

SUPERINTENDENT SEARCH

May 24, 2023



HYA | HAZARD
YOUNG
ATTEA
ASSOCIATES

FH

FOREST HILLS

— PUBLIC SCHOOLS —

YOUR HYA SEARCH TEAM



Dr. Mike Richie
HYA Vice President
Wisconsin



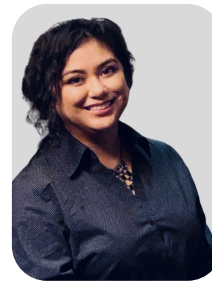
Dr. Pat Neudecker
HYA Sr. Associate
Wisconsin



Dr. Sarena Shivers
HYA Associate
Michigan



Michelle Fiedler
Admin. Asst.
Minnesota



Daneyelle Martell
Project Manager
Illinois

ABOUT THE FIRM

- 35 years of Executive Searches
- 1,600+ searches for School Districts & State and National Organizations
- 130+ nationwide Associates
- Has worked with districts with enrollment of less than 100 students to upwards of 640,000 students
- Comprehensive Stakeholder Engagement
- Research & Analytics
- Full-time back office and IT staff
- Responsive, regular communication
- Strong partnerships with Organizations

HAZARD, YOUNG, ATTEA & ASSOCIATES

CONNECTING EDUCATORS,
IMPROVING EDUCATION



Executive
Search



Consulting



Associate
Program



847.250.7261



hya@hyasearch.com



hyasearch.com

HYA

HAZARD
YOUNG
ATTEA
ASSOCIATES

HYA “WALKS THE TALK OF EQUITY”

THE HYA COMMITMENT:

HYA commits to identifying, supporting, and placing school and district leaders of color and gender who have long been historically underrepresented in these posts. Each 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.

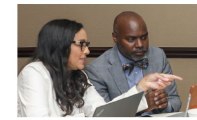
Example Interview Questions (including commitment to diversity)



National Women's Leadership Consortium Consortium I
District & School Operations Leadership Development



The Aspiring Superintendents Academy® for Latino and Latina Leaders Academy I
Equity Leadership Development



Urban Superintendents Academy I
Leadership Development



NATIONAL ASSOCIATION OF SCHOOL SUPERINTENDENTS

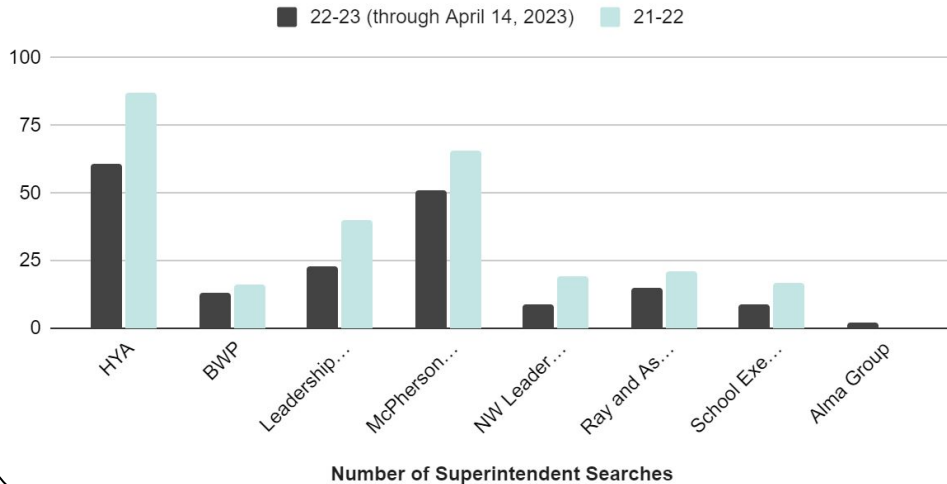
HYA has strong partnerships with national organizations which supports our ability to recruit underrepresented candidates, including female leaders.

- Dr. Sarena Shivers is a Senior Consultant for AASA for their Learning 2025 Communities of Practice, and AASA Steering Committee Member for the new national Leadership Academy for Black Educators
- Dr. Pat Neudecker has served as a Past President of AASA
- HYA conducted AASA's last two Executive Director searches in 2007 and 2022
- Dr. Mike Richie serves on the NASS Executive Committee

WHY HYA

22-23 (through April 14, 2023) and 21-22

Superintendent Searches Using Search Firm



- HYA Website lists **21** current HYA Led Searches from **13** different states (far more than any other search firm), and **143** additional searches from all over the U.S.
- 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.
 - 94% of superintendents placed in the last 10 years stay the full term of their first contract

Richie's Track Record

- Led or assisted in 25 searches.
- **All** candidates hired are still serving in the positions for which they were hired.

MICHIGAN HYA EXPERIENCE

Past Michigan HYA Searches

Battle Creek	Plymouth	Midland
Birmingham	Flint	Novi
Bloomfield Hills	Pontiac	Ludington
Clarkston	Portage	Lansing
East Lansing	Southfield	Mona Shores
Grosse Pointe	Summit	Oakland Intermediate
Gull Lake	Traverse City	L'Anse
Holland Academy	Troy	Kalamazoo
Jackson	Wayne Westland	
Zeeland	West Bloomfield	



Dr. Sarena Shivers

HYA Associate

Currently working for Michigan Association
of Superintendents and Administrators
(MASA)

