

Turtle Lake School District

October 6, 2025

SUPERINTENDENT SEARCH PROPOSAL

HYA | HAZARD
YOUNG
ATTEA
ASSOCIATES

October 6, 2025

Dear Turtle Lake School District Board of Education,

Thank you for the opportunity to present this proposal overview outlining the services Hazard, Young, Attea & Associates (HYA) can provide to the Turtle Lake School District in your search for a new superintendent. What sets HYA apart from other educational search firms? We believe it comes down to the following key factors:

Extensive Local Knowledge: HYA has successfully conducted over 2,000 superintendent searches, including more than 100 in Wisconsin. The Turtle Lake School District search will be led by HYA Associates Dr. Mike Richie and Scott Winch, both experienced professionals with HYA and retired Wisconsin superintendents. Richie/Winch have led 45+ searches across Wisconsin and 65+ searches across the Midwest.

A few of the Wisconsin searches led by this team include districts such as: Bruce, Prescott, Somerset, New Richmond, Verona, Fond du Lac, Menomonee Falls, Cedarburg, Whitewater, Monroe, Stratford, Tomahawk, Rosholt, Mosinee, Wisconsin Heights, Racine, Milwaukee, Watertown, Colby, Neenah, Cedar Grove-Belgium, Port Washington, Waupaca, Marathon, Neillsville, Parkview, Reedsburg, Ripon, Minocqua J1, Bristol, and Dodge Land, to name a few.

Innovative Board Portal: Effective communication and organization are crucial to a successful search. HYA's web-based delivery system ensures that the Board has secure, real-time access to all search-related documents. Whether using a tablet, smartphone, laptop, or desktop, the Board and our associates can access all search materials in a confidential, organized, and transparent manner, ensuring the process runs smoothly from start to finish.

Proactive Recruitment: At HYA, we go beyond the traditional "post it and they will come" approach. Instead, we actively identify and recruit top candidates to ensure the best possible fit for the Turtle Lake School District. Our proven expertise and robust recruitment strategies give us confidence that we will identify a highly qualified superintendent to lead your district.

We believe the value HYA offers is unmatched. By choosing us, the district gains:

- Strong recruitment strategies and an extensive network.
- Access to HYA's Candidate Search Dashboard for real-time updates.
- A fully customized search tailored to the specific needs of the Turtle Lake School District.
- A commitment to stay with you until a superintendent is successfully placed, at no additional cost if the search is extended or reposted.
- **HYA Transition Academy (six month virtual training/professional development program for your new superintendent)**
- A two-year guarantee: If the superintendent leaves within two years, we will conduct your next search at no cost.

Every HYA search is customized to align with the unique needs and priorities of each district and board. We look forward to meeting you and presenting on November 12, and the opportunity to work with you in finding your next superintendent.

Sincerely,



Dr. Mike Richie, HYA Vice President
Email: mikerichie@hyasearch.com / Cell: 715-891-1816

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Hazard, Young, Attea and Associates, (HYA) proposes to assist the Turtle Lake School District in a search for talented and highly qualified candidates for the position of Superintendent of Schools. HYA takes a collaborative, research-based approach to the superintendent search process. We match the right leader with the goals and priorities of your school system and community.

1. Executive Summary

This document serves to clearly follow and outline the specific services, deliverables and costs proposed. This proposal gives an overview of a prototypical search, but please know that HYA customizes each search to the district and school board's specific needs and wishes.

Why HYA - Rationale for Interest in working with the Turtle Lake School District

1. **It's 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.
2. **We work for you:** Leading a school district is difficult. We are with you every step of the way in your customized search for great leadership.
3. **We save you time:** HYA has a technological infrastructure, a fully staffed back office as well as web based delivery systems so you can have access at your fingertips.
4. **A firm you can trust:** According to market research, HYA completes the most searches and has the lowest turnover rates (of placed candidates) of any of our competitors.
5. **Interest in working with Turtle Lake School District:** The HYA team of Dr. Mike Richie and Scott Winch are confident that we will deliver a deep slate of talented candidates to the Board based on our record of leading 45+ Wisconsin searches. We understand the educational landscape in Wisconsin and we understand what it takes to be a successful superintendent.
6. **Track Record and Experience:** HYA has led over 100 Wisconsin searches.

Search Process

The HYA Search process includes four phases: Engage, Recruit, Select, and Transition. The search begins with a planning meeting with the Board to organize the search and create a calendar for completion. The search will engage stakeholders via interviews, focus groups, and surveys to inform the development of the *Turtle Lake School District Leadership Profile Report*. The Profile Report describes the strengths and challenges of your district as well as descriptions of desirable characteristics for your new superintendent. The profile is presented to the Board and once approved, placed on the district webpage and the HYA website. The profile becomes a recruitment and screening tool for candidates. It will also serve as a detailed road map for your new superintendent.

Recruitment and Solicitation

Recruitment begins promptly by placing the job posting and position description on the HYA, state and district websites and social media platforms. It is important to note that HYA's website lists ALL superintendent positions regardless of the firm contracted for the search. This brings tremendous traffic to the site. Additional advertising is also available and will be discussed at the planning meeting. Recruitment takes place throughout the search process as associates make personal contacts with desirable candidates by utilizing the HYA network across all 50 states. HYA also maintains a strong relationship with professional associations and a candidate database from previous searches is also used by associates to recruit recent job candidates.

Selection of Qualified Candidates

Materials to be included in the application are determined by the Board in the planning meeting. Board members will have access to all application materials as they are submitted through Frontline, via a confidential and secure web based Board Portal (board website). Associates review

all applications and screen and interview ALL candidates to determine the best fit for the Turtle Lake School District based on the information and criteria called for in the Leadership Profile. Once all screening interviews are completed, associates will create a slate of (usually) 6-10 best fit candidates. The slate will be presented to the Board so they can select 6-8 candidates for first-round interviews. Candidates not chosen for the slate will also be discussed and may be added at the Board's request. The associates will assist the Turtle Lake School District with arrangements for first and final round interviews, support in creating interview questions, can solicit compensation package information, and can assist with planning and hosting community forums for finalists.

Communication

Associates prefer to communicate with one designated board member to prevent open meeting violations. All information can be shared with the full board following the district communication protocols. Timely communication to all board members is provided throughout the search process through the Board Portal. Board members will have access to the Portal 24/7 and will be able to review all of the candidates application materials as they are submitted. Additionally, associates work closely with the Administrative Assistant for communication and arranging details for community sessions. We also work with your webmaster to guide them through building a search webpage on your district website, keeping communication transparent and up to date.

Assurance of Required Service

HYA's reputation and references speak for the quality of work provided and satisfaction of past searches. The associates on this search have strong professional reputations and contacts throughout Wisconsin, the Midwest and also at the national level. Experience in recent Wisconsin searches ensures connections with a vast network of potential applicants for this position.

Post-Appointment Services

[HYA Transition Academy \(six month virtual program\)](#)

Navigating the Superintendent's transition is critical, setting the tone for trust, stability, and momentum. A strong leader aligns priorities, minimizes disruption, and builds credibility. HYA goes beyond recruitment, offering research-based strategies and ongoing support to ensure leaders begin with the relationships, confidence, and deliverables needed for long-term success.

HYA clients receive a complementary enrollment (non-clients pay \$4,500) for their selected new leader. This six month [Transition Academy](#) produces the following four essential deliverables to be presented to the board: a 100-day plan, Key Performance Indicators (KPIs) to guide the district and share with constituents, an agreed upon evaluation process and instrument, and an assessment of the current strategic plan. Topics are designed to coincide with the school calendar. A syllabus is included in the appendix.

[HYA Transition Dashboard](#)

HYA knows how critical the transition phase is for success and longevity. Our transition phase includes an infrastructure, the Transition Dashboard, for the new superintendent to:

- Communicate what they have learned throughout the search process
- Document specific actions they will take during the transition period
- Align communication and define school quality based on the priorities of the Board and community stakeholders
- Provide benchmarks to measure progress

The transition dashboard is provided at no additional charge through the transition period and includes consulting support for the plan. The transition period is July 1, 2026 through December 31, 2026 or the first six months from when the Superintendent begins his/her position. At the

conclusion of the transition phase, HYA offers the following optional services to be considered by the Board and if desired, paid for by the Board. These services include:

- Strategic Dashboard for tracking progress and communicating success
- Executive Coaching
 - Two one-hour virtual sessions per month
 - Behavior assessment
 - Alignment to Transition Dashboard (if selected)
 - Emergency support 24/7
- Board Governance Training
- Superintendent Evaluation Facilitation

Challenges to a Successful Search

First and foremost, a trusting relationship between the Board and the HYA Associates is essential for a successful search. Associates are mindful of the professionalism required throughout the search and when representing the Board to the community. Additionally, the associates are unwavering in their belief that this is the Board's search and will do everything possible to create and conduct a search according to the Board's specifications.

