



“Creating a positive learning environment for all District 97 students that is equitable, inclusive and focused on the whole child.”

Oak Park Elementary School District 97

Superintendent Search Presentation

July 13, 2021

HYA | HAZARD
YOUNG
ATTEA
ASSOCIATES



About HYA

Executive Search

- **30+ year history of successful Executive Searches**
- **Proven record of recruiting highly qualified candidates from historically underrepresented groups**
- **Full-time back office support**
- **Superior communication (Board portal, templates, reports)**
- **History of thorough, successful video and onsite engagement**



Search Team

(With a local and national vested interest in the success of Oak Park Elementary District 97, Dr. Collins and Dr. McGee will work for you and with you to assure your students, staff, and community will have a leader who shares your core values and is the perfect fit for your district's current needs and future aspirations.)

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We “seek first to understand” District 97’s:

1. HOW YOUR VISION TRANSLATES TO ACTION

2. STRATEGIC OBJECTIVE PILLARS

- Equitable access to rigorous, responsive instruction
- Strong relationships with family & community
- Effective teachers, leaders and staff for every student, for every school
- Data informed continuous improvement

3. DISTRICT VISION ELEMENTS

- Inclusivity
- Positive Learning Environment
- Equity
- Whole-Child Focused

4. STUDENT OUTCOMES

5. FISCAL HEALTH

6. IMPACT OF COVID-19

7. STRENGTHS TO SUSTAIN

8. SHORT AND LONG TERM CHALLENGES AND PRIORITIES

9. DESIRED PROFESSIONAL & PERSONAL QUALIFICATIONS & ATTRIBUTES

10. IDEAS ON HOW WE CAN BEST SERVE YOU THROUGHOUT THE SEARCH

HYA “walks the talk” of equity

THE HYA EQUITY IMPERATIVE:

HYA commits to identifying, supporting, and placing school and district leaders of color and gender who have long been historically underrepresented in these posts. Every candidate we slate regardless of race, ethnicity, gender, or sexual preference must have recent, relevant, and demonstrated experience in successfully addressing opportunity gaps, leading with an equity lens, and advancing equity initiatives.



NABSE





A Customized Signature Search Process



Engage



Recruit



Select



Transition



INCLUSIVE Engage Phase

- **Develop search plan; application; finalize timeline; and more**
- **Comprehensive on line survey for multiple stakeholder groups**
- **Conduct individual interviews (up to 15), focus groups (up to 20), and two community forums (virtually or on site)**
- **Present Leadership Profile Report (LPR) to Board and Community**



"In our district, it is imperative to thoroughly gather stakeholder input so that the "Leadership Profile" reflects the community's interests and not only the Board's interests. HYA performed above and beyond any expectations we had for stakeholder engagement."

- OPRF District 200 Board President



Examples of Interviews and Focus Groups

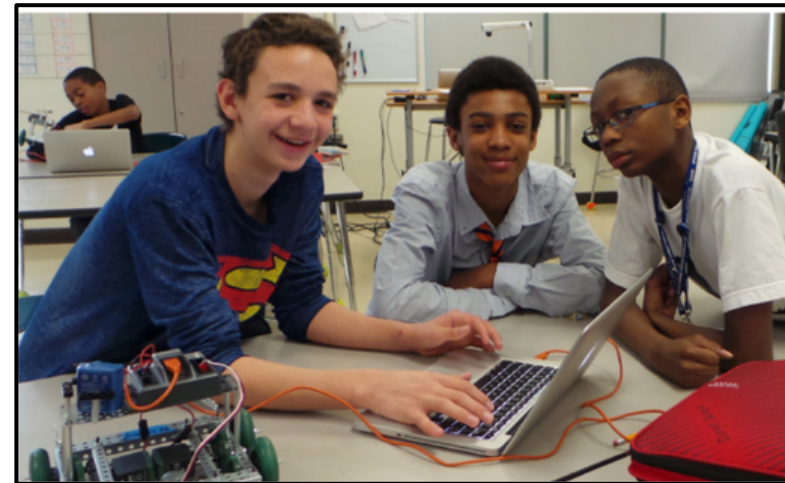
Individual Interviews

- Board members
- Superintendent and Cabinet
- Community leaders
- Foundation chair