Former Superintendent in Michigan

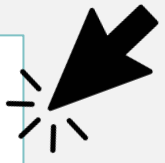
Michigan Educational Leader since 2004

SELECT HYA SUPERINTENDENT SEARCH HISTORY
WITH REFERENCES

2021-2022

0 – 5,000 students	0 – 5,000 students (cont)	5,001 – 25,000 students	25,000+ students
Bedford Central SD (NY) 4,100 students, K-12 John Boucher 914.584.3321 Ed Reader 914.334.1448	SD of Monroe (WI) 2,230 students, PK-12 Ron Olson 608.293.0320	Ames Community SD (IA) 5,001 students, PK-12 Sabrina Shields-Cook 515.451.8306	Anne Arundel County PS (MD) 85,000 students, K-12 Dr. Joanna Tobin 410-570-0366 jtobin@aacps.org
Cedarburg SD (WI) 3,100 students, PK-12 Rick Leach 262.694.4284	SD of New Richmond (WI) 3,450 students, PK-12 Holly Butler 715.243.7443	HIGHLINE PS (WA) 17,500 students, K-12 Angelica Alvarez angelica.alvarez@highlineschools.org	Frederick County SD (MD) 43,250 students, PK-12
Chester Community Charter School (PA) 4,500 students, K-8 Jalee Der Hagopian jderhagopian@csmllic.com	Niles Township HSD 219 (IL) 4,650 students, grades 9-12 Naema Abraham 773.953.8870 naeab@CZ19.org	Hillsborough Township PS (NJ) 7,300 students, PK-12 Paul Marini pmarini@htps.us	Fort Worth USD (TX) 75,000 students, K-12 Tobi Jackson tobi.jackson@fortworthpsparc.org
Dobbs Ferry SD (NY) 1,500 students, K-12	Pioneer SD (WA) 660 students, PK-8 Dr. Susan Day 360.878.3952	Newburgh Enlarged City SD (NY) 12,000 students, PK-12 Carol Mineo crmineo@necsd.net	Lincoln PS (NE) 42,000 students, K-12 Connie Duncan 402.419.0070
Edgemont SD (NY) 2,029 students, K-12 Monica Sganga 914.450.0135	Pittsville SD (WI) 550 students, PK-12 Mandy Hoogesteger 715.213.9277	SD of Janesville (WI) 9,575 students, PK-12 Greg Ardrey 608.757.1677 garedrey@janesville.k12.wi.us	Los Angeles USD (CA) 640,000 students, K-12 Monica Garcia 213.505.6122 Kelly Gonez kelly.gonez@lausd.net
Faribault PSD (MN) 3,500 students, K-12 Chad Wolff 612.716.1757 Jerry Robicheau 507.330.4524	Riverside SD (WA) 3,100 students, PK-12 Lori Oviatt 425.785.7971	North Penn SD (PA) 12,600 students, K-12 Tina Stoll 215.783.1817 stollti@nppenn.org	Montgomery County PS (MD) 165,000 students, K-12 Brenda Wolf 240.740.3030
Gibraltar Area SD (WI) 517 students, PK-12 Stephen Seyfer 920.421.5101 seyfer@gibraltar.k12.wi.us	Rosholt SD (WI) 500 students, PK-12 Karia Schoofs 715.572.1591	Oak Park Elementary SD 97 (IL) 5,700 students, PK-8 Jung Kim 847.331.7797 jim@op97.org	San 50,0 Jenn jenn
Holmdel PS (NJ) 3,000 students, PK-12 Vicky Flynn 201.486.2718 vflynn@holmdelschools.org	Scarsdale PS (NY) 4,650 students, K-12	Roarling Fork SD (CO) 5,600 students, PK-12 Kathryn Kuhlberg 970.379.4725 kuhlberg@rfschools.com	See 50,0 Brar brar
Johnston Creek SD (WI) 570 students, PK-12 Richard Wrensch 920.988.4878	Voorhees PS (NJ) 3,000 students, PK-8 Rachel VanAken 856-631-3454 vanaken@voorhees.k12.nj.us	St. Charles CUSD 303 (IL) 12,500 students, PK-12 Jillian Barker 630.613.0694 jillian.barker@c303.org	Recent Clients 2018 to Present
Los Gatos-Saratoga Joint Union HSD (CA) 3,500 students, grades 9-12 Katherine Tseng ktseng@gsuhd.org	Middlesex County Vocational and Technical Schools (NJ) 2,100 students, grades 8-12 Keith Jones kjdevonrenaissance@gmail.com Michael Afrin mraffrini@cornellfley.com		

Click [HERE](#)
to see full
report.



