



OAK PARK ELEMENTARY SCHOOL DISTRICT 97
Oak Park, Illinois

SUPERINTENDENT SEARCH PROPOSAL

January 12, 2015

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SCHOOL EXEC CONNECT

2145 Tanglewood Court Highland Park, IL 60035
847-220-1585 Fax: 847-579-1585 www.schoolexecconnect.com

January 12, 2015

Mr. Bob Spatz, President
Board of Education
Oak Park Elementary School District 97
970 W. Madison Street
Oak Park, IL 60302

Dear Mr. Spatz and Members of the Board of Education:

Thank you for the opportunity to present an overview of **SCHOOL EXEC CONNECT** and the services we can provide for your superintendent search. Our firm prides itself on providing a quality search process that will result in a great leader for Oak Park Elementary School District 97.

SCHOOL EXEC CONNECT, founded in 2004, is in its eleventh year. Our diverse firm is comprised of more than 50 multi-ethnic men and women who have been leaders in quality school districts throughout the country. We have an unusually high degree of success, which we attribute to the quality of our associates, the excellence of our protocols and our ability to find the best educational leaders who match the needs of our clients.

We define our success by the longevity of the leaders we place, our repeat services to client districts, and the positive and long-lasting relationships we establish with the boards with whom we work. We will understand your strengths and needs through conversations, focus groups and surveys with the members of the Board, staff and your entire constituency. Our recruitment and interview process aligned to this understanding will result in well-vetted, highly qualified candidates from which to make your selection of a new superintendent.

Thank you for considering our proposal for your superintendent search. We would enjoy working with you to achieve the mutual goal of finding great leadership for the students in Oak Park Elementary School District 97.

Sincerely,
Linda Hanson (online signature)

Linda Hanson, President
SCHOOL EXEC CONNECT

A. INTRODUCTION TO SCHOOL EXEC CONNECT

Hiring the best superintendent to lead Oak Park Elementary School District 97 is one of the most important tasks you will undertake as a School Board. **SCHOOL EXEC CONNECT** has a superior record in supporting boards in superintendent searches from the initial planning meeting to a comprehensive community engagement strategy to presenting excellent candidates for you to select your next superintendent. Our search will be national, comprehensive and personalized for your District.

Why is **SCHOOL EXEC CONNECT** so successful? We are one of the leading private search firms because we give school districts the personalized and individualized services each search deserves. Our firm is diverse, comprised of multi-ethnic consultants from throughout the United States who are knowledgeable and who understand the mission of your District is student learning. We are large enough to have an exceptionally broad network, but are small enough to give your District the focus and attention your search needs.

If our firm is selected, the following Consultants will assist you with your search:

- **Dr. Kathryn Robbins, Partner, SCHOOL EXEC CONNECT** was superintendent of Leyden High School District 212 in the West Cook County (IL) region for 14 years, until her retirement in 2013. She is was president of the Illinois Association of School Administrators in 2012-13 and continues to connect with colleagues, peers and superintendent candidates throughout the state. She is a member of the State Charter School Commission, appointed by the Illinois State Board of Education. This past year, she successfully completed superintendent searches in Barrington School District 200, Danville, Homer Glen, LaGrange 102, Lemont-Bromberek 113C and Ridgewood (Norridge). She is currently completing the superintendent search in River Grove.
- **Dr. Kevin O'Mara, Senior Associate, SCHOOL EXEC CONNECT** is currently the superintendent of Argo High School District 217 (IL), named one of the United States' best high schools by *U.S. News & World Report* in 2014. He serves on the Board of Directors for the Illinois Association of School Administrators and is their president for the South Cook Region. He is also president of the Illinois High School District Organization. He teaches Educational Leadership in the doctoral program at Concordia University in River Forest. Dr. O'Mara is an Oak Park resident whose children all attended Oak Park-River Forest High School.

Complete resumes of the above Consultants will be sent upon request.

