



Chappaqua Central School District Superintendent Search Proposal



HYA Executive Search
Hazard, Young, Attea & Associates



December 19, 2016

Ms. Alyson Gardner, School Board President
Chappaqua Central School District
66 Roaring Brook Rd.
Chappaqua, NY 10514

Dear Members of the Chappaqua Central School District Board of Education:

Thank you for the opportunity to present this overview of the services that Hazard, Young, Attea & Associates, (HYA) can provide to the Chappaqua Central School District (CCSD) in your search for a new Superintendent. Why is HYA exceptional amongst educational search firms? We believe it is due to the following factors:

NATIONAL REACH – LOCAL KNOWLEDGE: We have conducted over 1200 searches and are represented by our network of associates across the country. We have also conducted searches for more than half of the member districts of the Council of Great City Schools and 47 of the 100 largest districts in the country.

THE BOARD PORTAL: Communication and organization are critical to successful searches. Our web-based delivery system gives the Board anytime, anywhere access to all documents regarding the search. Whether through a tablet, smart phone, laptop or desktop computer, the Board and the search Associates have confidential access to all information associated with the search in an organized, transparent, and timely manner.

RESEARCH BASED COMMUNITY ENGAGEMENT: HYA's community engagement process and online survey employ research-based approaches to identifying the goals, needs, and priorities of the school system along with the desired characteristics of its next leader. The survey was developed based on research on effective leadership.

MORE THAN A BACKGROUND CHECK – EXECUTIVE DUE DILIGENCE: HYA's comprehensive and expanded background checks are completed by independent third-party investigators and include an executive summary allowing for an analysis of findings, not simply dozens of articles and documents for Board members to read.

The following is our technical proposal. Additionally, the brochure entitled, HYA Signature Search Process, defines a prototypical search, but please know that HYA customizes each search to the District's and Board's specific needs and wishes.

Sincerely,

Dr. William H. Adams, East Coast Regional President
Hazard, Young, Attea & Associates
HYA Executive Search Division of ECRA Group, Inc.

INTRODUCTION

Hazard, Young, Attea and Associates, (HYA) Proposes to conduct a national search for talented and highly qualified candidates for the position of Superintendent of Schools for Chappaqua Central School District (hereinafter referred to as CCSD).

Information on our firm and the search process are detailed under separate cover titled *HYA Signature Search Process*. This document serves to clearly outline the specific services, deliverables and costs proposed for Chappaqua Central School District.

SCOPE OF SERVICES

Full descriptions of each phase in our search process are available in our *HYA Signature Search Process* brochure. HYA shall provide the following services and deliverables.



Engage Phase

- Conduct a Planning Meeting with the Board and provide a summary of said meeting which will detail the timeline and steps of the search process and decisions made by the board;
- Survey community constituents electronically and provide a report of findings;
- Provide for up to four individual consultant days for interviews, focus groups, and/or town hall meetings to gather in-person input from constituent groups as decided by the board; additional days are billed at \$1000/day;
- Present a *Leadership Profile Report* to the Board, and propose *Desired Characteristics* based on the data from the survey, interviews with district and community representatives and other material made available to the associates;



Recruit Phase

- Prepare and place advertisements as selected and paid for by the Board;
- Recruit and contact candidates utilizing national networks;
- Correspond with candidates regarding the search process, timeline, *Leadership Profile Report* and *Desired Characteristics*;
- Interview candidates;
- Conduct reference checks;
- Identify best qualified candidates;
- Prepare application materials of selected slate of candidates for Board consideration;



Select Phase

- Present a slate of candidates, the number of candidates to be determined by the Board with a recommendation from HYA;
- Conduct the Interview Workshop and provide materials and protocol to ensure informative effective Board interviews;
- Schedule interviews for the Board with selected semi-finalists and finalists;
- Facilitate Board discussion to narrow candidate pool after each round of interviews;
- Coordinate and provide third party, independent investigative background check(s) of candidates as selected and paid for by the Board;



Transition Phase

- Communicate with all unsuccessful candidates at the close of the search and the appointment of the new Superintendent;
- Hold a debriefing meeting with the new Superintendent and Board regarding information learned throughout the search process;
- Offer other transition services to be considered by the Board and if desired, paid for by the Board.