**HYA SEARCH
HISTORY**



Click [HERE](#) to see
full report on the
HYA website

Alabama	Arizona	California	Florida	Georgia	Illinois	Indiana	Iowa	Kansas	Michigan	Minnesota	Missouri	Montana	Nebraska	Nevada	New Hampshire	New Jersey	New Mexico	New York	North Carolina	North Dakota	Ohio	Oklahoma	Oregon	Pennsylvania	Rhode Island	Texas	Utah	Virginia	Washington	West Virginia	Wisconsin	Wyoming
<ul style="list-style-type: none"> Homewood City School District 	<ul style="list-style-type: none"> Chandler Unified School District Deer Valley Unified School District Lavender Elementary School District Litchfield Elementary School District #79 Madison Elementary School District #38 Mesa Public Schools Tempe Union High School District 	<ul style="list-style-type: none"> Anaheim Elementary School District Bronx Dean Elementary School District Camel Unified School District Cupertino Union School District Diabloyer Charter Schools Dublin Unified School District El Rancho Unified School District Glenview Unified School District Hollister School District Jefferson Union High School District Lafayette School District Los Lunas Elementary School District Live Oak School District Loma Prieta Joint Union Elementary District OROS250 Los Angeles Unified School District Los Gatos-Saratoga Union High School District Los Altos Union Elementary Los Gatos Union School District Montecito Union Public Schools Moraga School District Mountain View-Los Altos High School District Mountain View School District Oceanside Unified School District Ocean View School District Orrin Union School District Del Oro Preparatory Academy Palo Alto Unified School District Pleasanton Unified School District Portola Valley School District Redwood Union School District 	<ul style="list-style-type: none"> Ames Community School District Anexity Community School District Davenport Community Schools Heartland Area Education Agency West Des Moines Community Schools 	<ul style="list-style-type: none"> Blaine County School District #61 	<ul style="list-style-type: none"> Attanont CUSD #10 Asian Human Services Aurora East Unified School District 131 Benevolence School District 2 Brookwood School District 167 Chicago Public Schools (CPS) Christopher House Schools Community Consolidated School District 59 DeKalb Public School District 61 Elmhurst Community School District 205 Forest Park School District 91 Freeport School District 145 Glenview High School District 225 Harvard Community Unit School District 50 Harvey School District 152 Holy Family Ministries Hoover-Schrum Memorial School District 159 Huntley Community School District 158 Illinois Math & Science Academy/MSA Intercultural Montessori Language School Kenneth School District 38 Lake Forest Elementary School District #7 Lake Forest High School District 115 Large Unit District Association CUSDs Lincroft-High Prairieview School District 103 Lynn School District 103 Delta Preparatory Academy Louis Township High School District 204 Naperville Community Unit School District 203 Niles Township High School District 219 	<ul style="list-style-type: none"> Carleer School District Haywood School District Kirkwood School District Mapewood-Richmond Heights School District 	<ul style="list-style-type: none"> Starkeville Okibbeha School District 	<ul style="list-style-type: none"> Helena Public Schools Billings Public School District 2 	<ul style="list-style-type: none"> Warren County Schools 	<ul style="list-style-type: none"> Lincoln Public Schools Orinda Public Schools 	<ul style="list-style-type: none"> Hickerson School District 	<ul style="list-style-type: none"> Bayonne School District Berkeley Heights Public Schools College Avenue Central Charter School Collingswood Public School District Cumberland Charter School Network Edison Township Public Schools Hamlet Township Public Schools Lawwood Public School District Lawrence Township Public Schools Madison Public Schools Middlesex County Vocational and Technical Schools Margaretry Township School District Morristown Public Schools Newark Public Schools NJ Interscholastic Athletic Association Presbyterian Township Schools Princeton Public Schools Ramapo Indian Hills Regional High School District Stafford County Public Schools 	<ul style="list-style-type: none"> Warren County Schools 	<ul style="list-style-type: none"> Clear Creek Independent School District Cloway Independent School District Edgar County Independent School District Fort Bend ISD Fort Worth ISD Galveston Independent School District Houston Independent ISD Lancaster ISD Richardson Independent School District 	<ul style="list-style-type: none"> Park City School District 	<ul style="list-style-type: none"> Alexandria City Public Schools American Association of School Administrators (AASA) AMSAC Arlington Public Schools Bedford County Public Schools Charlestown City Schools Danville City Public Schools Fairfax County Public Schools Loudoun County Public Schools Richmond Public Schools Stafford County Public Schools 																

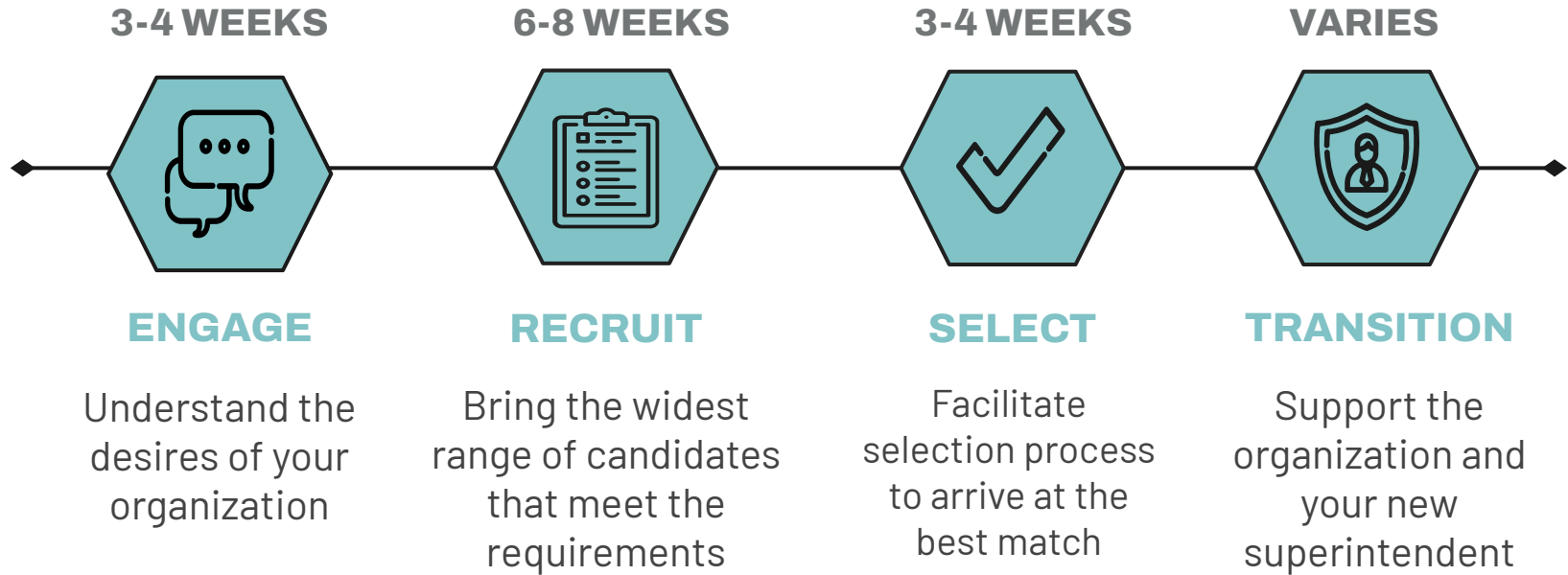
TIMELINE OPTIONS

Timeline #1 offers an expedited search for a 2023 start date.
 Timeline #2 shows placement of an interim and a 2024 start date.