Our current local and national climate has brought challenges for communities, superintendents and school boards which can have an impact on searches. Differing community values and beliefs, and a growing shortage of superintendent candidates can create turmoil and impact searches. Associates are well aware of contemporary educational issues and approach each search in a collaborative and inclusive way to gain an understanding of the specific community being served. No challenge is insurmountable.

2. Firm History and Experience - understanding of services needed and experience in providing services to districts of similar size and scope in Wisconsin

HYA was established in 1987 and is one of the oldest and largest search firms in the nation, having assisted more than 2,000 school boards select exceptionally talented leadership. Presently, our firm is represented by 130+ associates located across the country (10 in Wisconsin) to conveniently serve clients and are uniquely qualified to bring local and national perspectives, knowledge, experience, and connections to each search. 94% of the superintendents we place stay in their position for more than three years.

HYA currently averages 80+ searches per year. This large quantity of searches puts our firm at a competitive advantage as our associates are in more frequent contact with potential applicants. Many candidates are not actively seeking employment opportunities but are known to associates and can be recruited when an appropriate position arises.

HYA is a national search firm -with local connections- that specializes in recruiting and developing leaders, strategic planning, as well as measuring outcomes. HYA is known for recruiting and placing highly qualified superintendents and other executive leaders in the educational field. Recruiting, developing, and retaining great leaders is essential to improving your district's student outcomes. HYA takes a collaborative, research-based approach to the superintendent search process. We match the right leader with the goals and priorities of your school system and community.

HYA Associates bring extensive executive search experience and broad educational backgrounds to its practice. Through continuing involvement in school and university work, associates are aware of current educational issues and have strong relationships with leaders and opinion-makers in administrative leadership and management.

3. Project Team - Names, titles, contact information



Dr. Mike Richie

HYA Vice President

mikerichie@hyasearch.com

715-891-1816



Scott Winch

HYA Senior Associate

scottwinch@hyasearch.com

715-927-2485



Daneyelle Martell

HYA Project Manager

daneyellemartell@hyasearch.com

847-250-7261

Dr. Mike Richie, HYA Vice President, and Scott Winch will serve as the two HYA Associates assigned to this search. In the past eight years, Richie has led over 65 HYA searches across the Midwest (45+ Wisconsin searches) and is often requested by school districts to lead their search. Scott Winch, a retired Wisconsin superintendent has led a number of HYA searches and has partnered with Richie on many searches.

Every HYA search has executive oversight by the HYA President and a Project Manager to ensure all details are carefully managed. HYA has professionally staffed offices, a technological infrastructure, and a staff of full-time employees that is a valuable resource to school districts.

Dr. Mike Richie, HYA Vice President: Mike Richie is an innovative leader who excels in thinking outside the box and is always looking for ways to provide the very best in educational leadership. He believes that strategic goals foster the momentum with which an organization's members can be self-motivated and productive. After 40 years in education, Dr. Richie has served as a teacher, coach, principal, and superintendent in small, medium, and large school districts in the state of Wisconsin. In his 26 years as a school superintendent, Dr. Richie is known by his staff and colleagues to be a visionary leader with a positive impact on and improving education. He has led his staff in raising test scores, building community and business partnerships, increasing open enrollment numbers, passing eight referendums, and drastically improving communications, public relations and social media efforts. In 2012, Dr. Richie was named Superintendent of the Year by the National Association of School Superintendents (NASS) for his outstanding achievement as a school district superintendent, continuous improvement and commitment to collaboration and mutual support in the profession.

Dr. Richie enjoys coaching and mentoring superintendents that are new to the profession. He serves on the Executive Committee of the National Association of School Superintendents (NASS) and is an adjunct professor at Viterbo University teaching classes in leadership, school law, politics and community relations – preparing students for their principal and superintendent certifications. These experiences make Dr. Richie an ideal Associate for assisting school systems in their executive searches. Over his past eight years working with HYA, Richie has successfully led over 65 searches and in 2022, was named Vice President of HYA.

Scott Winch, HYA Senior Associate: Scott Winch is an educational consultant/leader who has committed to serving over 30 years in public education. He is known by his staff and colleagues to be a collaborative leader and for having a positive impact on improving education. His enthusiasm to support student and school success brings creative solutions to district challenges. Winch has served as a teacher, coach, principal and as a superintendent for the past 20 years in small and medium sized school districts.

Scott is a strong believer in community involvement and was highly active in his district's community, serving as Vice President of the Lions Club and as an active member of the Chamber of Commerce. Scott also believes in building community and business partnerships which has led to numerous donations to upgrade the facilities as well as passing two separate building referendums to expand and improve the facilities.

Scott led his staff in raising test scores, improving school report cards and also believes that a successful district strives to hire and retain quality teachers and administrators and provide them with the guidance, professional development, and support they need to be successful in their profession.

Daneyelle Martell, HYA Project Manager ensures the search process runs seamlessly from start to finish. Backed by HYA's professionally staffed offices, robust technological infrastructure, and experienced full-time team, she provides valuable support to school districts. Daneyelle will coordinate all job postings, oversee social media communications, and manage the search budget and invoicing with precision. Daneyelle Martell has been employed by HYA as a project manager for the past 12 years and has managed over 150+ searches.

HYA's back office is comprised of very dedicated and extremely talented resources that will provide ongoing support to the Board, candidates and associates throughout this search process.

4. Proposed Work Plan

Community Engagement:

HYA will weigh heavily on community engagement to understand the organization. Individual interviews and focus groups are scheduled in order to learn about the strengths and challenges of the district as well as the desired characteristics of the new superintendent. Our key stakeholder groups will include but are not limited to: Turtle Lake students, parents, certified staff, support staff, administrators, school board members, business partners, other businesses, civic groups, district residents, booster clubs, PTO's, and any other individual, groups or organizations that the school board identifies and wishes to include. These sessions will be both in person and virtual, which will allow for maximum participation. Concurrently, an on-line survey solicits input from disaggregate groups as determined by the Board. Data from the interviews and the survey inform the creation of the District Leadership Profile Report, which becomes a public document once accepted by the Board. This report includes essential information the Board will use in the selection process and the new leader can use day one of employment.

Use of District Staff:

Staff involvement would not be expected to be extensive beyond providing contact information and scheduling interviews and focus groups for identified constituents, identifying facilities to be used during the process, placing the link on the district website for surveying stakeholders, inviting public participation, scheduling and notifying stakeholder groups of the online survey, and acting as a liaison during the search process. The search team communicates regularly with the district's Administrative Assistant in the superintendent's office. If the district has a communications person, they are also an asset during the search process.