B. RFQ WRITTEN RESPONSE – REQUIRED CONTENT

1. WHAT SEPARATES OUR FIRM FROM OUR COMPETITORS?

The particulars that separate **SCHOOL EXEC CONNECT** from our competitors are extremely important. Regularly, since our inception in 2004, we have examined and improved our protocols, processes and written support materials. The following strengths separate us from the competition:

- Our entire team of more than 50 consultants works closely together, supporting each search to find qualified candidates from across the country that match each district's needs.
- A hallmark of **SCHOOL EXEC CONNECT** is our *Annual Training Conference* where we train new associates, review our past year, improve our practices and to get to know each other better to assure ongoing support and communication for our work together.
- We stay informed on legislative changes that affect districts. For example, in the latest superintendent certification law changes, we are one of the few firms that assured correct certification for out-of-state superintendents we placed in Illinois.
- All searches conducted by **SCHOOL EXEC CONNECT** have been completed on time and within budget.
- Our survey gives substantive information to boards of education about the various stakeholders' thinking. Given a large enough response, we will report various subgroups' responses to a variety of topics important to your District.
- We have never been sued or refused any portion of payment by a district; nor have we ever had a search terminated.
- We provide complete written materials to support the needs of the District staff when preparing materials.
- We provide exceptional training and written materials for boards and constituents who are involved in candidate interviews.
- The thoroughness of our community engagement gives boards valuable information throughout the process, while leaving the search decisions in the hands of the board.
- Our record of success is outstanding. More than 95% of superintendents we have placed have been in good standing with their boards after the first contract.

2. DETAILS OF OUR SEARCH PROCESS WITH TENTATIVE CALENDAR

Phase A: Opening the Search (February 2015)

- The search process begins with the signing of the *Letter of Agreement*.
- A planning meeting is held with the Board to establish the search scope and timeline.

Phase B: Creating the New Superintendent Profile (February - Early March 2015)

- Board members are interviewed to understand the qualities, skills and experiences they seek in a new superintendent.
- Focus groups and forums are held with constituents selected and approved by the Board.
- An on-line community-wide survey, tailored for your District, is designed for your website to allow staff and community members to give input to the search process.
- A *New Superintendent Profile* is developed with the Board, using information gained from Board interviews, focus groups, individual interviews, survey results and written feedback.

Phase C: Developing the Candidate Pool (March - April 2015)

- The search process and calendar are posted on your District's website.
- The vacancy is advertised nationally and statewide and posted on the **SCHOOL EXEC CONNECT** and your District websites.
- Consultants accept applications and recruit candidates who match your District's *New Superintendent Profile*.
- Consultants screen and interview selected candidates face-to-face using The *New Superintendent Profile*.
- Internal candidates follow the same process as external candidates.
- Consultants conduct reference and Internet checks on potential candidates.
- Consultants present a slate of highly qualified candidates to the Board.

Phase D: Selecting the Candidates (Late April or May 2015)