TENTATIVE TIMELINE #1	ACTIVITY: EXPEDITED SEARCH
After search firm is hired/contract signed	The HYA Team will meet with the Forest Hills Public Schools Board to plan the search and determine the process, finalize timeline, etc.
Mid-May through Mid-June, 2023	Post position on HYA site and other sources & Network with other HYA Associates National and regional advertising and marketing Accepting applications and recruiting
Mid-May, 2023	Individual interviews with Board members (phone)
Late May, 2023	Stakeholder interviews/focus groups/forums
Ongoing as HYA receives applications	HYA screening interviews/vetting
Late May, 2023	Open HYA digital survey to all stakeholders
Early June, 2023	Close HYA digital survey
Mid- June, 2023	Presentation of <i>District Leadership Profile Report</i>
Late June, 2023	Presentation of slate to Board and interview workshop
Early July, 2023	Board first round interviews Board meets to identify semi-finalists
Mid-July, 2023	Finalists Day in the District
Late July, 2023	Board conducts final interview(s)
Late July, 2023	HYA third-party background check
Early August, 2023	Superintendent's hiring approved and announced
August 15, 2023	Superintendent contract formally begins (this start date will be dependant on the candidate's current employment, contract status and release from current position/district)

TENTATIVE TIMELINE #2	ACTIVITY: WITH INTERIM PLACEMENT
After search firm is hired/contract signed	The HYA Team will meet with the Forest Hills Public Schools Board to plan the search and determine the process, finalize timeline, etc.
July, 2023	Individual interviews with Board Members (phone)
September, 2023	Stakeholder interviews/focus groups/forums
September 18 through October 31, 2023	Post Position on HYA website and other sources Accepting applications and recruiting Network with other HYA Associates Advertising and marketing
Ongoing as HYA receives applications	HYA screening interviews/vetting
Mid-September, 2023	Open HYA digital survey to all stakeholders
End of September, 2023	Close HYA digital survey
Early October, 2023	Presentation of <i>District Leadership Profile Report</i>
Early November, 2023	Presentation of slate to Board and interview workshop
Mid November, 2023	Board first round interviews / Board meets to identify semi-finalists
End of November, 2023	Finalists Day in the District
Early December, 2023	Board conducts final interview(s) and HYA third party background check
By the end of December, 2023	Superintendent's hiring approved and announced
July 1, 2024	Superintendent contract formally begins

HYA'S SIGNATURE SEARCH PROCESS



ENGAGE PHASE

BOARD PLANNING MEETING

BOARD INTERVIEWS

INDIVIDUAL INTERVIEWS

FOCUS GROUPS

COMMUNITY FORUMS

STAKEHOLDER SURVEY



- Leadership Profile Report
- Summary Survey
- Selection criteria and characteristics which determines candidate qualities that match the Forest Hills Public Schools' 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



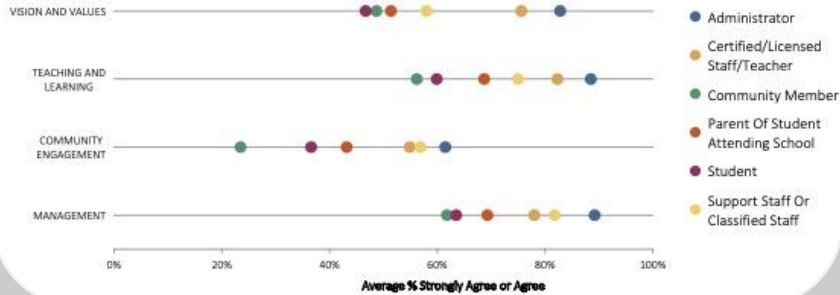
RESEARCH BASED STAKEHOLDER SURVEY

ANALYSIS

State of the District Summary

Respondents rated statements related to the state of the district on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree). Each statement corresponds to one of the following constructs: Vision & Values, Teaching & Learning, Community Engagement, and Management. Overall results are presented below; results for individual items are reported in the appendix.

State of the District Results by Constituent Group

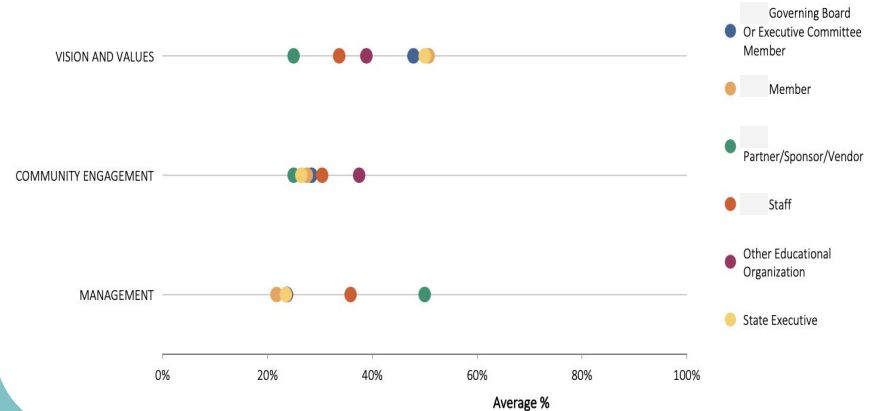


State of the District

RESEARCH BASED

Assess strategies that have been proven to have the greatest likelihood of affecting student learning.