HYA SIGNATURE SEARCH PROCESS



Engage
3 - 4 Weeks

- Conduct a planning meeting with the Board, which will detail the timeline and steps of the search process and provide advice/assistance to the board
- Complete individual Board Member interviews
- Conduct focus groups/community forums to gather input from constituent groups
- Post the on-line research-based community engagement survey with national norms

*All information gathered in the Engage Phase will help create the **District Leadership Profile Report** which will identify goals, needs, and priorities of the school system to help better match a candidate's skills with the needs of the district and give valuable information to the new leader on day one of employment to set goals and priorities.*



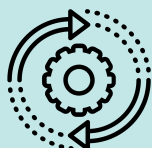
Recruit
6 - 8 Weeks

- Draft a position description to use for advertising
- Prepare and place advertisements as selected and authorized by the Board
- Recruit candidates utilizing local and national networks
- Correspond with candidates regarding the search process and timeline
- Screen **ALL** candidates using the Leadership Profile Report and Desired Characteristics
- Conduct initial reference checks
- Identify best qualified candidates
- Prepare selected slate of candidates for Board consideration (number of candidates to be determined by the Board)



Select
3 - 4 Weeks

- Present slate of candidates to the Board
- Conduct informal background checks with social media searches and reference checks
- Co-coordinate interviews for the Board with selected semi-finalists
- Co-coordinate the "Day in the District" for finalists
- Provide QR codes and feedback forms for the community to provide input for finalists
- Create a matrix to evaluate candidates based on priorities determined by the Board
- Facilitate Board discussion to narrow the candidate pool after each round of interviews (*The Board's decision to hire/not hire a candidate is at the sole discretion of the Board*)
- Coordinate and provide third-party, independent investigative background check(s) of candidates as selected by the Board



Transition
Varies

- The HYA Transition Academy is a six-month virtual program designed to help the superintendent hired build a foundation for long-term success.
- Analyze compensation package/assist Board to determine salary
- Assist in contract negotiations with new superintendent
- Communicate with all unsuccessful candidates at the close of the search
- Hold a debriefing meeting with the new superintendent and Board regarding information learned throughout the search process
- Transition Dashboard, for the new superintendent to document specific actions they will take during the transition period (first six months included in base fee)
- Offer other transition services to be considered by the Board and if desired
 - These services include Comprehensive First Year Support, Executive Coaching, Board Governance Training, Superintendent Evaluation, Strategic Planning and Community Engagement Surveys

Board Portal:

Communication and organization are critical to successful searches. HYA uses web-based delivery systems that give our clients anytime, anywhere access to all documents regarding the search. Whether through a tablet, smart phone, laptop or desktop computer, the Board and search associates have access to all information associated with the search in an organized and confidential, password protected Board Portal. Items are organized by the search phase under the following six tabs. Example items included are listed below:

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 • 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"> • Comprehensive First Year Support • Executive Coaching • Board Governance • Board Goal Setting • Superintendent Evaluation • Strategic Planning • Community Engagement • Transition Dashboard

Advertising:

During our board planning meeting, we will discuss where the Board would like to advertise. Keep in mind all HYA searches are advertised on the HYA Active Searches webpage and social media accounts - Facebook, LinkedIn, Instagram and Twitter. The HYA Active Searches webpage averages 25,000 views per month and is a clickable list that leads its viewers to a separate page fully dedicated to your search.

We will always recommend advertising within your state. Most state associations provide advertising opportunities for administrative positions. In Wisconsin, we advertise in the Wisconsin School Leadership Center (WSLC Career Center).



Scan QR code for all superintendent job openings.

Confidentiality:

HYA is committed to ensuring the confidentiality that is crucial for building and maintaining trust, protecting privacy, and ensuring the integrity of sensitive information for the duration of the search process. Applicant information remains confidential until five (5) or fewer candidates are named as finalists. At that time, the finalist names become public and HYA Associates will assist the Board with final interviews. Information on all candidates is available to the Board throughout the search process through the password protected Board Portal.

5. Tentative timeline, the Board will set the timeline at the planning meeting

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

6. Estimate of Cost

Turtle Lake School District Superintendent Search Price Proposal - Total Search Cost	
Base Professional Fee for Search Service - HYA Search Fee: <ul style="list-style-type: none"> • HYA search fee includes up to six days in district days by HYA consultants; • Board planning meeting; • Includes all Board/Community Engagement, interviews, focus groups, town halls; • Online Google survey; • Creating and presenting the Leadership Profile Report to the Board; • Creating and managing the Board Portal for daily communication; • Recruitment and screening of candidates; • Reference checks and blind reference checks • Google searches • Slate presentation to the Board; • Development of interview questions; • Review interview procedures with Board; • Candidate interviews; • Design/and develop Day in the District schedule; • Sample press releases and other marketing materials • Wisconsin Report Card Analysis (Data Briefs) • Six month virtual HYA Transition Academy for hired superintendent 	\$16,500
Travel Expenses: Mileage reimbursed at current IRS rate (Travel expenses to include mileage. HYA does not charge for meals.)	\$800 - \$1,200 (not to exceed)
Advertising: The Board determines what type of advertising they want. HYA has designed extended advertising packages to maximize exposure for the vacancy. The Board will choose the package that best suits their needs. Advertising on the HYA website, National Association of School Superintendents (NASS) newsletter and social media pages are included in the base fee.	
Wisconsin School Leadership Center (WSLC): Online Job Posting for 30 days	\$200 to \$800 (optional)
Fee is due in two installments: <ul style="list-style-type: none"> • 50% will be invoiced upon execution of the contract/agreement • 50% will be invoiced upon presentation of the slate 	

Client-Satisfaction

If the superintendent departs from the position during the first year under any circumstances professional or personal, or within two (2) years, if the majority of the Board is still in place and departure is due to dissatisfaction and not personal or familial reasons, HYA will recruit new candidates for the Board at no additional cost with the exception of travel, advertising and due diligence expenses. A full 94% of all superintendents we have placed in the last ten years have completed at least the full term of their first contract (usually three years).

Fixed Price

Throughout the search process the associates will be available to counsel with the Board about the search. The consultants will assist the Board until the Board determines it has found the appropriate candidate for the position.

7. History of Wisconsin superintendent/cabinet placements led by Mike Richie and/or Scott Winch

School District	Enrollment		School District Searches Conducted in 2024-2025	Enrollment
Whitewater, WI	1,986		Minocqua JI, WI	520
Verona, WI	5,932		Neillsville, WI	873
Fond du Lac, WI	6,830		Parkview, WI	836
Yorkville Joint #2, WI	450		Waupaca, WI	2000
Tomahawk, WI	1,198		Marathon, WI	776
Johnson Creek, WI	619		Reesburg, WI	2,597
Stratford, WI	811		Prescott, WI	1,250
New Richmond, WI	3,600		Ripon, WI	1,700
Cedarburg, WI	3,691		Bristol #1, WI	814
Monroe, WI	2,241		Bruce, WI	450
Rosholt, WI	600		Somerset, WI	1,452
Watertown, WI	3,202		Dodgeland, WI	690
Pittsville, WI	606		Colby, WI	936
Menomonee Falls, WI	4,000		Wisconsin Heights, WI	749
Racine, WI	17,000		Port Washington-Saukville, WI	2,519
Neenah, WI	6,800		Milwaukee Public Schools, WI	70,000
Monona Grove, WI	3,700		14 Cabinet Searches Milwaukee Public Schools, WI	70,000

8. References

References - Searches led by Mike Richie and/or Scott Winch			
School District	Enrollment	Reference	Contact Information
Dodgeland, WI	690	Jeff Caine Board Vice President	Phone: 920-210-1852 Email: cainej@dodgeland.k12.wi.us
Somerset, WI	1,452	Matt Foucault Board President	Phone: 651-325-6094 Email: mfoucault@somerset.k12.wi.us
Prescott, WI	1,250	Mike Matzek Board President	Phone: 612-240-0122 Email: mike.matzek@prescott.k12.wi.us
Ripon, WI	1,700	David Scott Board President	Phone: 920-229-7099 Email: ScottDa@ripn.k12.wi.us
Bruce, WI	450	Roxie Kemmitz Board President	Phone: 715-403-3425 Email: rkemmitz@bruce.k12.wi.us
Wisconsin Heights, WI	749	Barb Statz Board President	Phone: 608-712-9383 Email: bastatz@wisheights.k12.wi.us
New Richmond, WI	3,600	Holly Butler Director of Human Resources	Phone: 715-243-7443 Email: hbutler@newrichmond.k12.wi.us
Mosinee, WI	1,983	Diane Gorman Board President	Phone: 715-570-1176 Email: dgorman@mosineeschools.org

9. Arbitration and Litigation

Hazard, Young, Attea & Associates is not currently, nor ever has been, involved in litigation or arbitration with any of its clients in our 30+ years in business.

10. Bankruptcy

Hazard, Young, Attea & Associates has never filed for reorganization or bankruptcy. HYA does not use subcontractors aside from an independent, third-party investigative firm to conduct due diligence background checks. The company, Baker-Eubanks, LLC, is a minority owned firm based in Durham, North Carolina.