FEES

In consideration for Services, the District will pay to ECRA/Hazard, Young, Attea and Associates:

- A. Consulting Fee for the search in the amount of \$21,500. This fee is due in three installments
 - 50% will be invoiced upon execution of the contract/agreement
 - 25% will be invoiced upon presentation of the Leadership Profile Report
 - 25% will be invoiced upon presentation of the slate
- B. Based on past experience, HYA has designed advertising packages to maximize exposure for the vacancy. The Board will choose the package that best suits their needs. The cost ranges from \$1950 - \$5000. See Appendix A in the HYA Signature Search Process for additional details.
- C. Background checks/Executive Due Diligence Services as selected by the Board. The cost ranges from \$1105 - \$1950 per candidate. See Appendix B of the HYA Signature Search Process brochure for investigative procedures and options.
- D. Printing and Postage; HYA is a green corporation whereby all documents related to the search will be provided via a Board portal. If the Board wishes to have hard copies, 5% of the Consulting Fee will be added to the agreement as an additional fee to cover the costs associated with printing, binding and shipping all materials.
- E. The Community and Leadership Profile Survey is offered in English and Spanish. If the district wishes to offer the survey in additional languages, the fee is \$315 per language. Please allow up to two weeks for translation.

Reimbursable Expenses

Expenses related to travel of the candidates and consultants will be borne by the Board. HYA directs its associates and candidates to utilize the United States General Service Administration (GSA) guidelines (<http://www.gsa.gov>) for business travel in their given area. Mileage reimbursement is based on current IRS guidelines.

Optional Transition Services

The transition Phase consists of assisting the Board and new Superintendent to assure a successful transition. HYA associates will meet with the new Superintendent and Board leadership regarding the information learned throughout the search process. In particular, the *Community and Leadership Profile Survey Report*. HYA offers additional Transition Services, please see appendix C of *HYA Signature Search Process* brochure for a listing of transition services.

- \$3000 Board Governance Workshop
- \$5000 Board Goal Setting and Superintendent Evaluation
- \$15,000 Comprehensive First Year Support (includes Governance Workshop and Board Goal Setting and Superintendent Evaluation)

Other transition services quoted based on student population.

THE SEARCH TEAM

HYA assigns an individual management team to each executive search that it conducts. Upon the concurrence of the Board, HYA proposes the following search team for CCSD.

HYA Associate	Cell Phone	Email
Debbie Raizes (Lead Associate)	914.552.2833	deborahraizes@cs.com
Bob Roelle	914.762.0249	rjroelle@optimum.net

Executive oversight for each search is provided by the regional president,

Name: Dr. William H. Adams

Contact: 609.471.4046

The Director of Operations, Therese Meyer, serves as project manager and can be reached at 847-318-0072 and theresemeyer@ecragroup.com

GUARANTEES

Fixed Price

Throughout the search process the consultants 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.

Non-Solicitation of Selected Candidate

The Superintendent appointed with HYA's assistance will not be presented to another Board as a candidate if it would result in the Superintendent leaving the District within five (5) years of employment unless the Board provides written authorization to HYA that they may do so.

Two-Year Window

If the Superintendent departs from the position during the first year under any circumstances or within two (2) years if a majority of the Board is still in place, HYA will conduct a new search for the Board for no additional consulting fee.

Price Match

HYA will agree to match the price of any competitive bid as long as the bid is for a comparable level of services and support (both time and process).

REFERENCES

HYA's reputation for effectiveness and integrity is extremely important. The following references were chosen because the board worked with the HYA consultant(s) being proposed for the search or because the district has a similar demographic profile to the district. The reference contact information includes the Board President of the District. In addition to the references listed below, an extensive list of national searches our firm has completed since 2012 is attached.