Leadership Profile Results by Constituent Group



NORM REFERENCED

Designed to compare and rank survey takers in relation to one another or within subgroups.

Leadership Profile

LEADERSHIP PROFILE REPORT



FOREST HILLS
— PUBLIC SCHOOLS —

6/15/2023

DISTRICT LEADERSHIP PROFILE REPORT



EXECUTIVE SUMMARY

This report presents the findings of the *Leadership Profile* assessment conducted by Hazard, Young, Attea & Associates (HYA) in November and December 2021 for the new Executive Director of the Association of California School Administrators (ACSA). The data contained herein were obtained from input the HYA consultants received when they met with individuals and groups in virtual focus group sessions and from the results of the online survey completed by ACSA members. The survey and focus group sessions were structured to gather input to assist the ACSA Executive Committee in determining the primary characteristics desired in the new Executive Director (*Desired Characteristics*).

Additionally, the consultants collected information regarding the strengths of the Association, some of the challenges and issues that it will be facing in the coming years, as well as the professional experiences/qualifications and the personal characteristics/traits that the new Executive Director should possess. This information supported the results of the online survey

the strengths of the Association and the leadership profile characteristics desired in the new Executive Director. This information is summarized in the following sections of this report:

Executive Summary: Strengths of the Association, Challenges and Issues Facing the Association, Professional Experiences and Personal Characteristics and Personal Characteristics and Experiences, and Personal Characteristics and Experiences. This information is detailed in the *Summary of Comments from the Focus Group Sessions*.

Focus Group Sessions

Focus group sessions were scheduled between November 29th and December 1, 2021, for the following Leadership Groups, Committees, and Councils as follows:

- | | | |
|---|--|--|
| <ul style="list-style-type: none"> Board Administrators Assembly Parents Presidents Action Education | <ul style="list-style-type: none"> Retirement and A Small School District Urban Education Councils Adult Education Business Services Career Technical Education Classified Educational Leaders | <ul style="list-style-type: none"> Curriculum and A Early Childhood Elementary Human Resources Middle School Secondary Student Services Superintendent |
|---|--|--|

Participants were invited to complete the HYA Online Survey, with a link provided on the District's Website from December 1, through December 21, 2021. The survey data was disaggregated by six groups: administrator, community member, parent of student attending school, support or classified staff, teachers or licensed staff, and students. The Lincoln Public Schools Survey was completed by 1,184 stakeholders. The largest stakeholder group surveyed were parents of students attending school representing 38.0% of the responses. Certified staff/licensed staff/teachers at 27.4% made up the second most populous stakeholder group. The third largest participant group were community members at 14.4% of all respondents.

The numbers of participants by the stakeholder groups in the two methods of data gathering are listed in the following chart. Not all focus groups were a group that was disaggregated for the online survey.

Group	Personal interviews or focus groups	Online Survey
Board	7 interviews	NA
Building level administrators	1 focus group	48
Central office administrators	10 interviews	
Faculty	4 focus groups	324
Community	13 focus groups	170
Support Staff	2 focus groups	84
Parents	1 focus group (parents only)	450
Students	2 focus groups	108
Total	23 focus groups + 17 interviews	1,184

The community survey report and a draft of the desired characteristics are provided under separate cover and are meant to be stand-alone complementary pieces to the Leadership Profile Report.

DESCRIPTION OF THE DISTRICT

Lincoln Public Schools is the second largest public school district in Nebraska, located in the heart of the plains, renowned for its long-standing legacy of educational excellence and tradition of rigorous academic achievement. The school district is growing and thriving, serving over 42,000 students in more than 60 schools and programs.

The school district boundaries nearly coincide with the City of Lincoln. The district includes all of the city, plus a small amount of outlying rural area. The district serves a total population of

many of the initiatives that have been started. The next leader of LPS will have cultural competence and lived experience leading complex organizations.

The new leader will be one that is balanced and can advocate for the needs of LPS students, families, teachers, and staff in a sometimes-challenging climate of public education. The person will be able to articulate a systemic communication plan that is transparent, open, and builds trust through respectful and collaborative relationships with diverse stakeholders.

Student focus groups described their ideal leader as someone who is visible, active in the community, and is courageous in their leadership – especially as it relates to equity. The students also stated, "They need good taste in music, so we know they have good taste in decisions." Students were hopeful that the next leader will continue the legacy of previous superintendents and be willing to listen to students, gain input from students, and be open minded to change.

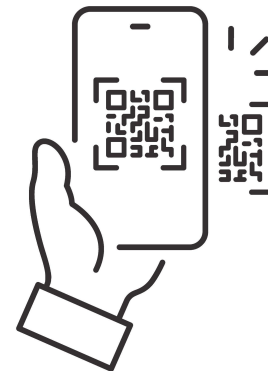


The search team would like to thank all the participants who attended focus group meetings or completed the online survey and the LPS staff members who assisted with our meetings, particularly Laura Maxwell who organized the search team's time in the district and Mindy Burbach who assisted with the Zoom meetings.