11. Additional Information

Proven History and Experience

The proposed search team of Mike Richie and Scott Winch have a reputation of success not only in Wisconsin, but also across the Midwest. The HYA team assembled to lead the Turtle Lake School District superintendent search has a combined 45 years of superintendent experience in Wisconsin. According to market research, HYA completes the highest number of searches per year and has the lowest superintendent turnover rates of any of our competitors. Our recruiting process is structured to take the time needed to find the right candidate. If for some reason the candidate pool does not yield the right match for your district, we will continue to recruit and provide another slate for the Board's consideration. Approximately 75% of candidates selected for superintendencies were specifically recruited for that district and may not have considered the position without our contact and communication.

APPENDIX

The APPENDIX pages of this proposal include the following documents:

1. Resume - Dr. Mike Richie
2. Resume - Scott Winch
3. Reference Letter - Somerset, WI
4. Reference Letter - Dodge Land, WI
5. Reference Letter - Port Washington-Saukville, WI
6. Transition Academy Information and Syllabus
7. Sample Data Brief - Yorkville Joint #2, WI
8. HYA Certificate of Liability Insurance



MIKE RICHIE, ED.D.

HAZARD, YOUNG, ATTEA & ASSOCIATES
VICE PRESIDENT



mikerichie@hyasearch.com



@mikerichie130



<https://hyasearch.com/>



715-891-1816

EDUCATION

- 2006-Ed.D. Edgewood College, Madison, WI
- 2000 - Specialist Certification in Educational Administration, UW Superior, Superior, WI
- 1990 - M.S. Educational Administration, UW Superior, Superior, WI
- 1986 - Certification in Elementary Education, UW River Falls, River Falls, WI
- 1984 - B.S. in Physical Education, UW La Crosse, La Crosse, WI

AWARDS

- 2023
WASDA Superintendent 25 Year Service Award
- 2012
National Association of School Superintendents, National Superintendent of the Year
- 2012
The Collaborative Leadership Network, Collaborator of the Year, Rivers as Bridges
- 2010
YMCA Wisconsin Key Leader Award
- 2010
National Association of School Superintendents Featured Member
- 1994
WI Reading Association Outstanding Administrator Award

PROFESSIONAL EXPERIENCE

2018-Present

Educational Consultant Hazard, Young, Attea & Associates

2015-Present

Adjunct Professor Viterbo University, La Crosse, WI

2013-2017 & 2022-Present

Executive Committee-National Association of School Superintendents

K-12 PROFESSIONAL EXPERIENCE

2019 - 2023

Interim Superintendent Tomorrow River School District | Amherst, WI

2004 -2018 (Retired)

Superintendent Northland Pines School District | Eagle River, WI

2003 -2004

Superintendent Howard-Suamico School District | Green Bay, WI

2001 -2003

Superintendent New London School District | New London, WI

1995 -2001

Superintendent/Principal Hurley School District | Hurley, WI

1992 -1995

Elementary Principal Bonduel School District | Bonduel, WI

1990-1992

Elementary Principal New Richmond School District | New Richmond, WI

1984-1990

Teacher Rice Lake School District | Rice Lake, WI
Teacher St. Paul's Grade School | Bloomer, WI

RELATED LEADERSHIP ACTIVITIES

- Presenter - China/American PK-12 Education: Shanghai, Beijing, Chengdu, Yangzhou, Langfang, Wuhan, Wuxi China 2015 & 2017
- Presenter - WASB State Convention: Pay for Performance Pay Scale
- Presenter - WASB State Convention: Using a 360 Leadership Performance Review Tool
- Presenter - WASB State Convention: Strategies for Passing Referendums
- National Association of School Superintendents - Member 2011-Present
- WASDA - Administrative Salaries and Fringe Benefit Committee 2011-2017
- Published Monthly Superintendent's Message for the National Association of School Superintendents 2012
- Wisconsin Association of School District's Administrators Member 1998-Present
- Association of School Administrators - Member 1998-Present
- District Administrators Leadership Institute Invitee and Member 2014-2019
- National Association of School Superintendents Hall of Fame Member 2022

Scott Winch

Objective

To serve a dynamic community in an administrative position that will positively influence school culture and individual students for the betterment of society. Success will come through personal dedication, energy, initiative, collaboration and enthusiasm linked with programming based on practical experience, futuristic thinking and educational theory.

Professional Experience

Interim Superintendent, Owen Withee School District, 2022 - Present.

Superintendent, School District of Stratford, 2004-2022.

Superintendent, School District of Niagara, 2003-2004.

K-12 Principal, School District of Niagara, 2002-2003.

Dean of Students, Government/Citizenship and World History Instructor, Greenwood High School, (Grades 6-12), 2001-2002 school year.

Advanced Placement Government, Senior Social Studies, Government/Citizenship, World History and Current Issues Instructor, Greenwood High School, 1997-2001.

American Government, United States History since 1865, Social Problems, World Geography and Economics Instructor, Mellen High School, (Grades 6-12), 1996-1997.

Education

2001-2002 Winona State University, Winona, MN
Master of Science in Educational Leadership.

1992-1995 University of Wisconsin-Stevens Point, Stevens Point, WI
1987-1989 Bachelor of Science Degree in Secondary Broadfield Social Studies with a minor in Political Science and emphasis's in History and Sociology.

Leadership Experience

Wisconsin Interscholastic Athletic Association, Board of Control, 2015-2021.
President, 2017-18 School Year.

Wisconsin Interscholastic Athletic Association, Advisory Council, 2010-2015.
President 2011-12 School Year.

Wisconsin Interscholastic Athletic Association, Sportsmanship Committee, 2004-2010.

Great Northern Conference, Commissioner, 2007-Present.

President, Marawood Conference, 2007-08, 2010-11, 2014-15.

Member, Marathon County Library Board, 2007-present. President, 2012-2018.

Member, Bay DeNoc Community College Advisory Council, 2003-2004.

Crew Chief, WIAA Football Officiating Crew, 1995-2015.

**Community
Activities**

Member, Stratford Lions Club, 2004-present.

Member, Marshfield Elks Club, 2004-present.

Member, Stratford Area Chamber Commerce, 2004-2022.

Member, Sons of the American Legion, 1985-1992, 2015-present.

Member, Niagara Athletic Booster Club, 2002-2004.

Member, Niagara Area Lions Club, 2002-2004.

Member, Greenwood Athletic Booster Club, 1997-2002

**Interests and
Activities**

Spending time up north at our cottage, fishing, golfing, watching and attending high school and college activities.

**Conferences and
Professional
Development**

2019 NFHS National Convention, Indianapolis, IN: Attendee and Small Group Moderator.

2018 NFHS National Convention, Chicago, IL: Attendee.

2017 NFHS National Convention, Providence, RI: Attendee and Moderator.

2016 NFHS National Convention, Reno, NV: Attendee

QE Conference 2015

Solution Tree/Professional Learning Communities 2012,2013,2014

SLATE Conference 2011

State, Regional and Local Conferences and Meetings 2002-present.

References

Available upon request.



July 22, 2025

To Whom It May Concern,

I am pleased to offer this letter of recommendation for Hazard, Young, Attea & Associates (HYA) and Mike Richie, following their outstanding support in leading the Somerset School District through a fast-paced superintendent search.

After receiving a resignation notice in March 2025, our district faced a tight deadline for a July 1 start. We selected HYA in early April, and within a week, Mike Richie and his team were in our boardroom initiating the process. Their professionalism and efficiency stood out immediately and remained consistent throughout the entire experience.

A key reason we chose HYA was their commitment to stakeholder engagement. They organized a robust series of focus groups with staff, families, and community members, then compiled the feedback and provided immediate access to our board through a digital portal. This transparency ensured every board member had timely, meaningful insights from our community.

Mike and his team were exceptionally responsive—available by phone or email at all times and present for key meetings and discussions. Their support gave our board full confidence at each step.

Despite the condensed timeline, the candidate slate presented was truly impressive. HYA provided thoughtful, honest evaluations of each finalist, outlining strengths, areas of concern, and potential fit for our district. Their analysis helped guide an informed, focused discussion and ultimately a successful hire.

In short, we were looking for a search partner who would handle the heavy lifting—engaging our community, guiding the board, and delivering high-quality candidates. HYA exceeded expectations in every way. I highly recommend them to any district in need of a thorough, responsive, and professional search firm.