District Name and State	Reference Name	Contact Information
Bedford Central School District (NY)	Jennifer Gerken	914.262.3526
Syosset Central SD (NY)	Michael Cohen	516.567.7780
Public Schools of the Tarrytowns (NY)	Mimi Godwin	914.564.9621
Westport Public Schools (CT)	Michael Gordon	203.255.2244
Wilton Public Schools (CT)	Bruce Likely	203.722.6474

DEBORAH S. RAIZES

EDUCATION

B.S.	Lesley College	1969
	<i>Elementary Education with Honors</i>	

PROFESSIONAL EXPERIENCE

1997 - Present	Senior Associate: Hazard, Young, Attea & Associates, Ltd.
1969 - 1974	Teacher: Durham County Schools, Durham, NC

SERVICE IN EDUCATION

1996 - 1997	President, Scarsdale Board of Education
1995 - 1996	Vice President, Scarsdale Board of Education
1991 - 1997	Member, Scarsdale Board of Education
1991 - 1997	Member, New York State School Board Association
1991 - 1997	Member, Westchester-Putnam School Board Association
1987 - 1989	President, Scarsdale Council of PTAs
2013 – present	Chair, Westchester Community College Foundation Board
2009 – 2013	President, Westchester Community College Foundation Board
2009 - Present	Chair, Board of Trustees, Lesley University
2005 - 2009	Vice Chair, Board of Trustees, Lesley University

CURRENT CIVIC ACTIVITIES

Honorary Member, Board of Trustees, White Plains Hospital Center
Member of the Institutional Review Board, White Plains Hospital Center

HONORS

1994	Lesley College Community Service Award
2012	Abeles Award, Westchester Community College Foundation

ROBERT J. ROELLE

EDUCATION

Ed.D.	Loyola University	1978
M.A.	Roosevelt University, Chicago	1968
B.A.	Roosevelt University, Chicago	1965

PROFESSIONAL EXPERIENCE

2012-	Associate, Hazard, Young, Attea & Associates, (IL)
2011-2012	Interim Superintendent, Irvington Union Free School District (NY)
2007-2011	Superintendent of Schools, Katonah-Lewisboro Union Free SD, (NY)
1992-2007	Superintendent of Schools, Ossining Union Free SD, Ossining, (NY)
1981-1992	Assistant Superintendent for Instruction, Bay Shore Union Free SD, (NY)
1978-1981	Assistant Superintendent for Pupil Services, Bay Shore Union Free SD, (NY)
1967-1978	Assistant Superintendent, Program Supervisor, Teacher, Special Education District of Lake County, (IL)
1965-1967	Teacher, Round Lake Consolidated School District, (IL)

PROFESSIONAL AFFILIATIONS

American Association of School Administrators
American Educational Research Association
Association for Supervision and Curriculum Development
Council for Exceptional Children
Phi Delta Kappa
New York State Council of School Superintendents
Lower Hudson Council of School Superintendents
Loyola University School of Education Alumni Advisory Council
Public Schools for Tomorrow
Rotary International – Ossining, New York
Suburban School Superintendents

AWARDS AND RECOGNITIONS

Distinguished Service Award, Lower Hudson Council of Superintendents, 2007
High Needs School Districts Advisory Council, NYSCOSS, 2004 – Present
Superintendent's Academy Faculty, NYSCOSS, 1999 – Present
Superintendent of the Year, Regional Association of School Administrators, 2000
Superintendents' Associates, Institute for the Development of Educational Activities, 1997 – 2000
Paul Harris Fellow, Rotary International, 1998
President, Putnam/Northern Westchester Chief School Administrators, 1997 - 1998
President, Rotary Club of Ossining, 1996 – 1997