Example DLPR

THE HYA RECRUITING ADVANTAGE

- **90%** of Associates are retired superintendents who are experts in education with strong networks to potential candidates.
- **75%** of superintendents placed are recruited by HYA Associates.
- The HYA website has 25,000+ page views per month. HYA is unique in that we post ALL superintendent vacancies in addition to those we are conducting.
- Currently, there are 21 HYA led searches and 140+ other openings posted on the [HYA website](#).
- HYA is represented and makes connections at state and national conventions.
 - AASA - San Antonio, Texas (February, 2023)
 - NASB - Orlando, Florida (April, 2023)
 - HYA Recruiting/Networking Booth on exhibit floor
 - HYA Associates present/lead numerous sessions
 - Marketing materials distributed



HYA CANDIDATE RECRUITMENT

Recruiting & Hiring Hazard, Young, Attea & Associates Search Michelle Fiedler

JobID: 1215 - Aurora Public Schools / Superintendent - Aurora Public Schools

32 Applicants Found

Date Comp.	Avg Rec	Cert.	Notes
4/27/2023		Anticipated	No Notes On File. Click here to open the NotePad.
4/15/2023		Current	No Notes On File. Click here to open the NotePad.
3/31/2023		Current	No Notes On File. Click here to open the NotePad.
3/23/2023		Current	No Notes On File. Click here to open the NotePad.

frontline education

CANDIDATE SEARCH DASHBOARD - 622

Candidate List

Last Name	First Name	Email	Highest Degree	Current State	Current Position	Current District Size	LinkedIn Profile
-----------	------------	-------	----------------	---------------	------------------	-----------------------	------------------

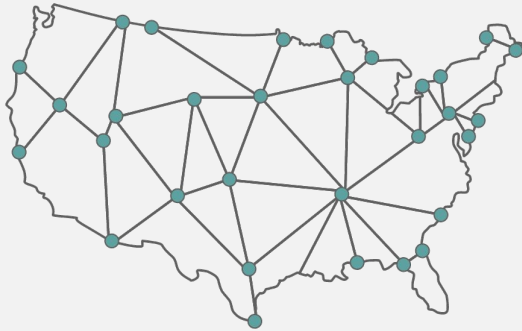
Candidate Location

Candidate Information for Recruitment

- Leaders across the country keep their leadership profile current.
- Additions are downloaded nightly to our leadership profile query.
- Search by qualifications listed in the leadership profile.

HYA Associates have access to applicants from every search through Frontline to assist with recruiting.

HYA NATIONAL RECRUITING



LINCOLN, NE

Number of Applicants: 22
Out of State Applicants: 18
Out of State Applicants: 82%
Tier 1 Candidates: 6

- 2 NE
- 2 IA
- 1 FL
- 1 TX

Superintendent Hire: IA

LITTLETON, CO

Number of Applicants: 24
Out of State Applicants: 17
Out of State Applicants: 71%
Tier 1 Candidates: 11

- 4 CO
- 1 MI
- 1 GA
- 1 IN
- 1 MD
- 1 WI
- 1 CA
- 1 WA

Superintendent Hire: IN

AURORA, CO

Number of Applicants: 32
Out of State Applicants: 22
Out of State Applicants: 69%
Tier 1 Candidates: 12

- 4 TX
- 3 CO
- 2 CA
- 1 IA
- 1 MO
- 1 FL

Superintendent Hire: CO

VERONA, WI

Number of Applicants: 22
Out of State Applicants: 8
Out of State Applicants: 36%
Tier 1 Candidates: 8

- 6 WI
- 1 CA
- 1 NC

Superintendent Hire: WI

NEW RICHMOND, WI

Number of Applicants: 14
Out of State Applicants: 5
Out of State Applicants: 36%
Tier 1 Candidates: 6

- 3 WI
- 3 MN

Superintendent Hire: MN

WHITEWATER, WI

Number of Applicants: 24
Out of State Applicants: 10
Out of State Applicants: 42%
Tier 1 Candidates: 10

- 6 WI
- 4 IL

Superintendent Hire: IL

HYA

RECOMMENDED ADVERTISING



NATIONAL

Included in HYA Base Price

HYA Website

HYA Social media

NASS (National Association
of School Superintendents)

Networking

LOCAL

Jobs posted on the MISTAFF
site will automatically post
to the following association
job sites:

- MASA · MAISA · Michigan
- ASCD · MASSP · MASB
- MEMSPA · MSPR

Other State Associations

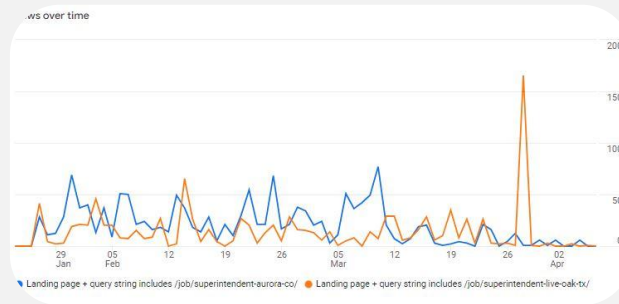
Forest Hills Public School
Website

NATIONAL (OPTIONAL)

- ALAS (Association of Latino Administrators and Superintendents)
- NABSE (National Alliance of Black School Educators)
- Ed Week Top School Jobs
- AASA (American Association of School Administrators)

HYA

ADVERTISING ANALYTICS



Graph compares views over time between different searches.

Page title and screen class	Views	Users	Views per user	Average engagement time	Event count
	1,480 0.72% of total	967 2.84% of total	1.53 Avg -74.65%	1m 04s Avg -65.06%	4,359 0.79% of total
1 Superintendent - Aurora, CO Hazard, Young, Attea, Associates HYA	1,480	967	1.53	1m 04s	4,358

- **1,480 Views** (total number of screen views, page views. Repeated views of a single screen or page are counted)
- **967 Users** (total number of active users)
- **1.53 Views Per User** (average number of mobile app screens or web pages viewed per user)
- **1m 04s Average Engagement Time** (average length of time that the page was in the foreground in the browser)
- **4,358 Events** (number of times users triggered an event - click, file download, first visit, page view, scroll, session start, user engagement, view search results)

THOROUGH SELECT PHASE

Using the Leadership Profile Report and survey results as a guide.