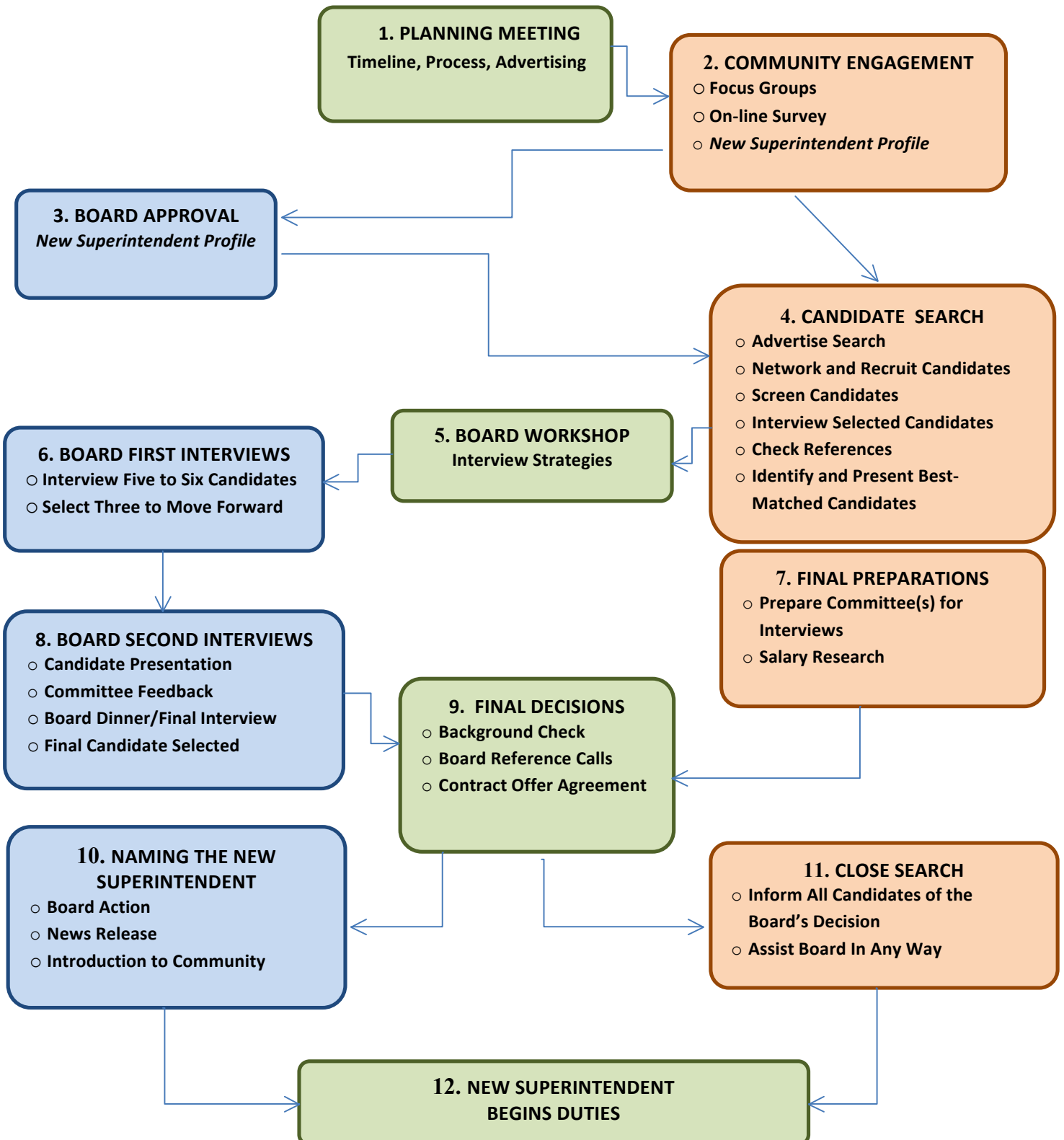
- Consultants conduct a *Board Interviewing Workshop* prior to the first scheduled interviews.
- The Board interviews the recommended slate of candidates and narrows the field to three semi-finalists.
- Interview Committee(s) comprised of staff, parents and community members interview semi-finalists and give individual feedback to the board.
- The Board may choose to have the three semi-final candidates give a short formal presentation as part of the final interview.
- The Board conducts a second set of interviews using feedback from the Interview Committees in a formal and informal setting, including an optional dinner.
- The Board may choose to make reference calls or conduct a site visit.
- The Board negotiates and takes action on the new superintendent's contract.
- The new superintendent assumes duties on July 1, 2015.

SCHOOL EXEC CONNECT PLAN OF WORK: SUPERINTENDENT SEARCH

BOARD TASKS

JOINT TASKS

CONSULTANT TASKS



3. SCOPE OF SERVICES

A. Assist with the creation of a written target candidate profile

Assistance with the creation of the *New Superintendent Profile* is one of the most important aspects of the search process and is one of the things we do best. Once created and approved by the Board, the resume screening, candidate recruitment, consultants screening interview questions, Board interview questions and Interview Committee questions are completely aligned to the *New Superintendent Profile*.

B. Assist with the creation of a written job description

A superintendent's job description has standard areas of oversight that should be detailed in the document. Beyond what is standard, the Board may choose to incorporate specific areas of oversight that are important to achieving the goals of your District. The consultants will work with the Board to create a job description that reflects both the standard and customized requirements of your position.

C. Organize and administer a community stakeholder input exercise

The engagement of stakeholders is another one of the strengths of SCHOOL EXEC CONNECT. During the first 30-45 days of the search, we will interview the Board regarding the qualities they seek in their new superintendent. With Board input, we will set up a number of focus groups to include: District administrators, building administrators, certified staff members, non-certified staff members, parents and community members. In addition, we will create a comprehensive online survey, tailored specifically for your District, that can be accessed by all District constituents.

