

## Special Board Meeting

Thursday, June 12, 2025 6:00 PM

Central 301 District Office, 275 South St, P.O. Box 396, Burlington, IL 60109

1. **MEETING CALL TO ORDER**

A. Roll Call

B. Approval of Agenda

2. **PUBLIC OPEN FORUM**

A. Public Comment

3. **SPECIAL PRESENTATION**

A. Superintendent Search Firm Presentations

1) School Exec Connect

2) HYA

4. **BOARD DISCUSSION**

5. **ACTION ITEMS**

A. Approve Superintendent Search Firm

6. **CLOSED SESSION**

A. Adjourn to Closed Session to Hear Information Regarding:

*Collective negotiating matters between the public body and its employees or their representatives [5 ILCS 120/2(c)(2)]. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent [5 ILCS 120/2(c)(11)].*

B. Adjourn to Open Session

7. **ADJOURN**



# Superintendent Search Proposal

**SCHOOL EXEC X CONNECT**

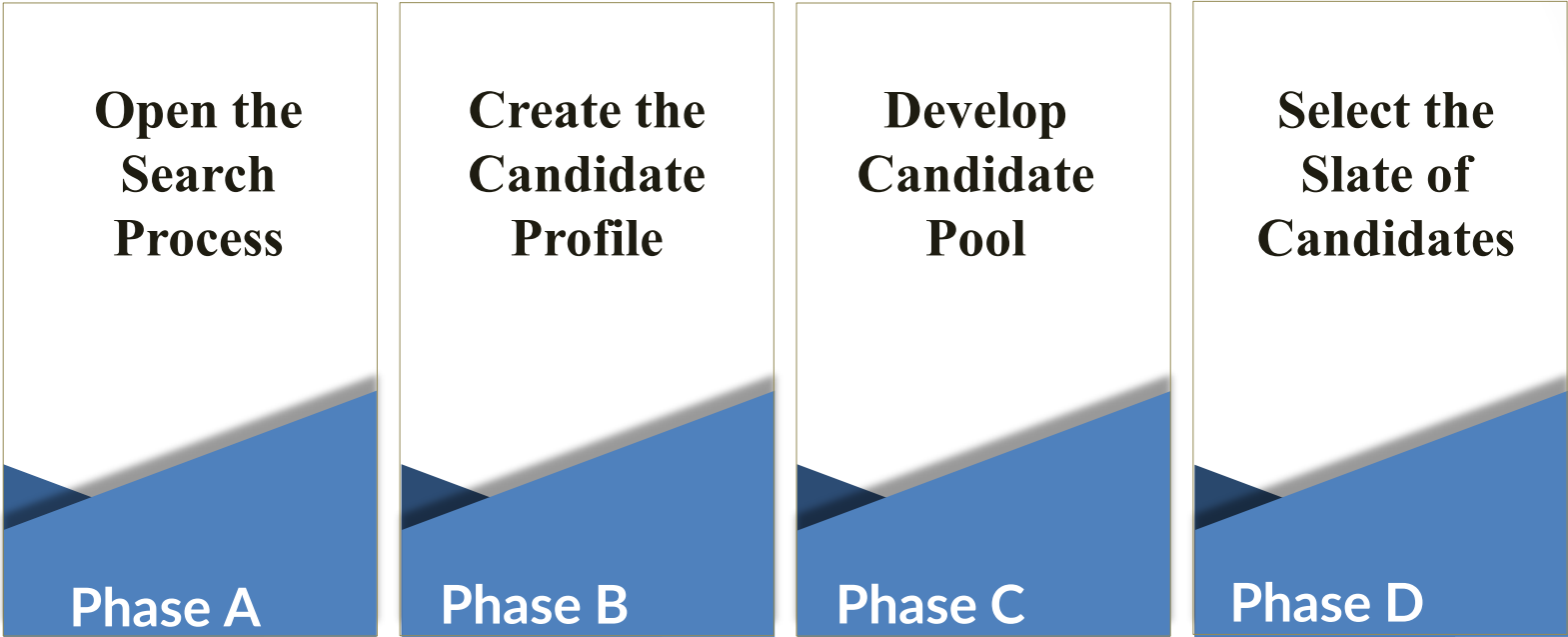
**Dr. Kevin O'Mara    Dr. Brian Barnhart**