1

Conduct screening interview for all applicants.

2

Present a tiered slate along with supporting materials of qualified candidates.

3

Support and prepare Board for interviews as needed. Board will select the number of candidates to be interviewed.

4

Co-coordinate Day in the District for finalists.

5

Conduct reference checks, blind reference checks, and internet searches.

6

Assist Board in developing interview questions.

7

Coordinate final interviews between candidates and the School Board.

8

Facilitate third party background checks on final candidate as requested by the Board.

HYA Associates will work with the districts' legal counsel to assure compliance with Michigan laws.





DATA COLLECTION

Stakeholder feedback from Day in the District meet and greets and open session interviews.

Links / QR Codes to the South Sioux City Superintendent Search Feedback Forms.

Please fill out a feedback form for each candidate after each session you attend.

[Link to Google Slides with one QR Code on each slide.](#)

<p>Jason Alexander</p>	<p>https://forms.gle/aiz8spFiGMD4ZGvU6</p>	
<p>Ashley O'Dell</p>	<p>https://forms.gle/Zsvx1gGduixJCbX8</p>	
<p>Derek Ippensen</p>	<p>https://forms.gle/CsdTV3U7d6DWge256</p>	
<p>Rony Ortega</p>	<p>https://forms.gle/FHf1UyH5XUJqairT6</p>	

Superintendent Search 2022
Final Candidate Feedback Form

Rony Ortega



South Sioux City Community Schools



Rony Ortega

The South Sioux City Community Schools Board of Education values your opinion. Please use the following form to submit feedback regarding Rony Ortega.

Las escuelas de la comunidad de South Sioux City valoran su opinión. Utilice el siguiente formulario para enviar comentarios sobre Rony Ortega.

 michellefiedler@hyasearch.com (not shared) [Switch account](#) 

* Required

I am a: *

- Certified Staff Member (Teacher / Counselor / Specialist) / Miembro del personal certificado
- Support Staff Member (Classified) / Miembro del personal de apoyo
- Parent or Guardian / Madre o tutor
- Community Member / Miembro de la comunidad
- Administrative Team Member / Miembro del equipo administrativo
- Student / Estudiante
- Other: _____

Assets you believe Rony Ortega would bring to the district.
Activos que cree que Rony Ortega traería al distrito.

Your answer _____

Questions/Concerns you may have about Rony Ortega.
Preguntas/inquietudes que pueda tener sobre Rony Ortega.

Your answer _____

MEET AND GREET DATA

HYA Associates work with the district translation team to ensure all members of the community have a voice.

Timestamp		A	B	C	D
1	Timestamp	I am a: / Yo soy:	Assets you believe [REDACTED] would bring to the district. / <i>Valores que usted cree que [REDACTED] traeria consigo al Distrito.</i>	Questions/Concerns you may have about M [REDACTED] / <i>Preguntas/inquietudes que uste pueda tener acerca del [REDACTED]</i>	
2	4/11/2023 8:53:35	Student / Estudiante	new opportunities	is he actually gonna take steps to make a difference?	
3	4/11/2023 8:55:32	Student / Estudiante	He talked a lot about nurturing the community and connecting those who need resources.	He seemed to be well prepared and answered all questions thoughtfully.	
4	4/11/2023 8:56:04	Student / Estudiante	He's very interested in the community and seems like he would be very involved with the students	He isnt very informed on the district	
5	4/11/2023 8:56:45	Student / Estudiante	I think he would make sure everyone is inclusive and make sure we our schools are safe.	What actions are you going to take to make everyone feel physically and mentally safe in our schools to become better individuals?	
6	4/11/2023 8:56:48	Student / Estudiante	Assets I believe [REDACTED] bring to the district is to better the community and learning areas.	What kind of person he is.	
7	4/11/2023 8:56:59	Student / Estudiante	A stronger community with the students, families and teachers	Seeing that u were born in queens, moved to the south, and even crossed the pond, how will ur diversity with cultures have a impact in APS	
8	4/11/2023 8:57:40	Student / Estudiante	I believe that he will bring education	No he will fit the job	
9	4/11/2023 8:57:48	Student / Estudiante	I think he really cares about the problems students have because he listened it carefully so I think he can find solution for almost every issue.	Is there any reason that he didn't move to another district and why he specifically wants to be superintendent in Aurora.	
10	4/11/2023 8:57:59	Student / Estudiante	He would be a great superintendent he has plans and I like how he likes to have opinions from others and the students	Do you plan in helping with gun violence and mental health	
11	4/11/2023 8:58:48	Student / Estudiante	I think he might bring out the talkative in students and have a good and positive impact on our district	I have no questions	
12	4/11/2023 9:40:26	Student / Estudiante	I think he would make the community more greater and help out the school with student being more active into school work and make families be more active with communities at aurora central.	how would you think Aurora Central could improve or change if you were to work at Aurora Central as the super attendant?	
13	4/11/2023 11:41:35	Student / Estudiante	I feel like he will be good fit to become superintended as he asnwerd every question we asked him, and he will be great learder as he has so much postive energy.	NO	
14	4/11/2023 13:54:26	Administrative Team Member	[REDACTED] rsonable and expressed himself as a strong listener. His responses demonstrated servant leadership.		
15	4/11/2023 14:02:22	Administrative Team Member	"Aurora is my community". Having someone who knows and appreciates [REDACTED]	He was pretty open: I wanted to hear more specifics about how he would	

BOARD & FIRM TRANSPARENCY

AURORA BOARD PORTAL

SUPERINTENDENT SEARCH MATERIALS

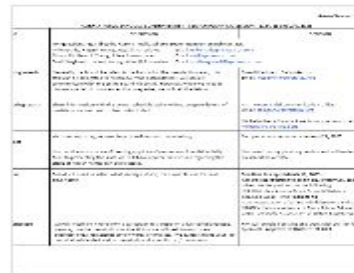
All information associated with the HYA Search Process is available via this website and is organized by search phase.