D. Advertise the position both locally and nationally

We will recommend a variety of ways to advertise your superintendent opening. Possibilities include written and online postings with *Education Week*, the most widely read national educational publication, posting on the American Association of School Administrators (AASA) website, the Illinois Association of School Administrators (IASA) website, the SCHOOL EXEC CONNECT website, your District's website and our AppliTrack website.

E. Recruit candidates who satisfy the candidate profile

Our consultants go beyond accepting applications on our website. We will recruit candidates who match the *New Superintendent Profile* created for your District. A few recent searches where our recruited candidates won the superintendent positions are Parkway (MO), Oak Park-River Forest (IL), LaGrange (IL), Birmingham (MI), St. Cloud (MN), Rockwood (MO), Rochester (MN) and Midland (MI).

F. Conduct an initial screening of applicant pool/resumes

We evaluate resumes based on the *New Superintendent Profile*, knowledge of your District and our Consultants' experience with best practices in education. After the first paper screening, we conduct Internet checks for candidates who may be a good match for your District. We check references with colleagues of all candidates who may match your *New Superintendent Profile*.

G. Conduct initial candidate interviews

After the initial screening, a selected number of candidates are invited to participate in face-to-face interviews with the Consultants. In cases where the candidates are national, we may *Skype* to hold down expenses. Our interview questions will be aligned to the *New Superintendent Profile*. All candidates presented to the Board will have been interviewed in person (or *Skyped*) by the Consultants assigned to your search.

H. Nominate/select candidates to be interviewed by the Board

We normally bring five to seven candidates to the Board for first interviews. Before any candidate is brought to the Board, our Consultants will have conducted Internet checks, checked references, verified certification, verified transcripts and degrees awarded and obtained detailed compensation information. At the time a slate of candidates is presented, each Board member will receive a packet of information for each candidate.

I. Assist with the performance of reference checks for the finalists for the position

Our Consultants perform extensive reference checks on all candidates before they are ever brought to the Board.

J. Assist with the preparation of a compensation package

We will provide comprehensive information about superintendent salaries currently offered by districts similar to yours in your region. We will also bring complete salary information for all candidates we bring to your Board. We will work with your Board to recommend a fair and competitive salary offer.

K. Assist with the creation of an employment contract

We will be happy to assist your District's attorney with the creation of the new superintendent's contract. If needed, we are also willing to assist in the negotiation of the contract. As stated in Item J, we will recommend a salary package and provide complete salary information for the final candidate.

L. Assist with the development of performance goals

As we assist with the creation of the employment contract, we will work with the Board and District attorney to include performance goals based on your strategic plan, the *New Superintendent Profile* or goals listed in your current superintendent's contract.

M. Provide as many candidates as necessary until the Board hires a new superintendent

In our guarantees, we promise: *"In the event the first slate of candidates does not include a superintendent the Board wishes to hire, the Consultants will continue to bring candidates forward for actual expenses only until the Board has found a superintendent to whom they wish to offer a contract. No additional consulting fees will be charged."*

In addition to items A – M listed in the “Scope of Services,” we offer Boards the option of choosing the following additional elements:

- Final candidates’ writing samples
- Written questions for the first and second Board/Committee interviews
- A formal presentation by the final three candidates to assess speaking skills
- A dinner meeting to experience final candidates in a social setting
- Recommendation of free moving assistance for the final candidate through *Red Oak Relocation*
- Recommendation of a complete and thorough background check of the final candidate through *Baker-Eubanks Due Diligence*
- A confidential search to the last candidate

4. INVOLVING THE COMMUNITY, BOARD AND STAFF

During the first 30-45 days of the search, we will interview the Board regarding the qualities they seek in their new superintendent. With Board input, we will set up a number of Focus Groups, including District administrators, building administrators, certified staff members, non-certified staff members, parents and community stakeholders. Focus Groups and Open Community Forms can be open. We have conducted Focus or Listening Groups for as few as 5 participants and as many as 30 participants. If the Board wants an open community forum, there would be no limit on the number of participants. In addition, we will create an extensive online survey, tailored specifically for your District, that can be accessed on your website by all constituents.

Our consultants will interpret Focus Group and Survey results for the Board in an open (public) Board meeting. At this meeting, we will present a draft of the *New Superintendent Profile* for Board input and approval.