SELECT HYA SUPERINTENDENT SEARCH HISTORY WITH REFERENCES

2016

0 – 2,500 Students	2,501 – 5,000 Students	5,001 – 7,500 Students	7,501 - 20,000 Students	20,001+ Students
<p>Brisbane SD (CA) 450 students, TK-8 Leo Tingin 415.269.4149 ltingin@brisbanesd.org</p> <p>Carlisle Public Schools (MA) 620 students Melissa McMorrow 978.369.6550</p> <p>CCSD 89 – Glen Ellyn (IL) 2,000 students Mike Nelson 773.469.7750</p> <p>Gravenstein Union SD (CA) 748 students Jim Horn 707.823.1052</p> <p>Harvey School District 152 (IL) 2,300 students Gloria Johnson gjohnson@harvey152.org</p> <p>Soquel Union Elementary SD (CA) 1,900 students Judy McGooden 408.818.1263</p> <p>Woodbridge School District (CT) 780 students Margaret Hamilton, 203.494.7591 mannham@sbcglobal.net</p>	<p>Bedford Central School District (NY) 3,600 students Jennifer Gerken 914.262.3526</p> <p>Jefferson UHSD (CA) 5,000 students 9-12 Rosie Tejada 415.250.5123</p> <p>Laguna Beach (CA) 3,037 Carol Normandin 949.497.7700 ext. 5202</p> <p>Minooka Community HSD #111 (IL) 2,700 students Mike Brozovich mbrozovich@mchs.net</p> <p>New Albany-Plain Local SD (OH) 4,882 students Debra Kalinosky dkalinosky@earthlink.net</p>	<p>Westport Public Schools (CT) 5,770 students Michael Gordon 203.255.2244</p>	<p>Campbell Union HSD (CA) 8,000 students Linda Goytia 408.230.7414</p> <p>Carlsbad USD (CA) 11,000 students, K-12 Claudine Jones 760.331.5000</p> <p>Fairfield Public Schools (CT) 10,000 students Philip Dwyer dwyer_philip@yahoo.com</p> <p>Northwest ISD (TX) 20,000 students Mark Schulter 817.948.6425 Josh Wright 682.472.1846</p> <p>Stamford SD (CT) 16,000 students Geoff Alswanger 203.325.9379</p>	<p>Beaverton School District (OR) 40,725 students Anne Bryan 503.679.5040</p> <p>Blue Valley SD 229 (KS) 22,000 students Mike Seitz 913.226.7765</p> <p>Houston ISD (TX) 215,000 students Manuel Rodriguez 713.498.5649</p> <p>Humble ISD (TX) 41,000 students Robert Sitton 281.450.2472</p> <p>Los Angeles USD (CA) 640,000 students Steve Zimmer 213.241.6387</p> <p>Providence PSD (RI) 24,000 students Nicholas Hemond 401.453.8600</p> <p>Santa Ana Unified SD (CA) 56,000 students John Palacio 714.542.0589</p>



SELECT HYA SUPERINTENDENT SEARCH HISTORY WITH REFERENCES

2015				
0 – 2,500 Students	2,501 – 5,000 Students	5,001 – 7,500 Students	7,501 - 20,000 Students	20,001+ Students
<p>Galt Joint Union High SD (CA) 2,300 students Terry Parker Owing 209.810.0720</p> <p>Highland Falls-Fort Montgomery CSD (NY) 1,000 students Anne Lawless 914.588.0384</p> <p>Rockridge CUSD #300 (IL) 1,100 students Jeff Widdop 309.793.8001</p> <p>Salem Elementary SD111 (IL) 970 students Terry Barnfield 618.267.0514</p> <p>Saratoga Union School District (CA) 2,100 students Arati Nagaraj 408.656.9137</p> <p>Trevor-Wilmot Consolidated SD (WI) 565 students Tom Steiner 262.862.2356</p> <p>Weston Public Schools (MA) 2,361 students Danielle Black 617.212.7398</p>	<p>City Schools of Decatur (GA) 4,200 students Annie Caiola 404.371.3601</p> <p>Fayetteville-Manlius Central SD (NY) 4,420 students Marissa Joy Mims 315.682.3231</p> <p>Freeport School District 145 (IL) 4,187 students Janice Crutchfield janice.crutchfield@fsd145.org</p> <p>Mahopac Central School District (NY) 5,000 students Michael Sciafani 914.939.1256</p>	<p>Cambridge Public Schools (MA) 7,000 students PK-12 Mayor David Maher 303.249.6575 Barbara Allen 617.349.6441 ballen@cpsd.us</p> <p>CCSD 62 – Des Plaines (IL) 5,200 students Stephanie Duckmann 847.824.1136</p> <p>Centinela Valley Union HSD (CA) 6,600 students Hugo M. Rojas II 310.263.3200</p> <p>Flint Community Schools (MI) 7,000 PK-12 students Isaiah Oliver 810.210.6823 isaiah.m.oliver@gmail.com</p> <p>Hudson School District #2611 (WI) 5,600 students Jamie Johnson 751.381.7105</p> <p>Oak Park Elementary SD 97 (IL) 5,900 students Bob Spatz bspatz@op97.org</p> <p>Pemberton Township Schools (NJ) 5,000 students Sandy Glawson glawson@pemb.org</p> <p>Union Elementary SD (CA) 5,000 students Sheila Billings 408.888.3268</p>	<p>Bridgewater-Raritan RSD (NJ) 8,800 students Ann Marie Mead amead@brsd.k12.nj.us</p> <p>Franklin Township PS (NJ) 8,300 students Edward Potosnak 732.745.1866</p> <p>Jefferson County Schools (WV) 9,000 students Scott Sudduth scottsud@gmail.com</p> <p>Montgomery County PS (VA) 9,500 students James Lyons 540-831-9864 joeylyons@mcps.org</p> <p>Orleans Parish School Board (LA) 11,000 students Nolan Marshall, Jr. 504.460.1496</p> <p>San Mateo-Foster City SD (CA) 12,000 students Audrey Ng 626.862.4582</p> <p>West Allis-West Milwaukee SD (WI) 9,877 students Patricia Kerhin 414.604.3000</p>	<p>Boston Public Schools (MA) 57,300 students Michael O'Neill 617.947.2967</p> <p>Eugene School District 4J (OR) 16,000 students Jim Torrey 541.790.7707</p> <p>Montgomery County PS (MD) 154,000 students Mike Durso 240.401.0674</p> <p>Sioux Falls School District (SD) 23,000 students Kent Alberty 605.941.3740</p>