# Proven Excellence

- ❖ Established in 2004 ~ Over 600 successful searches
- ❖ 60+ high quality consultants available across the country
- ❖ Hundreds of professional associates/contacts nationwide
- ❖ Every search has been completed on time and within budget
- ❖ 97% success rate defined as remaining in good standing with the school board after the first contract
- ❖ Strong list of references from quality school districts

**SCHOOL EXEC**  **CONNECT**

# Search Plan



# Our Search Process



- 1** Advertise Locally & Nationally
- 2** Engage Your Community
- 3** Aggressively Recruit & Attract Talent
- 4** Screen and Conduct Interviews
- 5** Present a Slate of Candidates to Board of Education
- 6** Facilitate Staff Training & Interviews
- 7** Thoroughly Screen Candidates and Support Hire
- 8** Provide Guarantees of the Search Process

# Our Guarantees

#1

In the event the first slate of candidates does not produce a candidate the Board of Education wishes to hire, the Consultants will continue to bring candidates forward for actual expenses only.

#2

If the superintendent resigns or is dismissed for any reason within 24 months of the starting date, the Consultants will conduct a new search for no additional fee. The Board will pay only the actual expenses of the search.

#3

SCHOOL EXEC CONNECT guarantees that our consultants will not recruit your new superintendent for the duration of his/her first two contracts.

# Search Costs

Consulting Fee  
*\$16,500*

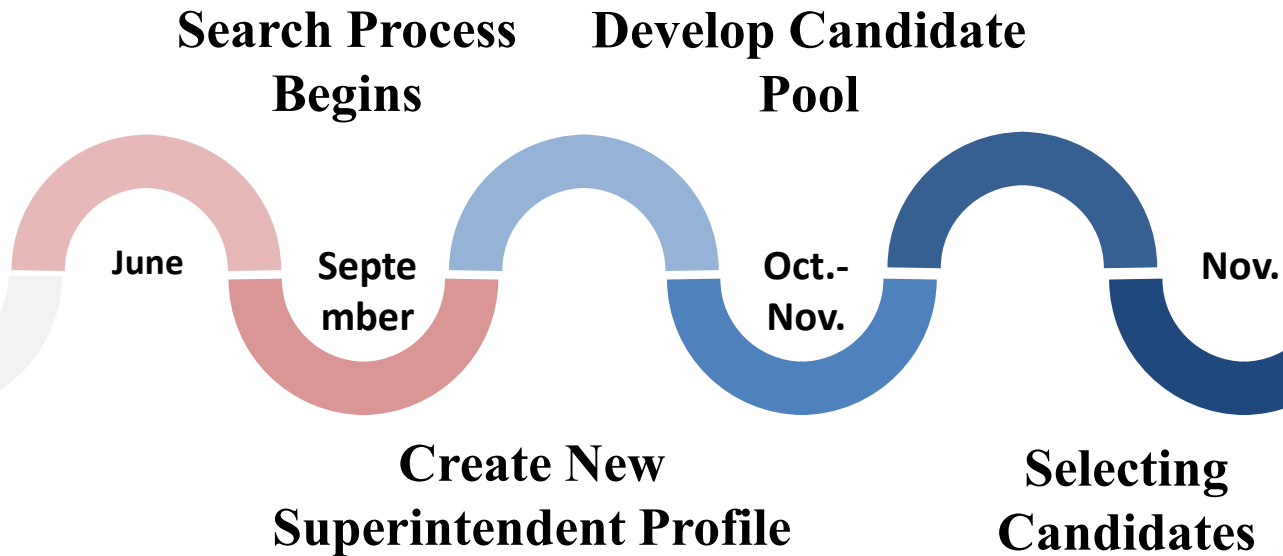
Regular Expenses  
*Not to Exceed \$2.200*

