulfilling futures.

Vision Statement: To foster a culture of excellence where every person belongs, learns, and succeeds.

- Enrollment: 441, small schools have BIG benefits! (2023-24)
- Low student-to-teacher ratio (11 : 1)
- Ranked in the top 20% of Wisconsin districts for science proficiency
- Developing Strategic Plan - 2026-2031

It is Important for Students.

HYA believes that every child has the right to a quality education.

Recruiting, developing, and retaining great leaders is essential to improving your district's student outcomes.



WISCONSIN SEARCH EXPERIENCE

MIKE RICHIE & SCOTT WINCH, LEAD ASSOCIATES *

1. Bristol #1	(814)	19. Parkview	(836)
2. Bruce	(445)	20. Pittsville	(606)
3. Cedarburg	(3,691)	21. Port Washington	(2,478)
4. Cedar Grove-Belgium	(900)	22. Prescott	(1,250)
5. Colby	(936)	23. Racine	(17,000)
6. Dodgeand	(690)	24. Raymond	(435)
7. Fond du Lac	(6,830)	25. Reedsburg	(2,600)
8. Johnson Creek	(619)	26. Ripon	(1,700)
9. Marathon	(775)	27. Rosholt	(600)
10. Menomonee Falls	(4,000)	28. Somerset	(1,452)
11. Milwaukee	(69,000)	29. Stratford	(811)
12. Minocqua J1	(520)	30. Tomahawk	(1,198)
13. Monona Grove	(3,600)	31. Verona	(5,932)
14. Monroe	(2,241)	32. Watertown	(3,202)
15. Mosinee	(1,983)	33. Waupaca	(2,000)
16. Neenah	(6,800)	34. Whitewater	(1,939)
17. Neillsville	(873)	35. Wisconsin Heights	(749)
18. New Richmond	(3,600)	36. Yorkville Jt. #2	(450)



* Searches from 2020-2025

HYA RECRUITING



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HYA CASTS A WIDE NET, LEADING THE NATION IN MOST SEARCHES CONDUCTED

PRESCOTT, WI
Enrollment: 1,250

Number of Applicants: 19
Out of State Applicants: 13
Out of State Applicants: 68%
Tier 1 Candidates: 7

- 3 WI
- 1 NC
- 1 WY
- 1 MN
- 1 IL

MOSINEE, WI
Enrollment: 1,983

Number of Applicants: 29
Out of State Applicants: 4
Out of State Applicants: 14%
Tier 1 Candidates: 14

- 10 WI
- 1 IL
- 1 CO
- 1 SC
- 1 WA

BRUCE, WI
Enrollment: 450

Number of Applicants: 13
Out of State Applicants: 3
Out of State Applicants: 23%
Tier 1 Candidates: 5

- 4 WI
- 1 WY

- **Richie & Winch have 46 total years of Wisconsin superintendent experience.**
- **Both have extensive connections having served on national committees and boards.**
- **HYA currently has 1,559 candidates across 48 states in its Candidate Search Dashboard.**
- **There are 85 candidates in the Search Dashboard from Wisconsin.**

Why HYA?

- We conduct a **thorough Search**, casting a wide net to attract quality candidates
- Focus on **Community Engagement**
- Student involvement in the search process
- Unparalleled search customization
- 24/7 Responsive communication and regular Updates

About HYA

- 35 years of Executive Searches
- 2,000+ searches nationally / 90+ in Wisconsin
- 80+ searches per year
- 130+ nationwide Associates
- Nine Wisconsin Associates
- Comprehensive community engagement
- Responsive, regular communication
- Research & Analytics
- Full-time back office and IT staff