SELECT HYA SUPERINTENDENT SEARCH HISTORY WITH REFERENCES

2014

0 – 2,500 Students	2,501 – 5,000 Students	5,001 – 7,500 Students	7,501 - 20,000 Students	20,001+ Students
Clarke County Schools (VA) 1,950 students Janet Creager Alger 540.664.1163	Asheville City Schools (NC) 4,081 students Jacquelyn Hallum 828.258.8118	Accomack County Schools (VA) 5,200 students Ronnie Holden 757.710.1830	City SD of New Rochelle (NY) 11,600 students David Lacher 914.671.2171	Loudoun County Schools (VA) 70,000 students Eric Hornberger 571.291.5685
Green Brook Township PS (NJ) 930 students James Benscoter benscoter@gbtps.org	Katonah-Lewisboro SD (NY) 3,200 students Marjorie Schiff 914.763.7000	Baldwin Union Free SD (NY) 5,000 students Mary Jo O'Hagan 516.589.2994 ohaganmaryjo@gmail.com	Eanes ISD (TX) 7,803 students Rob Hargett 512.415.4656 rhargett@eanesisd.net	Virginia Beach City PS (VA) 70,259 students Dan Edwards 757.263.1016
Haldane Central School District (NY) 883 students Jennifer Daly 917.450.1630	North Plainfield School District (NJ) 3,152 students Linda Bond-Nelson 908.922.0377	Cleveland Heights-University Heights City School District (OH) 5,800 students Ron Register 216.403.4708 r_register@chuh.org	East Brunswick PS (NJ) 8,309 students Brad Cohen 732.613.6700	
Maple Dale-Indian Hill SD (WI) 500 students Chris Soyke 414.540.4092	Princeton Public Schools (NJ) 3,800 students Timothy Quinn 609.921.0428	Evanston-Skokie SD 65 (IL) 7,082 students Traci Quattrochi 847.859.8005	Portsmouth Public Schools (VA) 15,200 students James Bridgeford 757.434.2567	
Moffat County SD RE-1 (CO) 2,402 students J.B. Chapman 970.846.2671	Somerville Public Schools (MA) 4,987 students Paul Bockelman 617.833.8883	Lexington Public Schools (MA) 6,600 students Margaret Coppe mcoppe@sch.ci.lexington.ma.us	Rowland Unified SD (CA) 14,000 students Heidi Gallegos heidigallegos@gmail.com	
Palos CCSD 118 (IL) 1,882 students Sheila Pacholski 312.835.3589	Summit Public Schools (NJ) 4,100 students Celia Colbert 908.399.6131	Linn-Mar Community SD (IA) 7,000 Students Tim Isenberg, tisenberg@linnmar.k12.ia.us	Shoreline District #412 (WA) 9,000 students Mike Jacobs or Debi Ehrlichman 206.393.6111	
Ross Valley School District (CA) 2,200 students Anne Capron 415.686.2926	Wilton Public Schools (CT) 4,320 students Bruce Likly 203.722.6474	Parsippany-Troy Hills SD (NJ) 7,300 students Fran Orthwien 973.263.7200 orthwienr@aol.com	Toms River Regional Schools (NJ) 17,000 students Joseph Torrone jtorrone@trschoools.com	
Roselle School District #12 (IL) 690 students Lisa Mondo 630.240.1709		Ridgefield Public Schools (CT) 5,500 students Austin Drukker 203.894.5550		
		Woodstock CUSD 200 (IL) 6,145 students Paul Meyer 815.337.2503		