Sincerely,

Matt Foucault



July 28, 2025

Dear Fellow Board Members:

I am pleased to recommend the services of Hazard, Young, Attea and Associates (HYA) should you have need for a top-notch school superintendent recruitment firm. Dr. Mike Richie and Dr. Pat Neudecker handled our search. We found them and their entire staff to be well organized, extremely professional and worked with us to meet the very aggressive timeline we had to recruit a new superintendent. HYA was with our Board every step of the way, from developing a meaningful posting that would attract top candidates, to actively recruiting strong candidates to apply for our position, to vetting the candidates, to helping the Board select top candidates to interview, to preparing interview questions, to guiding the Board through the interview process, to assisting with narrowing the candidate pool to our preferred candidate, to offering the position to our finalist, to our search culminating in our successful hire. Mike and Pat expertly guided us through the entire process.

As a 28-year veteran of the Dodgeland Board of Education, having served 15 years as President, I have been through a number of superintendent searches with other firms. I can say without a doubt that the caliber of candidates presented to our Board and the entire recruitment process of HYA far exceeded any of the other firms we worked with in the past.

In closing, again, I without hesitation, recommend the services of HYA for any executive search you may have need for.

Sincerely,

Jeff Caine

Vice-President, Dodgeland Schools

District Office

401 South Western Avenue
Juneau, WI 53039
p: 920.386.4404
f: 920.386.4498

High School

p: 920.386.4404
f: 920.386.2601

Middle School

p: 920.386.4404
f: 920.386.0345

Elementary School

p: 920.386.4404
f: 920.386.2602

April 18, 2024

To whom it may concern,

The Port Washington-Saukville School District (PWSSD) hired Hazard Young Attea Associates (HYA) for our 2024 superintendent search. The PWSSD school board was looking for a firm which could not only complete the search in a shortened timeline, but who could also provide high stakeholder engagement, thorough feedback from stakeholders, transparent communication with the board, fluid organizational tools and responsive availability. HYA promised and excelled in each of these requests.

At the start of the process, HYA provided multiple avenues, such as surveys, in-person focus groups, and virtual focus groups, which allowed stakeholders to engage with the development of our superintendent profile. At the final steps of the process, HYA organized community forums, a day in the district, and final interview sessions which provided stakeholders direct interaction with the final candidates. During this final step, HYA provided all stakeholders with a QR code for each candidate. This QR code allowed the stakeholders to give immediate and direct feedback to the school board regarding their evaluation of each candidate. This transparent and immediate feedback was beneficial to the board as we privately deliberated our final selection. The board and the community both felt well informed and engaged throughout the entire process.

HYA also provided the PWSSD school board with a link to a private portal only accessible to the board and other approved individuals. This portal contained all relevant information regarding our search process including but not limited to timeline, schedules, candidate information, survey feedback, QR code feedback and interview processes. This portal created a transparent and fluid organizational tool which board members appreciated. They were able to access information immediately and regularly as needed.

Finally, HYA provided an exceptional team, Mike Richie and Scott Winch, who were professional, experienced and available. The PWSSD had a targeted timeline for our superintendent selection which shortened the typical HYA search timeline. However, HYA collaborated with the board to make sure the process met our timeline without compromising the process. They were available, flexible and conscientious of our expectations. Our process was organized, transparent, and well executed. Feedback from the board and stakeholders was positive and appreciative of not only our consultants, but also of HYA.

I have had the opportunity to be part of two superintendent processes while serving on our school board and can say the process through HYA exceeded our expectations. I would recommend HYA to any school board in need of a qualified superintendent search company.

Thank you,
Brenda Fritsch
PWSSD Board President

HYA Transition Academy

Navigating the Superintendent's Essential Work

The Transition Academy is a 6 month Virtual Program

Navigating the Superintendent's transition is critical, setting the tone for trust, stability, and momentum. A strong leader aligns priorities, minimizes disruption, and builds credibility. With experience in 2,000+ districts and a national network of education leaders, HYA goes beyond recruitment, offering research-based strategies and ongoing support to ensure leaders begin with the relationships, confidence, and deliverables needed for long-term success.

HYA Search Clients receive complementary enrollment (non-clients pay \$4,500) for their selected new leader. This six month program will produce the following four essential deliverables to be presented to the board: a 100 day plan, Key Performance Indicators (KPIs) to guide the district and share with constituents, an agreed upon evaluation process and instrument, and an assessment of the current strategic plan. Topics are designed to coincide with the school calendar. For more information, please go to the Academies page of hyasearch.com

- Instructors are field experts who work with school districts nationwide, bringing practical experience in each session's topic
- Length: 6 months
- Dates: third Thursday of each month: July 16, 2026; August 20, 2026; September 17, 2026; October 15, 2026; November 19, 2026; December 17, 2026
- Time: 4 PST/5 MST/6 CST/7 EST – Sessions are 1.5 hours
- Sessions: One per month (virtually)
- Content: Sessions are designed to live independently; all sessions are integral for success.
- Consult: Virtual drop-in hours after each month's session are available based on the session topic for the month
- Deliverables: Participants in the Academy will produce four deliverables for the Board:
 - 100 day plan
 - KPIs to guide the district and share with constituents
 - Agreed upon evaluation
 - Assessment of the current district strategic plan.

Syllabus

Topics are designed to coincide with the school calendar. It is preferred to do sessions in order, however, each session is designed to be independent. This is a six month program that will produce four deliverables for the Board, essential work for any new leader: **a 100 day plan, KPIs to guide the district and share with constituents, an agreed upon evaluation, and an assessment of the current strategic plan.**

Before Your First Day – prerequisites before module 1

Gather all of the following files or URLs to be utilized in your personal transition plan. HYA will assist you in creating your own AI Assistant to synthesize all pertinent information:

- Leadership Profile from the search
- Current Strategic Plan
- Current Collective Bargaining Agreement
- Current Policies and Procedures
- Notes from your individual meetings with Board members

July - Align Governance and Leadership for successful Board-Superintendent relationship (recommended the board president attends this session with the superintendent)

August - Learn, Listen and Plan

- Learn about the district and create your AI Assistant
- Create the Listening Tour Calendar
- Plan and codify Activities in a 100-day/Transition Plan

September – Define

- Define analytic framework for communication for the entire year
- Define KPIs for Accountability and Measuring ROI
- Define contents for a Strategic Dashboard

October – Establish

- Establish goals and Superintendent evaluation process

November – Assess

- Assess the current strategic plan and make recommendation to reaffirm, modify, or begin a new process and plan

December – Transform

- Transformation Leadership
- Continuous quality improvement
- Commitments that define your superintendency.



2023-2024
Wisconsin
State Report Card Analysis

State Percentile Analysis

Yorkville J2

Purpose

The purpose of this report is to examine how Yorkville J2 compared to other Wisconsin districts during the 2022-2023 and 2023-2024 school years. Percentiles are used to indicate where Yorkville J2 falls in the distribution of school districts across the state of Wisconsin on a wide variety of metrics related to student achievement, target group performance, financial information, student demographics, and general district characteristics.

Methods

Data were collected across the five areas listed below from the Wisconsin Report Card website (<https://apps2.dpi.wi.gov/reportcards/>) :

<u>Student Achievement</u>	<u>Target Group Performance</u>	<u>Financial Information*</u>	<u>Student Demographics</u>	<u>District Characteristics</u>
Proficiency - ELA & Math	Target Group Outcomes Score	Total Education Cost Per Student	Economically Disadvantaged	Enrollment
Achievement Score - ELA & Math	Target Group Achievement Score	Instructional Expenditures Per Student	English Learners (EL)	Students to Staff Ratios
Participation - ELA & Math	Target Group Growth Score	Percent Revenue from Property Tax	Disabilities	Graduation/Attendance
Growth Score - ELA & Math	Target Group Chronic Absenteeism	Teacher Average Salary and Fringe	Ethnicity	Mobility
3rd Grade ELA Achievement Score	Target Group Graduation/Attendance	Teacher Average Experience		Chronic Absenteeism
8th Grade Math Achievement Score				
On-Track to Graduate				

Percentiles were calculated by ranking all Wisconsin districts who had data on the particular metric appearing in the report card. A percentile of 50 would indicate that a district had an indicator value that was the same or higher than 50% of districts across Wisconsin. A percentile of 99 would indicate that a district had an indicator value that was the same or higher than 99% of districts across Wisconsin. Note that it may not be desirable to have high percentile rankings for all indicators. For example, it may be preferable to have an average or lower percentile ranking for metrics such as student to staff ratios or between district mobility (the percent of students not present for the full academic year). Additionally, districts comprised of only one school are not part of the state comparison data for district report cards, thus are excluded from this district-level analysis.