Focus Groups

- Students
- Teachers and teacher leadership
- Administrators and supervisors
- Parent groups, advisory councils, boosters, advocate groups, etc.
- Business and non-profit partners



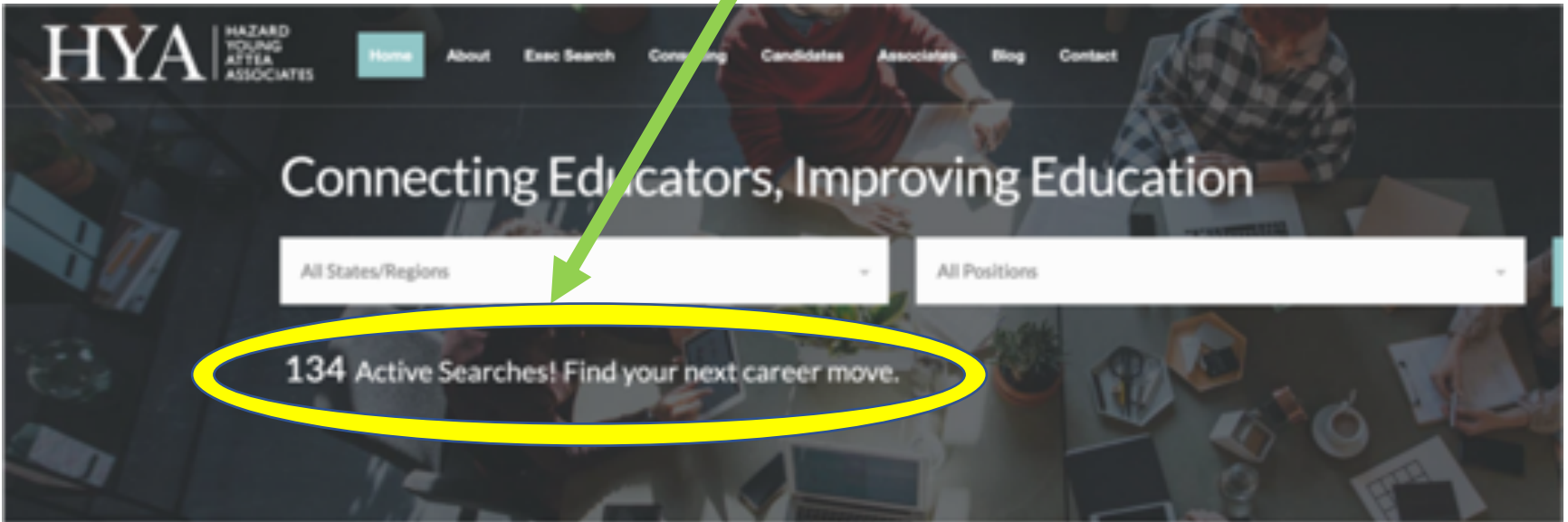


AGGRESSIVE Recruit Phase

- Create Job Description and recruiting verbiage from LPR
- Advertise – national/local/state agencies, Twitter, LinkedIn, Facebook, journals, state and regional associations
- HYA Active Searches – <https://hyasearch.com/browse-jobs/>
 - 18,000 views per month on this job search page
 - Featured placement and content
- HYA network uses LPR to identify and recruit candidates from and beyond our network to ensure a diverse candidate pool
- We intensely screen social media and news media; deeply interview; and thoroughly reference check all we consider slating.

HYA opportunities top the list. A Board can post any information relevant to the search to attract high quality candidates.

<https://hyasearch.com/browse-jobs/>



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Conduct a Search
Choose a custom executive search process for your district
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Post a Job
Get national exposure for your vacancies and alert candidates
- 

Develop a Strategic Plan
Provide purpose and direction for your organization
- 

Survey Your Community
Collect information from your constituents
- 

Provide Leadership Development
Offer Executive Coaching and Board Governance training

Coping with Covid

- PRE-Covid, HYA had already been conducting Virtual Community Forums and focus groups for parents, staff, and alumni
- ALL HYA screening interviews are either face-to-face or via video
- We are now reporting via the full array of video platforms at public school board meetings
- We have assisted boards in:
 - *facilitating online board interviews* with slated candidates;
 - *conducting a special public meeting* for selecting a superintendent with 164 community members online; and
 - *hosting candidate presentations and Q&A sessions* with the ENTIRE community (pictured)





THOROUGH Select Phase

Using the LPR as a guide ...