Confidential (Closed) or Open Search

SCHOOL EXEC CONNECT conducts both Confidential (Closed) Searches and Open Searches. For your District, we would recommend a Confidential Search. A Confidential Search will attract the best pool of candidates. Superintendents who are highly successful are often not willing to risk the exposure that comes with an Open Search. Also, in this era of rampant social media, a Confidential Search is more manageable for the Board and District.

Our process has been designed to solicit feedback about the three final candidates from staff, parents and community members. We ask members of the final Interview Committees to sign a *Confidentiality Agreement* regarding the candidates they interview. Boards of Education have acclaimed our process as providing the perfect balance for stakeholder input and candidate privacy.

5. OUR PLACEMENT EXPERIENCE

i. **List of recent superintendent placements in districts similar to Oak Park.**

Since 2011, we have successfully placed superintendents in the following Illinois elementary school districts:

Antioch Elementary District 34	Lemont-Bromberek Elem. District 113A
Arlington Heights Elementary District 59	Morton Grove Elementary District 70
Downers Grove Elementary District 58	Mundelein Elementary District 75
Hawthorne Elementary District 73	North Shore Elementary District 112
Homer Elementary District 33C	Prairie Grove Elementary District 46
LaGrange Elementary District 102	River Forest Elementary District 90
Lake Forest Elementary District 67	Skokie Elementary District 68
Lake Villa Elementary District 41	

ii. **List of superintendents our firm has placed more than once**

We have never recruited a superintendent whom we placed. Three of our placements applied on their own and won superintendencies for searches we were conducting. These individuals are Dr. John Marino (five years in Dunlap District 323, IL to Antioch District 34, IL); Mr. Curt Tryggestad (eight years in Little Falls Community Schools, MN to Eden Prairie Public Schools, MN); and, Dr. Ed Tivador (one year in River Trails District 26, IL to Northbrook/Glenview School District 30, IL). The Dunlap and Little Falls Districts rehired our firm to conduct their new searches. Because the Northbrook/Glenview School Board recruited Dr. Tivador after his first year, we conducted the new River Trails search for no fee.

iii. **A placement by our firm that did not work out**

The superintendent we placed in Rochester, Michigan was not renewed after his first year. However, the Rochester Board of Education was so pleased with our search process that we were asked to run a new search and we successfully placed a new superintendent for them. The new superintendent is working out extremely well and the Rochester Board is completely satisfied with our services.

Our record of successful superintendent placements is extraordinary. **SCHOOL EXEC CONNECT** has placed more than 225 superintendents. Our measure of success is based on the longevity of our placements, the satisfaction of our client districts, ongoing relationships we maintain with districts, the number of districts in which we have repeat business and the satisfaction of our candidates. Our percentage of successful superintendent placements since 2004 is more than 95%. We have finished every search on time and within budget. In addition, we have never had a lawsuit, been refused payment or terminated a search.

6. COSTS OF THE SEARCH

1. CONSULTING FEE:

The consulting fee for your search will be \$18,500. This fee is inclusive and no hourly rates are charged in addition.

2. EXPENSES:

Regular expenses will not exceed \$1,200. These include, but are not limited to copying, secretarial support, consultant travel expense, supplies and interview costs.

3. ADVERTISING COSTS:

Advertising costs are determined and paid by the District. Options include:

- Print and online advertising in *Education Week*
- Connections to the American Association of School Administrators (AASA) and IASA websites
- Posting on the **SCHOOL EXEC CONNECT** website
- E-mail blasts to selected superintendents, contacts and associates throughout the country

4. OTHER EXPENSE INFORMATION:

- **SCHOOL EXEC CONNECT** will invoice your District after signing the *Letter of Agreement* and upon the appointment of your new superintendent.
- After the candidate pool has been presented to the Board, the District incurs the costs of the search.

5. TOTAL COST OF SEARCH

Our total costs for the search will not exceed \$19,700.

7. NAME AND BACKGROUND OF PERSON ASSIGNED TO LEAD YOUR SEARCH

If **SCHOOL EXEC CONNECT** is chosen for your search, our assigned Partner, Dr. Kathryn Robbins, will be the lead consultant. She will function as the primary contact for your Board and staff liaisons. However, because our consultants work together as collaborating equals, both Dr. Robbins and Dr. O'Mara will be involved in every aspect of your search.