Tables 1-5 display the values corresponding to the state 50th percentile, the district values, and the district percentile rankings within the state of Wisconsin for the 2022-2023 and 2023-2024 school years. Note that the state value is the 50th percentile value across all districts in the state. The change in the value and percentile between these two school years is also reported. Figures 1 and 2 visualize the shift in the state's distribution of ELA and Math proficiency from the Spring of 2023 to the Spring of 2024. The vertical lines represent the District proficiency in the Spring of 2023 and the Spring of 2024. Figures 3 and 4 show the percentage of students designated as economically disadvantaged against the percentage of all students meeting ELA and Math proficiency across the district in the spring of 2024.

*Financial expenditure and revenue data reported is from the previous school year.

Table 1. Student Performance

* The state value columns report values at the 50th percentile across all districts in the state.

Indicator	State Value*	2023 District Value	District Percentile	State Value*	2024 District Value	District Percentile	Change 2023 to 2024 District Value	District Percentile
ELA Proficiency	42.0%	50.6%	79	53.1%	64.7%	86	14.1%	+7
Math Proficiency	41.1%	57.8%	89	56.0%	74.3%	91	16.5%	+2
Achievement Score	61.6	76.0	87	62.2	77.2	87	+1.2	0
ELA Achievement Score	62.4	72.5	81	62.5	72.5	81	0.0	0
Math Achievement Score	60.8	79.4	90	61.9	81.8	90	+2.4	0
ELA Participation	98.3%	99.7%	92	98.4%	99.7%	91	0.0%	-1
Math Participation	98.3%	99.7%	92	98.3%	99.7%	91	0.0%	-1
Growth Score	65.1	66.9	58	64.1	68.9	69	+2.0	+11
ELA Growth Score	64.1	64.1	48	64.1	67.9	65	+3.8	+17
Math Growth Score	64.1	69.8	68	64.1	69.8	70	0.0	+2
3rd Grade ELA Achievement Score	61.8	66.7	69	64.0	74.2	83	+7.5	+14
8th Grade Mathematics Achievement Score	53.7	64.8	74	59.6	77.3	85	+12.5	+11
On-Track to Graduation Score	85.0	88.2	75	85.7	88.7	75	+0.5	0

Table 2. Target Group Performance

* The state value columns report values at the 50th percentile across all districts in the state.

Indicator	State Value*	2023 District Value	District Percentile	State Value*	2024 District Value	District Percentile	Change 2023 to 2024 District Value	District Percentile
Target Group Outcomes Score	60.0	75.9	92	59.1	83.6	96	+7.7	+4
Target Group Achievement Score	20.9	36.3	90	22.3	39.8	92	+3.5	+2
Target Group Growth Score	65.1	73.6	87	64.1	82.2	97	+8.6	+10
Target Group Chronic Absenteeism Score	81.8	90.2	87	79.6	86.3	77	-3.9	-10
Target Group Graduation/ Attendance Score	93.2	94.1	58	94.2	93.8	44	-0.3	-14



Table 3. Financial Information

* The state value columns report values at the 50th percentile across all districts in the state.

Indicator	State Value*	2023 District Value	District Percentile	State Value*	2024 District Value	District Percentile	Change 2023 to 2024 District Value	District Percentile
Total Current Education Cost per Student (TCEC)	\$ 13,354	\$ 14,045	66	\$ 13,871	\$ 14,497	61	+\$ 452	-5
Instructional Expenditures Per Student	\$ 8,340	\$ 9,441	81	\$ 8,693	\$ 8,010	27	-\$ -1,431	-54
Percent Revenue from Property Tax	36.3%	65.1%	90	36.2%	63.8%	90	-1.3%	0
Teacher Average Salary	\$ 56,415	\$ 60,652	76	\$ 58,643	\$ 65,871	87	+\$ 5,219	+11
Teacher Average Salary Plus Fringe	\$ 81,124	\$ 90,322	87	\$ 84,062	\$ 88,163	70	-\$ -2,159	-17
Teacher Average Total Experience	14.5	15.9	79	14.4	15.5	72	-0.4	-7

Table 4. Student Demographics

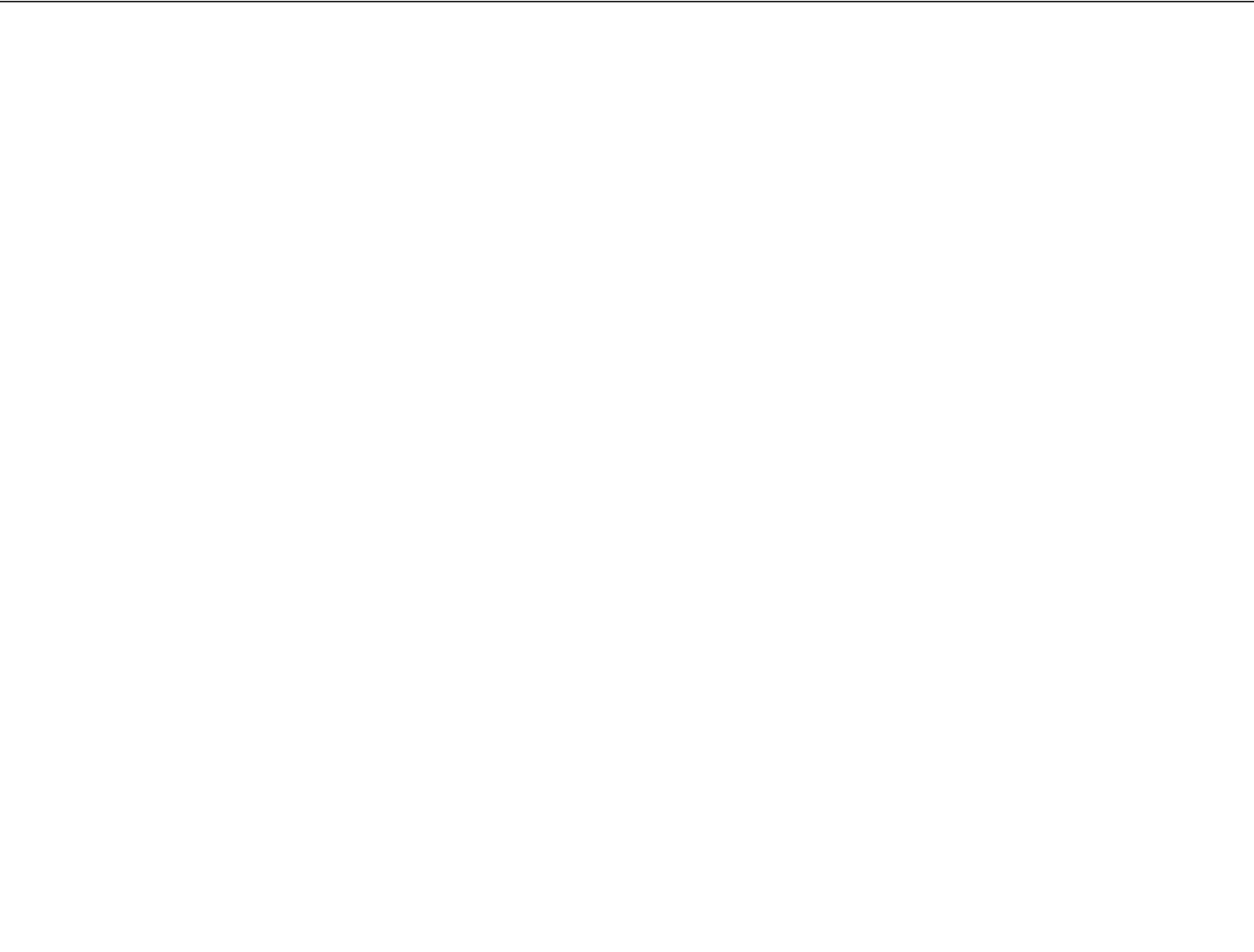
* The state value columns report values at the 50th percentile across all districts in the state.