SELECT HYA SUPERINTENDENT SEARCH HISTORY WITH REFERENCES

2013				
0 – 2,500 Students	2,501 – 5,000 Students	5,001 – 7,500 Students	7,501 - 20,000 Students	20,001+ Students
<p>Fox Point-Bayside Schools (WI) 500 students Deb Friberg deb_friberg@hotmail.com</p> <p>High Point Regional HS District (NJ) 800 Students Paul Derin 973.875.7205</p> <p>Nicolet High School (WI) 1,300 students Marilyn Franklin 414.352.1180</p> <p>Portola Valley School District (CA) 700 students Jocelyn Swisher 650.851.1777</p> <p>Public Schools of the Tarrytowns (NY) 2,100 students Mimi Godwin 914.564.9621</p> <p>Secaucus School District (NJ) 2,190 students Jack McStowe jmcstowe@sboe.us</p> <p>Sunnybrook SD 171 (IL) 1,015 students Lance Lape 708.895.7790</p> <p>Tuckahoe Union Free SD (NY) 1,100 students Julio Urbina 212.239.3030</p> <p>Watchung Hills Regional HS (NJ) 2,068 students Robert Horowitz 732.563.1122</p>	<p>Belmont-Redwood Shores SD (CA) 3,600 students Robert Tashjian 650.520.5354</p> <p>Monona Grove School District (WI) 3,121 students Susan Fox 608.222.5015</p> <p>Tukwila School District (WA) 2,920 students Mark Wahlstrom wahlsea@yahoo.com</p>	<p>Oconomowoc Area Schools (WI) 5,100 students Don Wiemer 262.490.0804</p> <p>Passaic City SD (NJ) 7,000 students Byron Bostos 973.470.5500</p> <p>Piscataway Twp Schools (NJ) 7,200 students Tom Mosier tmosier@pway.org</p> <p>Shaker Heights City Schools (OH) 5,500 students Annette Sutherland 216.991.8573</p> <p>St John the Baptist Parish SD (LA) 6,253 students Gerald Keller 504.628.5277</p> <p>Syosset Central SD (NY) 6,527 students Michael Cohen 516.567.7780 michaelcohenmd@gmail.com</p>	<p>Alvord Unified SD (CA) 19,812 students Art Kaspereen artjr@gmail.com</p> <p>Decatur Public Schools (IL) 9,000 students Brian Hodges 217.877.8901</p> <p>Portage Public Schools (MI) 8,700 students Robert Snyder 269.381.3585</p> <p>San Leandro Unified SD (CA) 8,800 students Diana J. Prola 510.483.0744</p>	<p>Fairfax County Schools (VA) 186,000 students Ilryong Moon 703.409.0270</p> <p>Fort Bend ISD (TX) 69,000 students Jim Rice 832.563.2942</p> <p>Indianapolis Public Schools (IN) 30,000 students Diane Arnold 317.679.8844</p> <p>Jersey City Public Schools (NJ) 26,000 students Suzanne Mack 201.344.7599</p> <p>Round Rock ISD (TX) 41,000 students Catherine Hanna 512.731.6604</p> <p>Stafford County PS (VA) 27,463 students Stephanie Johnson 540.295.0233 johnsonsj@staffordschools.net</p>