Background and experience information on both Dr. Robbins and Dr. O'Mara can be found in Item A on page 3 of this proposal.

Complete resumes of the consultants assigned to your search can be provided upon request.

8. SERVICES PROVIDED AT NO COST IF THE SELECTED CANDIDATE DOES NOT REMAIN WITH THE DISTRICT AFTER THE FIRST YEAR OF EMPLOYMENT

We provide the following guarantees for every search we conduct:

1. In the event the first slate of candidates does not include a superintendent the Board wishes to hire, the Consultants will continue to bring candidates forward for actual expenses only until the Board has found a superintendent to whom they wish to offer a contract. No additional consulting fees will be charged.
2. If the superintendent resigns or is dismissed for any reason within twelve months of the starting date, the Consultants will conduct a new search for no additional Consulting Fee. The Board will pay only the actual expenses of the search.
3. The Consultants guarantee that **SCHOOL EXEC CONNECT** will not recruit your new superintendent.

C. CURRENT REFERENCES

Homer School District 33C

Search Year: 2013-14

3,680 students

Homer Glen, IL

Angela Adolph, Board President

312-919-5004

aadolf2@homerschools.org

LaGrange School District 102

Search Year: 2014-15

3,200 students

LaGrange Park, IL

David May, Board President

708-579-3107

dmay@walshgroup.com

Oak Park-River Forest District 200

Search Year: 2010

3,200 students

Dr. Steven Isoye, Superintendent

708-434-3211

sisoye@oprfs.org

Dr. Dee Millard, Board liaison during search

708-609-0276

River Forest School District 90

Search Years: 2007-08 and 2011-12

1,371 students

River Forest, IL

Dr. Edward Condon, Superintendent

708-771-8282

condone@district90.org

Juli Geldner, Board member during search

312-401-5225

D. OUR STRENGTHS

- **We know Illinois school districts.** Our Illinois Team understands the increasing complexity of placing administrators in Illinois, especially when candidates come from out-of-state. With recent major changes in certification, pension and school funding, consultants need to be aware of the ever-changing landscape in Illinois education. Our advice on topics affecting your students' education will be current, reflecting best practices and the most up-to-date changes in Illinois school law.
- **We customize your search.** We will work with you to assure that the search process fits your District and your needs. We are flexible when working with Boards and understand every district is unique.
- **We engage your community.** We will invite your entire community and staff to give us feedback through focus groups, a customized on-line survey, open forums and highly structured interview committees. Our success in this process is characterized by a seamless search that ends on time, on budget and with a great new leader.
- **We recruit candidates.** We accept applications on our website. However, we go beyond accepting applications and recruit candidates whom we know to be a good match for your District. Recent searches where our recruited candidates won the superintendent positions are Parkway (MO), Oak Park-River Forest (IL), LaGrange (IL), Birmingham (MI), St. Cloud (MN), Rockwood (MO), Rochester (MN) and Midland (MI).
- **We have national reach.** Twenty to thirty percent of the superintendents we place are from outside the state where the search is conducted. In a typical search, often up to one-half of our candidate base is from out-of-state. Using our national consultant network, we find and recruit the best candidates from throughout the country.
- **We measure our success.** Our success is measured both formally and informally. We stay connected with board members from past searches to gain their feedback. We track our placements based on the longevity of contracts. Each year, our consultants attend our annual conference to assess the past search season, improve our protocols and receive updates and training for the new search year.
- **Our record of success is extraordinary.** SCHOOL EXEC CONNECT has an outstanding record of success in the industry for the retention of executive educators whom we have placed. Additionally, we have a 100% record of completing searches on time and within budget.

E. SEARCHES COMPLETED BY SCHOOL EXEC CONNECT, 2011-2014

For a list of all completed and ongoing searches: www.schoolexecconnect.com.