Indicator	State Value*	2023 District Value	District Percentile	State Value*	2024 District Value	District Percentile	Change 2023 to 2024 District Value	District Percentile
Economically Disadvantaged	39.1%	21.5%	17	40.4%	24.6%	18	3.1%	+1
English Learner (EL)	1.6%	0.0%	8	1.7%	1.3%	42	1.3%	+34
Disabilities	14.8%	9.3%	3	15.3%	11.1%	9	1.8%	+6
Asian	0.6%	0.4%	38	0.6%	0.6%	50	0.2%	+12
Black	0.8%	0.2%	14	0.8%	0.6%	36	0.4%	+22
Hispanic	5.8%	10.2%	78	6.1%	9.7%	73	-0.5%	-5
White	87.0%	82.2%	31	86.5%	81.9%	33	-0.3%	+2
Two More Races	3.4%	7.0%	89	3.5%	7.1%	89	0.1%	0

Table 5. District Characteristics

* The state value columns report values at the 50th percentile across all districts in the state.

Indicator	State Value*	2023 District Value	District Percentile	State Value*	2024 District Value	District Percentile	Change 2023 to 2024 District Value	District Percentile
Enrollment	911	460	24	898	476	26	+16	+2
Ratio of Students to Staff - Licensed Staff	11.4	12.2	69	11.4	12.8	83	+0.6	+14
Ratio of Students to Staff - Total FTE	6.9	8.5	91	6.8	8.9	96	+0.3	+5
Graduation/Attendance Score	95.4	94.3	39	95.8	94.4	32	+0.1	-7
Between District Mobility	3.25	1.7	12	3.1	0.4	2	-130.0%	-10
Chronic Absenteeism Rate Score	88.3	93.3	83	87.1	89.4	65	-3.9	-18



The graphs below illustrate the percentage of students meeting proficiency standards in ELA and math in each school district across Wisconsin. The distributions of these percentages in 2023 and 2024 are captured under the grey and purple curves respectively. The state median is noted for each year as well. The vertical lines illustrate the percentage of students meeting proficiency each year in your district.

Figure 1. Proficiency Distribution of Wisconsin Districts - ELA

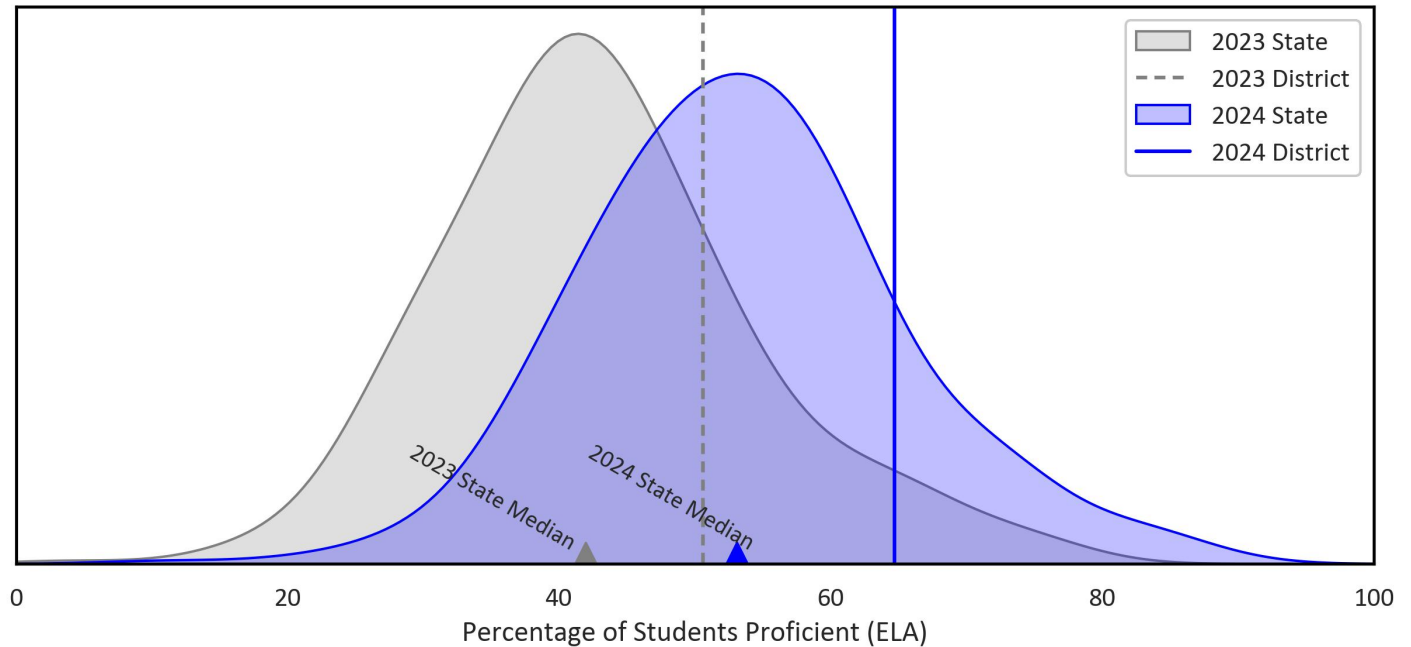
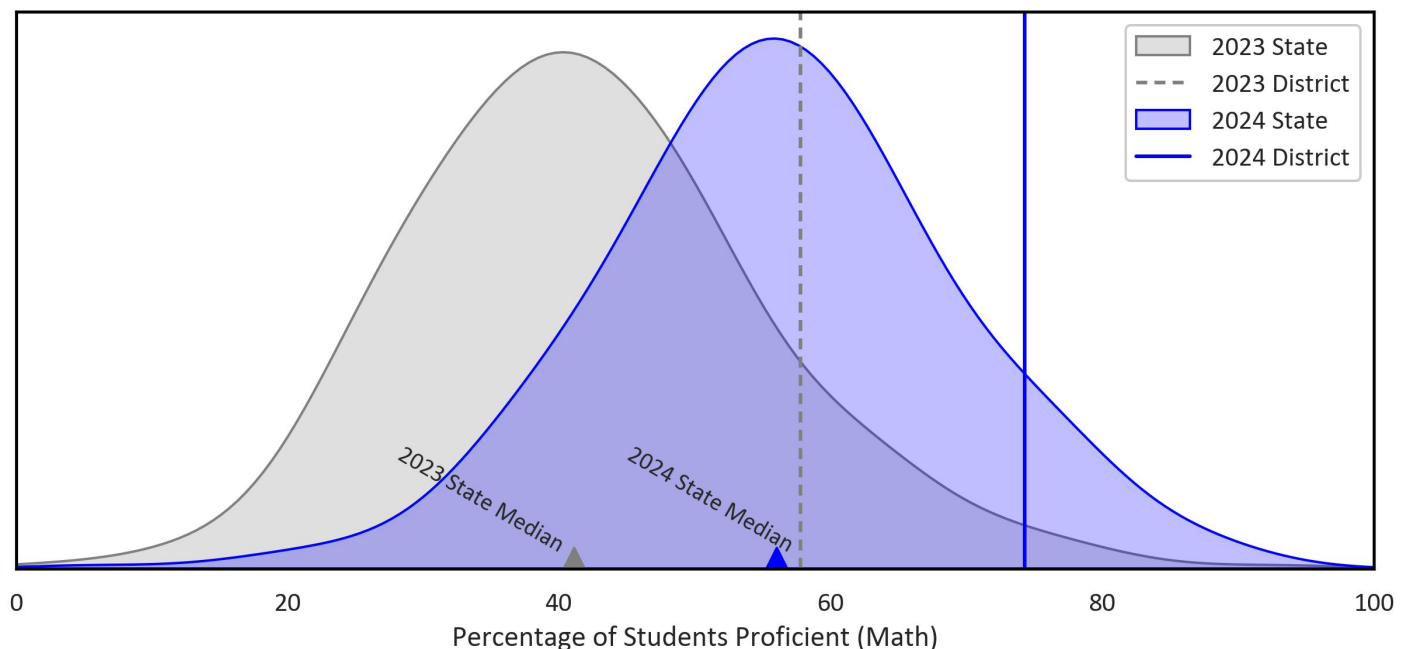


Figure 2. Proficiency Distribution of Wisconsin Districts - Math



The graphs below depict the percentage of students designated as Economically Disadvantaged against the percentage of all students meeting ELA and math proficiency in the Spring of 2024 across the district. The proficiency grey dots represent all other school districts in the state, with a trend line included through the center of the distribution meeting proficiency.