SELECT HYA SUPERINTENDENT SEARCH HISTORY WITH REFERENCES

2012

0 – 2,500 Students	2,501 – 5,000 Students	5,001 – 7,500 Students	7,501 - 20,000 Students	15,000+ Students
<p>Byron CUSD 226 (IL) 1,600 students Doug Floski doug@oglelaw.com</p> <p>Greendale Schools (WI) 2,600 students Joseph Crappitto 414.906.6213</p> <p>Indian Hill Exempted School (OH) 2,000 students Elizabeth Johnston Elizabeth.johnston@ih.k12.oh.us</p> <p>Irvington Union Free SD (NY) 1,800 students Robyne Kamp 914.591.6118</p> <p>Lake Bluff SD 65 (IL) 500 students Mary Jane Brady 847.615.7168</p> <p>Riverside SD 96 (IL) 1,500 students Mary Ellen Meindl 708.528.5898</p> <p>Ross School District (CA) 500 students John Longley jlongley@rossschool.k12.ca.us</p>	<p>Deerfield Public Schools (IL) 3,100 students Ellen London 847.405.9607</p> <p>Eureka SD (Granite Bay, CA) 3,800 students Jerri Davis 916.780.0383</p> <p>Marlborough Schools (MA) 4,800 students Arthur Vigeant 508.460.3552</p> <p>Muskego-Norway Public Schools (WI) 5,000 students Jim Schaefer 414.303.9755</p> <p>Normandy Schools (MO) 4,400 students Sheila Williams sgw3@charter.net</p> <p>Pelham Union Free SD (NY) 2,800 students Lisa Kiernan 914.629.5414</p> <p>Plainedge Union Free SD (NY) 3,400 students Catherine Flanagan cathy510@yahoo.com</p>	<p>Roaring Fork SD RE-1 (CO) 5,300 students Matthew Hamilton 970.400.7153</p> <p>Upper Arlington Schools (OH) 5,300 students Robin Comfort rcomfort@uaschools.org</p>	<p>Cupertino Union SD (CA) 14,000 students Josephine Lucey 408.785.0636</p> <p>Greenwich Public Schools (CT) 8,960 students Nancy Kail 203.912.1683</p> <p>Hamilton Township Schools (NJ) 12,000 students Ron Tola 610.637.6617</p> <p>Highline School District (Burien, WA) 18,000 students Angelica Alvarez 206.660.7695</p> <p>Lansing School District (MI) 13,000 students Myra Ford myra.ford@lansingschools.net</p> <p>Lynchburg City SD (VA) 10,000 students Charles White 434.528.4510</p> <p>Mentor Public Schools (OH) 8,900 students Alan Mihok 440.205.8432</p> <p>Park Hill School District (MO) 9,000 students Denise Schnell 816.587.7620</p> <p>Stamford Public Schools (CT) 16,000 students Geoff Alswanger 203.325.9379</p>	<p>Downey Unified SD (CA) 22,500 K-12 students Nancy Swenson nswenson@dusd.net</p> <p>Baltimore County Schools (MD) 106,000 students Lawrence Schmidt lschmidt@sgs-law.com</p> <p>Jefferson Parish SD (Harvey, LA) 46,000 students Mike Delesdernier 504.812.2150</p> <p>Maryland State Superintendent James DeGraffenreidt 410.336.3991</p> <p>Seattle Public Schools (WA) 45,300 students Michael DeBell 206.898.8335</p> <p>Spokane Public Schools (WA) 30,300 students Bob Douthitt 509.220.3440</p>



HYA looks forward to the possibility of working with the Board and assisting with the selection of a new leader. Please contact HYA at 847-318-0072 or at hya@ecragroup.com with questions or requests for additional information.

ECRA Group, Inc.

1475 E. Woodfield Rd., 14th Floor
Schaumburg, IL 60173
(847) 318-0072

East Coast Regional office

Jersey City, NJ

West Coast Regional office

Palo Alto, CA

WWW.ECRAGROUP.COM