LEADERS IN RETENTION

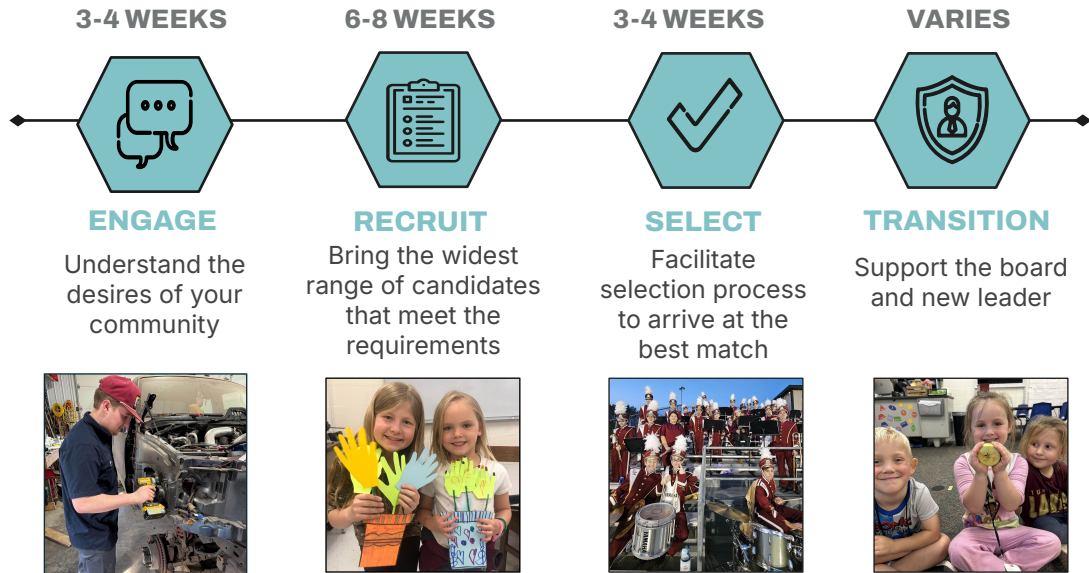
- 94% of the superintendents HYA places stay in their position for more than three years.
- Approximately 75% of the candidates selected were specifically recruited for that district and may not have considered the position without our contact and communication.

STRONG PARTNERSHIPS WITH STATE ORGANIZATIONS



**RECRUITMENT AT WISCONSIN
SCHOOL BOARD CONVENTION
JANUARY 21-23, 2026**

HYA'S SIGNATURE SEARCH PROCESS



SUCCESSFUL COMMUNITY



- Turtle Lake Leadership Profile Report
- Selection criteria and characteristics which determines candidate qualities that match the Turtle Lake School District's needs.

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

HOW WE FACILITATE YOUR FOCUS GROUPS



Versatile Meeting Formats

- Face to face
- Zoom
- Various locations
- Email feedback

Flexible Meeting Times

- Morning/Afternoon/Evening
- Weekday/Weekend

Potential Focus Groups

- High school students
- Parents
- Certified staff/support staff
- Administrators
- Business partners/other businesses
- Civic groups
- Booster clubs/PTO's
- Others as recommended by the Board



Diverse & Inclusive

- Seek to reach ALL community members and stakeholders
- Coordinated for various languages

THE HYA COMMITMENT

RECRUIT

- Engagement Question
- HYA Website
- E-Newsletter
- Design Marketing Tools/Flyers
- Internal Candidates
- HYA Candidate Search Dashboard
- Networking (WASDA, HYA Associates, etc.)
- Frontline
- State/National Conferences
- Local/National Advertising Packages
- Strong Partnerships

SELECT

- Ability to view all applications in the Board Portal as they are submitted
- Screen/Interview all Candidates
- Present a Tiered Slate to the Board
- Prepare Board for Interviews
- Day in the District
- Reference Checks
- Google Searches
- Provide Interview Questions
- Data Collection/QR Codes
- Third Party Background Check



YOUR 24/7 INFORMATION - BOARD PORTAL



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

Home	Propose	Engage
<ul style="list-style-type: none"> • Search Team Members • Board Updates • Zoom Links • Board Planning Summary • Summary Notes • Search Timeline 	<ul style="list-style-type: none"> • RFP • Proposal • Presentation • Signed Letter of Agreement 	<ul style="list-style-type: none"> • Summary Survey • Open Ended Survey Questions • District Leadership Profile Report with District Data Brief • Profile Report Presentation • Focus Group Schedule
Recruit	Select	Transition Services Available
<ul style="list-style-type: none"> • Job Postings • All Candidate Application Materials and Resume / CV • Slate Presentation 	<ul style="list-style-type: none"> • Interview Schedule • Day in the District Schedule • Tier 1 - 2 - 3 Document • Interview Questions • Google Forms (Day in the District Feedback) • Feedback Responses Document • Candidate Presentations • Delphi Technique • Screening Tool • Interview Rubrics 	<ul style="list-style-type: none"> • Six-Month Transition Academy • Comprehensive First Year Support • Executive Coaching • Board Governance • Board Goal Setting • Superintendent Evaluation • Strategic Planning • Community Engagement • Transition Dashboard

BOARD PORTAL

- Password protected
- 24/7 Communication
- Access to application materials as candidates apply



DAY IN THE DISTRICT FEEDBACK FORMS

- QR Code and Link to Google Form
- Board members have access to instant feedback from stakeholders in attendance through the Board Portal

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Links/QR Codes to the Bruce School District Search Feedback Forms

The links to the QR Code/Candidate Feedback Form will close at 8:30 pm on Wednesday, April 30, 2025. Please submit your comments for the Board to review before that time, your feedback is important.