Figure 3: Economically Disadvantaged vs. ELA Proficiency 2024

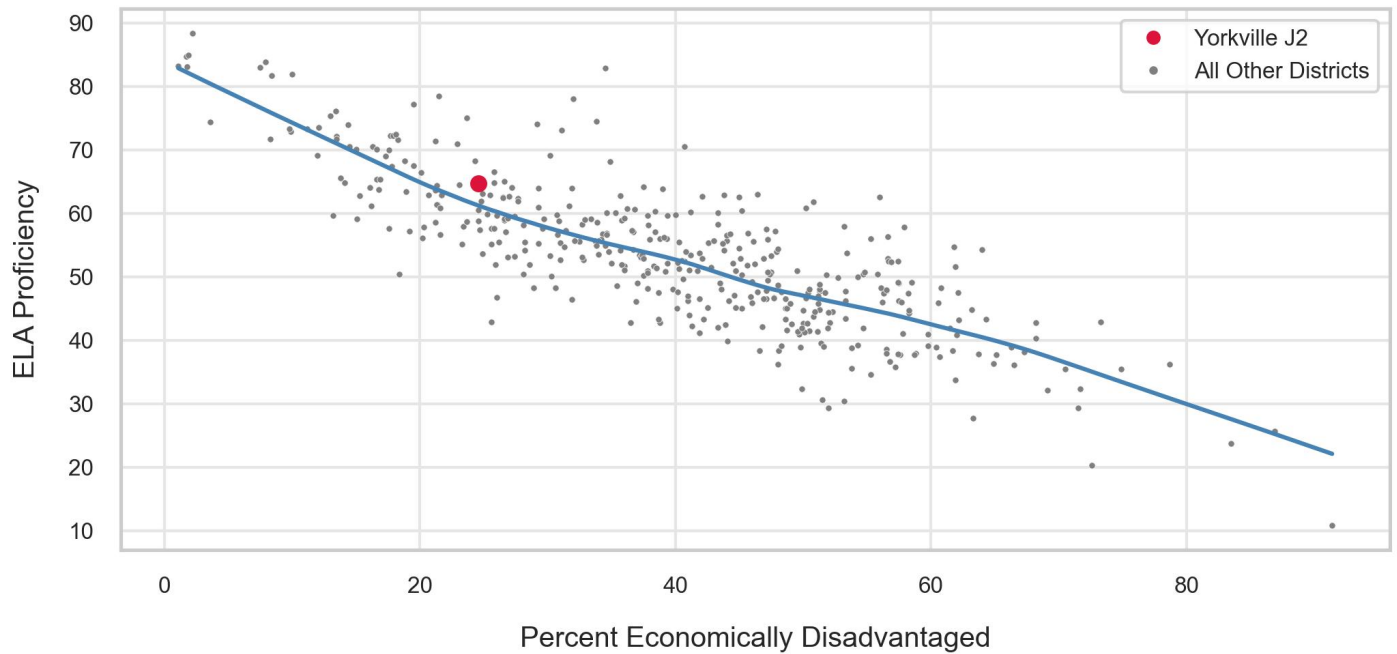
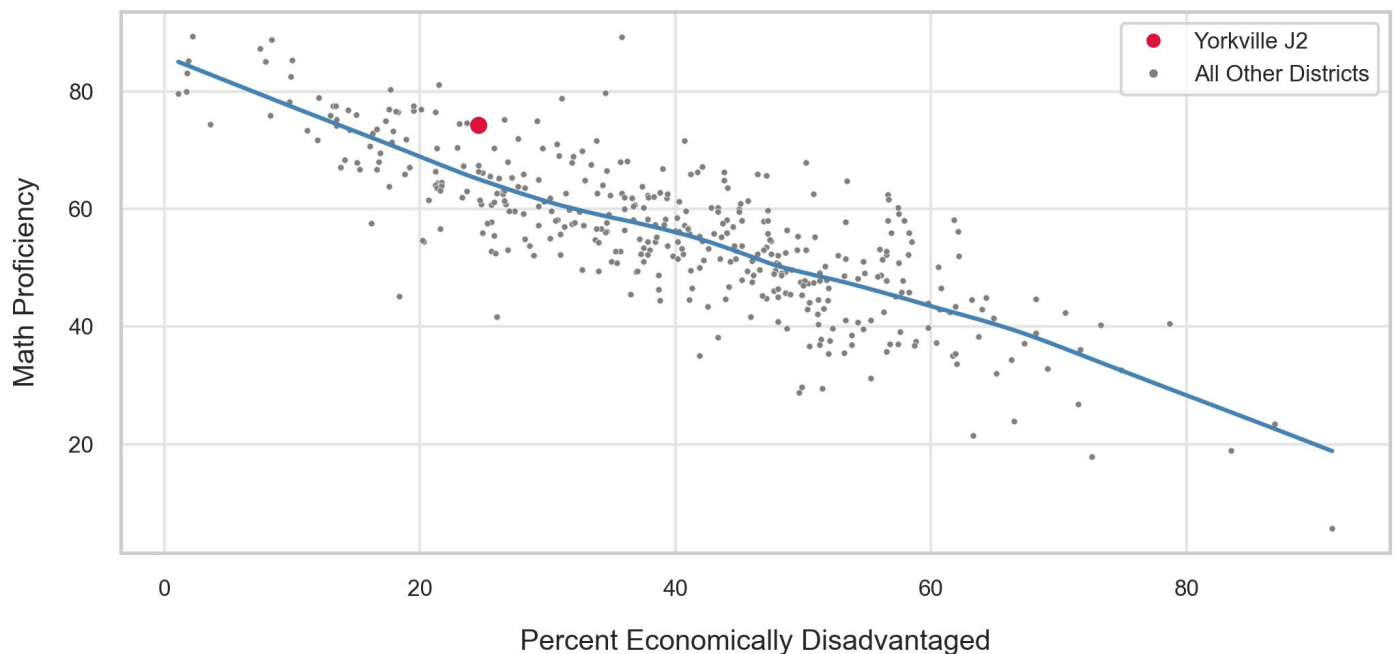


Figure 4: Economically Disadvantaged vs. Math Proficiency 2024





CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

06/30/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an **ADDITIONAL INSURED**, the policy(ies) must have **ADDITIONAL INSURED** provisions or be endorsed. If **SUBROGATION** IS **WAIVED**, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER DSP Insurance Services, Inc. 1900 E Golf Rd Ste 225 Schaumburg IL 60173	CONTACT NAME: Katherine Hamilton PHONE (A/C, No. Ext): (847) 934-6100 FAX (A/C, No): (847) 934-6186 E-MAIL ADDRESS: Khamilton@dspins.com
INSURED HYA Corporation 909 W. Euclid Avenue #926 Arlington Heights IL 60006 (847) 801-3812	INSURER(S) AFFORDING COVERAGE INSURER A: Allmerica Financial Benefits I INSURER B: Hanover American Insurance Co INSURER C: Federal Insurance Company INSURER D: INSURER E: INSURER F:
	NAIC # 41840 36064 20281

COVERAGES

RS

CERTIFICATE NUMBER: Cert ID 44004 (4)**REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			Z2CJ064329	07/01/2025	07/01/2026	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 1,000,000 MED EXP (Any one person) \$ 5,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ Included
A	<input checked="" type="checkbox"/> AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> NON-OWNED AUTOS ONLY			AWCJ625559	07/01/2025	07/01/2026	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$
A	<input checked="" type="checkbox"/> UMBRELLA LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$ None			Z2CJ064329	07/01/2025	07/01/2026	EACH OCCURRENCE \$ 5,000,000 AGGREGATE \$ 5,000,000
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below Y/N <input checked="" type="checkbox"/> N/A			WZCJ064305	07/01/2025	07/01/2026	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$ 1,000,000 E.L. DISEASE - EA EMPLOYEE \$ 1,000,000 E.L. DISEASE - POLICY LIMIT \$ 1,000,000
C	Professional Liability			82641319	07/01/2025	07/01/2026	Retention: \$10,000 \$ 3,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

CERTIFICATE HOLDER**CANCELLATION**

Evidence of Insurance

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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ACORD 25 (2016/03)

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