Board Updates



Zoom Link



Planning Summary



Timeline



HYA BOARD PORTAL

All Forest Hills Board Members and other authorized users will have 24/7 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.

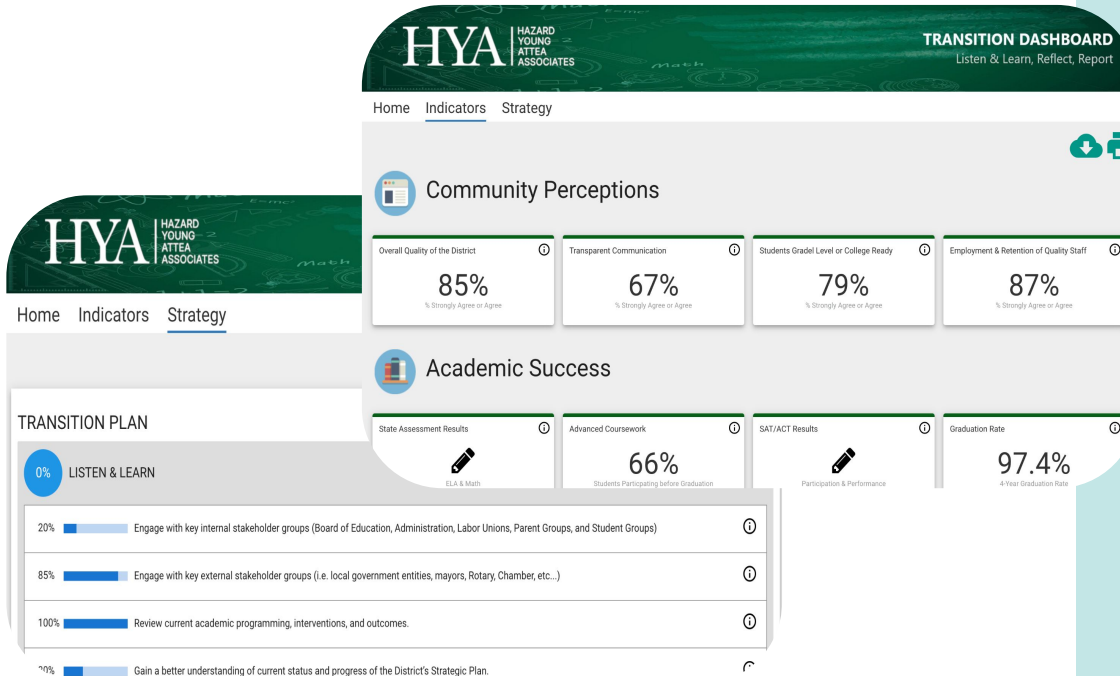
Home	Propose	Engage
<ul style="list-style-type: none"> · Search Team Members · Board Updates · Zoom Links · Board Planning Summary · Summary Notes · Search Timeline 	<ul style="list-style-type: none"> · RFP · Proposal · Presentation · Signed Letter of Agreement 	<ul style="list-style-type: none"> · Summary 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 · 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

Included in our search process is a Transition Phase to guide and communicate this critical work.

We work with the superintendent to:

- Debrief Process and Assist Transition
- Associates are available for informal mentoring and support after placement
- Document what was learned during the search process
- Map out activities for the transition phase
- Communicate accountability to the Board and community
- Define school quality based on the priorities of the Board and community stakeholders



**ALL ON THE DASHBOARD
FOR TRANSPARENT ONGOING MONITORING
THROUGHOUT THE FIRST YEAR**

HYA PRICE PROPOSAL

HYA Search Fee

\$19,500 (This fee includes the HYA Survey, advertising on the HYA website and social media, advertising on the NASS website and the Transition Dashboard for one year)

Travel

\$1,500 to \$4,000 (not to exceed)

Utilizing Zoom for portions of the search will reduce travel costs.

OPTIONAL SERVICES

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) website and social media pages are included in the base fee.

State of Michigan Advertising (\$0 to \$500) National Advertising (\$2,150 to \$4,000)

Comprehensive Background Check

Background checks/Executive Due Diligence Services, are typically conducted on the lone finalist, as selected by the Board. The comprehensive cost from a third-party professional firm (per candidate). List of items that are searched are on page 13 of our proposal.

\$1,100 to \$1,950

Transition Services

- Leadership Coaching
- Board Governance Workshops
- Goal Setting and Evaluation
- Comprehensive First Year Support
- Strategic Planning
- Hosting Dashboard beyond the transition period

HYA CLIENT GUARANTEE



If a superintendent departs from the position during the first year under any circumstances, professional or personal, HYA will recruit new candidates for the Board **at no additional cost** with the exception of travel, advertising and due diligence expenses.

OR

Within two (2) years if a majority of the Board is still in place and departure is due to dissatisfaction and not personal or health reasons.

The superintendent appointed to the position **will not** be presented as a candidate to another organization if this will result in a resignation within five (5) years of employment.

QUESTIONS?

We wish you all the best on your search and we hope to be working with you!

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

Dr. Pat Neudecker, HYA Senior Associate
Email: patneudecker@hyasearch.com
Cell: 262-751-3228

Dr. Sarena Shivers, HYA Associate
Email: sarenashivers@hyasearch.com
Cell: 734-589-5119