Tony Bosco



<https://forms.gle/nMfknDDzGtJknkF8>



Brad Cody



<https://forms.gle/Ec96rcH5S5fvaQNo6>



Austin Hies



<https://forms.gle/HuMfc5yAY4CYFzW6>



Thank you for your feedback!

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DRAFT SEARCH TIMELINE



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TENTATIVE SCHEDULE FOR THE TURTLE LAKE SCHOOL DISTRICT SUPERINTENDENT SEARCH

Dates	Activity
November 24, 2025	The HYA Team will meet with the Turtle Lake School Board to plan the search and determine the process, finalize timeline, etc.
Completed by Early December	Individual interviews with board members (Zoom/phone)
December 8, 2025	Open survey to all stakeholders
Mid-December 2025	Stakeholder interviews/focus groups/forums
December 19, 2025	Close survey
December 15, 2025 through January 30, 2025	Post Position on HYA site and other sources Network with other HYA Associates Advertising and marketing Accepting applications and recruiting
Ongoing as HYA receives applications	HYA screening interviews/vetting
First week in January 2026	Presentation of District Leadership Profile Report
First week in February 2026	Presentation of slate to the Board and interview workshop
Second week in February 2026	Board first round interviews Board meets to identify semi-finalists
Third week in February 2026	Finalists Day in the District Board conducts final interview(s)
By the end of February 2026	Superintendent's hiring approved and announced
July 1, 2026	Superintendent contract formally begins

SETTING LEADERS UP FOR LONG-TERM SUCCESS HYA TRANSITION ACADEMY

WHY IT MATTERS

Trust, Stability, Momentum

A **6-month program** providing structured support for new leaders and a board member.

HYA Search Clients receive complementary enrollment (non-client cost \$4,500) for their selected new leader.

This six month program will produce the four essential deliverables to be presented to the Board.



KEY DELIVERABLES

(shared with the Board and community)

1. **100-Day Plan**
Specific actions during the transition period
2. **Key Performance Indicators (KPIs)**
Align communication & measure progress
3. **Evaluation Process & Instrument**
Agreed-upon framework for success
4. **Strategic Plan Assessment**
Review & alignment to district priorities

[Transition Academy Information](#)

NO-COST BOARD & SUPERINTENDENT GOVERNANCE TRAINING

- HYA webinar designed specifically for school board members and superintendents, focusing on one of the most critical components of educational success: **a cohesive and effective board-superintendent relationship.**
- Focusing on **strategy, leadership development, policy alignment, and performance evaluation**, providing insight into:
 - Building trust and clarity between governance and leadership
 - Aligning goals and roles for greater impact
 - Creating evaluative structures that show return on investment for students and communities



FREE WEBINARS



ADAM LECHNIR



DR. CARLTON D. JENKINS

**Build your team, align your plan,
and share accountability:
Becoming a highly effective school
board and superintendent team**



BOARD SATISFACTION:

"Dr. Richie very effectively and personably guided our board through every step of our search and have been extraordinarily willing to make themselves available to answer board questions, assist district staff with communications, and provide support and creativity throughout."

Meredith Stier Christensen, Verona Area School District
Search Committee Chair, Board of Education



"HYA had a great sales pitch and then delivered with an excellent process, and high energy throughout. The outcome was exactly what we expected - a solid pool of finalists and a tough choice to make for the position. I actually recommended HYA to Somerset."

Mike Matzek, Prescott School District, Board of Education



"HYA led us through a methodical and thorough hiring process. I appreciated Dr. Mike Richie's expertise and professionalism during our candidate search and interviews. Thank you HYA for your guidance. It was a great experience!"

Dr. Nina Christensen, School District of Menomonee Falls
President, Board of Education



"HYA was instrumental in helping our district successfully find our next superintendent. They were highly responsive and flexible in meeting our needs during the search process. Our district is highly diverse with rural and urban areas of the district, and HYA was easily able to meet the request of having the focus groups broken down by geographic areas in the Leadership Profile Report. Anytime we had questions, our HYA representatives were accessible, timely, and knowledgeable in their responses."

Sarah Avery, Gresham-Barlow School District, Executive Assistant to the Superintendent & Board of Directors



"I am pleased and honored to recommend Mike Richie and Hazard, Young, Attea, & Associates for your Superintendent search. Our Board of Education selected HYA after interviewing a number of search firms and we were not disappointed. The role of hiring a new superintendent can be daunting, yet sacred, and Mike was with us every step of the way."

Angela Christensen, Littleton Public Schools, Board of Education



QUESTIONS?

We wish you the best in your search and look forward to the opportunity to work with you.

Thank You!



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