- Present slate of qualified candidates
- Board portal (with NDA) – 24/7 access to notes, ALL applications, agendas, etc.
- Conduct board interview workshop – help prepare questions, rubrics, and “look fors”
- Facilitate board interviews and selection discussion
- Facilitate third party background checks beyond HYA social media, image, and profile screening





Transition Phase

> Meet with new superintendent and Board

- Debrief process and assist with 100 day plan
- Draft superintendent goals



> Optional Transition Services

- Leadership coaching
- Board Governance Workshops
- Superintendent evaluation
- Strategic planning



DRAFT Timeline



**(Board and HYA
develop timeline
at planning
meeting)**



Engage Phase (15 to 30 days)

- Planning Meeting
- Individual Board Member Interviews
- Focus groups, forums, surveys,
- Presentation of Leadership Profile Report with recommended selection criteria

Recruit Phase (30 to 45 days)

- Recruiting and advertising
- Weekly reports and updates to Board
- Immediately post opening on HYA Website and with IASA
- 24/7 Board access to portal
- Prepare interview questions and scenarios for first round interviews
- Board reviews HYA slate of candidates and materials

Select Phase (15-30 days)

- Conduct first round interviews
- Narrow first round field to semifinalists
- Conduct second round interviews
- Narrow second round candidates to finalists
- Conduct finalist(s) interviews, forums, site visits (optional)
- Baker-Eubanks independent background check

Transition Phase (1 or 2 days)

- Develop (or review) governance and communication protocols
- Assist in outlining 100 day plan
- Assist with drafting superintendent goals



Cost Structure



Fees for search service are \$24,950

(Fee is fully inclusive of all components of the search process, copying and distribution costs,, and associate travel expenses.)

Only additional costs may include:



- National advertising
- Baker Eubanks third party background check(s) including transcript verification, court records, financial records.
- Candidate travel for finalists

The HYA Guarantee

- ***Fixed Price:*** HYA will continue the search until the Board is **completely satisfied**.
- ***Client Satisfaction:*** HYA will re-conduct the search at no additional costs, other than expenses, if the candidate or the Board ends the employment **within the first year** of employment for **any** reason – personal or professional.
- ***Non-Solicitation of Candidate:*** HYA will not present a candidate that has been placed with our assistance for a **period of three years**, unless we have the Board's permission.

A Few of HYA's Distinguishing Differences

- Relevant experience of the consultant team backed by national recruiting network
- Inclusivity and transparency throughout the process
- Responsive, regular communication
- Broad and deep stakeholder engagement
- HYA's Equity Imperative
- Interview support
- Extensive Covid era video experience and expertise for interviews, focus groups, forums, and meetings.



A Few Testimonials

“Drs. Collins and McGee provided constant assistance during the process. They provided candid feedback about candidates, helped us create interview questions, and managed the process efficiently. The candidates presented to the Board were impressive and diverse while reflecting the vision and values of our district.”

- Oak Park and River Forest High School Board President

“Working with their professional team was a pleasure. They have the ability to put people at ease, engage in meaningful conversation and assist with specific requests or needs. The candidate slate they presented to us included a variety of applicants with unique yet high levels of experience, as we had requested. In fact, we had a hard time selecting the final candidate because several had the qualities, experience, qualifications and acumen we were seeking.”

- Lyons Township High School Board President

“MRH utilized the talents of HYA to assist in the search for the position of Superintendent in the midst of one of the most challenging times in recent history. Leading, managing and coordinating this important project during a pandemic created unique challenges, but HYA’s team flawlessly led the process with tremendous grace. The relationship was a true partnership that honored the ideals of collaboration and mutual respect.

- Maplewood Richmond Heights Board President



Questions?