Advertising  
*(TBD)*

Background Check  
*(\$800)*

**SCHOOL EXEC**  **CONNECT**

# Proposed Search Timeline



School Exec Connect will work with the Board of Education to finalize a search process timeline

# Questions?



**Please Contact:**

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Dr. Brian Barnhart**

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**[www.schoolexeconnect.com](http://www.schoolexeconnect.com)**

**SCHOOL EXEC  CONNECT**



*“Engaging the mind, empowering the learner, inspiring excellence, influencing the world.”*

## **SUPERINTENDENT SEARCH PRESENTATION**

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June 12, 2025



*“A community that nurtures academic excellence, fosters innovation, and cultivates the potential of every student.”*



# WHY HYA?

HYA believes that every child has the right to a high quality education so they can achieve their greatest potential. Recruiting, developing, and retaining great leaders is essential to improving your district's student outcomes. The Board and Superintendent Team is the catalyst for advancement!

## Human

### Interactions

*Broad, Deep, Meaningful  
Engagement*

Board Leadership  
Internal Stakeholders  
(students and all staff)  
Greater Community  
Recruiting Candidates  
Internal Candidates

## Your Search

*Candidates that match YOUR  
profile; your choice not ours!*

Your Process  
Your District's Needs  
Your Strategic Plan  
Your Timeline  
Your Customization

## Accomplished Firm

*HYA does not use sitting superintendents  
as consultants: ours are focused on your  
district and not their own.*

Trusted for 38 Years  
Validated Client Testimonials  
Strategic Recruitment  
Executive SHRM Processes  
Transparent Communication  
Analytics & Technologies

# ABOUT THE FIRM

- 38 years of Executive Search
- The “GO TO” website for job seekers (<https://hyasearch.com/findajob/>)
- 1,600+ searches
- 80+ searches per year
- 130+ nationwide Associates (35% persons of color; 49% women)
- 9.4/10.0 Client Satisfaction Rating
- Research and Analytics
- Full-time back office and IT staff
- National, State and University Partnerships



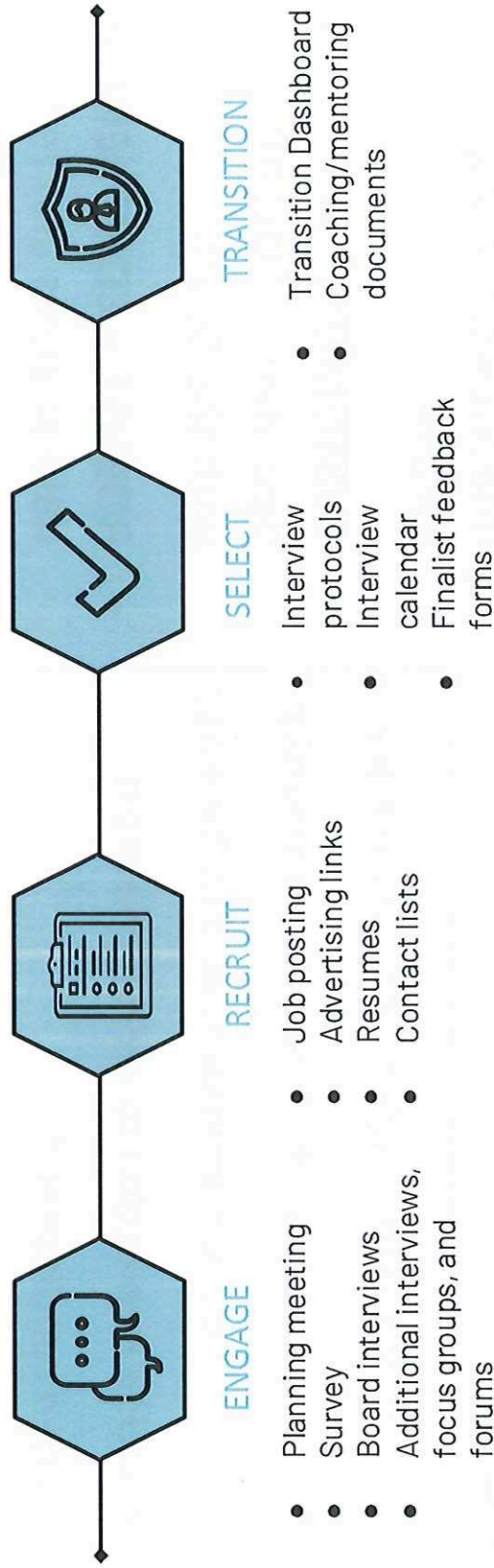
## Decision Point:

**Which firm has the infrastructure, relationships and expertise to recruit your next leader?**



# HYA SEARCH PROCESS

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



- Board members have all Associate contact information and can reach out anytime 24/7.
- HYA Corporate Headquarters office is available Monday-Friday 8 a.m. - 5 p.m.
- Please contact any Board Member of previous searches for reference information.

# ENGAGE PHASE

BOARD PLANNING MEETING

BOARD INTERVIEWS

INDIVIDUAL INTERVIEWS

FOCUS GROUPS

COMMUNITY FORUMS

STAKEHOLDER SURVEY

HYA

- Leadership Profile Report
- Summary Survey
- Selection criteria and characteristics that determine candidate qualities that align with CUSD 301's needs

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

## FULLY CUSTOMIZED STAKEHOLDER SURVEY

HYA collaborates with the Board team to:

- Develop both Likert Scale and open-ended survey questions regarding the desired professional qualifications and personal characteristics for stakeholders to address
- Determine stakeholder groups for disaggregating results
- Identify opening and closing dates for the survey
- Ensure complete confidentiality of all respondents



**BOARD & FIRM  
RELATIONSHIP: We work  
WITH YOU and FOR  
YOU!**

**YOUR CUSTOMIZED  
BOARD PORTAL IS  
SECOND TO NONE**

**YOUR CUSTOMIZED  
BOARD PORTAL INCLUDES ALL  
INFORMATION ASSOCIATED  
WITH THE SEARCH PROCESS:**

- Available 24/7
- All meeting agendas and minutes
- Job postings
- Leadership Profile Report
- Survey Data
- EVERY candidates' application materials
- Sample interview questions and "look fors"
- Interview protocols
- Candidate feedback forms

## SELECT PHASE

***Good intentions do not necessarily lead to good results. We must know the influence that group dynamics and unconscious bias can have on the employment process.***

- As HR experts, we evaluate and present a comprehensive recommended slate with the understanding that the Board makes the final decision on whom to interview
- Using SHRM standards, HYA guides the Board in developing interview protocols and presentation topics along with “look fors” and a rating rubric of application materials and interview responses.
- We use a proven process to help boards reach objective consensus
- Processes to reduce unconscious bias and “going along to get along”
- Collect and compile all feedback from finalists’ “day in the district” sessions and/or advisory committee interviews to assist the Board in decision-making

# DRAFT OF A POSSIBLE SEARCH TIMELINE

*Dates and times are subject to change based on the Board's desires and will be finalized at the initial planning meeting.*



Dates	Events
Summer 2025	<ul style="list-style-type: none"> <li>• Launch and Orientation of Search Process</li> <li>• Board decisions for dates including Leadership Profile Report presentation, presentation of the slate, two dates for initial interviews, and one date for finalist(s) interview</li> <li>• Session with the Board regarding desired characteristics of the next Superintendent (utilizing community feedback)</li> <li>• Leadership Profile</li> </ul>
August-October	<ul style="list-style-type: none"> <li>• Advertising goes live for 1-2 months</li> <li>• Recruit</li> <li>• Presentation of Slate</li> </ul>
November	<ul style="list-style-type: none"> <li>• Board Interviews</li> </ul>
November - December	<ul style="list-style-type: none"> <li>• Board Final Interview</li> <li>• Select/Appoint Superintendent</li> <li>• Transition Process Begins</li> </ul>
July 1, 2026	<ul style="list-style-type: none"> <li>• Superintendent Begins</li> </ul>



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