Anoka-Hennepin School District
Search Years: 2008-09 & 2013-14
Coon Rapids, MN

Antioch Community School District
Search Years: 2009-10 & 2013-14
Antioch, IL

Barrington School District 220
Search Year: 2013-14
Barrington, IL

Batavia Public School District 101
Search Year: 2012-13
Batavia, IL

Beecher School District 200U
Search Year: 2013-14
Beecher, IL

Big Hollow Grade School District 38
Search Year: 2011-12
Ingleside, IL

Birmingham Public Schools
Search Year: 2011-12
Birmingham, MI

Brainerd Public Schools
Search Year: 2013-14
Brainerd, MN

Burnsville-Eagan-Savage School District 191
Search Year: 2012-13
Burnsville, MN

Cambridge-Isanti Public Schools
Search Year: 2012-13
Cambridge, MN

Cass Lake-Bena Schools, ISD 115
Search Year: 2013-14
Cass Lake, MN

Central Bucks School District
Search Year: 2011-12
Doylestown, PA

Champaign C.U.S.D. 4
Search Year: 2011-12
Champaign, IL

Community Consolidated School District 59
Search Year: 2012-13
Arlington Heights, IL

Danville Public Schools
Search Year: 2014-15
Danville, IL

Downers Grove Grade School District 58
Search Year: 2011-12
Downers Grove, IL

Eau Claire Area School District
Search Year: 2011-12
Eau Claire, WI

Eden Prairie Independent School District 272
Search Year: 2011-12
Eden Prairie, MN

Evergreen Park
Search Year: 2011-12
Evergreen Park, IL

Farmington Public Schools
Search Year: 2013-14
Farmington, MI

Gibraltar Area Schools
Search Year: 2011-12
Fish Creek, WI

Germantown School District
Search Year: 2012-13
Germantown, WI

Glenbard High School District 87
Search Year: 2011-12
Glen Ellyn, IL

Hawthorn School District 73
Search Year: 2011-12
Vernon Hills, IL

Hayfield Public Schools
Search Year: 2013-14
Hayfield, MN

Hinckley-Big Rock CUSD
Search Year: 2012-13
Hinckley, IL

Homer School District 33C
Search Year: 2013-14
Homer Glen, IL

Kenosha Unified School District
Search Year: 2013-14
Kenosha, WI

LaGrange School District 102
Search Year: 2014-15
LaGrange, IL

Lake County Technology Campus
Search Year: 2012-13
Grayslake, IL

Lake Forest Districts 67 & 115 (Shared Superintendent)
Search Year: 2011-12
Lake Forest, IL

Lake Villa School District 41
Search Year: 2013-14
Lake Villa, IL

Laraway CCSD 70C
Search Year: 2013-14
Joliet, IL

Lemont-Bromberek CSD 113A
Search Year: 2013-14
Lemont, IL

Lemont THSD 210
Search Year: 2012-13
Lemont, IL

Little Falls Community Schools
Search Years: 2005-06 & 2011-12
Little Falls, MN

McLean County Unit District 5
Search Years: 2007-08 & 2013-14
Normal, IL

Midland Public Schools
Search Year: 2012-13
Midland, MI

Morrison Community Unit District
Search Years: 2008-09 & 2013-14
Morrison, IL

Morton Grove School District 70
Search Year: 2011-12
Morton Grove, IL

Mukwonago Area School District
Search Year: 2012-13
Mukwonago, WI

Mundelein Elementary School District 75
Search Year: 2013-14
Mundelein, IL

Mundelein High School District 120
Search Years: 2007-08 & 2013-14
Mundelein, IL

North Shore District 112
Search Years: 2005-06 & 2013-14
Highland Park, IL

Onamia Public Schools ISD 480
Search Year: 2013-14
Onamia, MN

Parkway School District
Search Year: 2011-12
Chesterfield, MO

Plainfield CCSD 202
Search Year: 2012-13
Plainfield, IL

Prairie Grove District 46
Search Year: 2013-14
Crystal Lake, IL

Quincy Public Schools
Search Year: 2012-13
Quincy, IL

Richfield Public Schools
Search Years: 2007-08 & 2013-14
Richfield, MN

Richmond School District
Search Year: 2012-13
Sussex, WI

Ridgewood Community High School District 234
Search Year: 2013-14
Norridge, IL

Ritenour School District
Search Year: 2012-13
St. Louis, MO

River Forest School District 90
Search Years: 2007-08 & 2011-12
River Forest, IL

Rochester School District
Search Year: 2012-13
Rochester, MI

Rochester Public Schools
Search Year: 2010-11
Rochester, MN

Rockwood School District
Search Year: 2013-14
Eureka, MO

St. Anthony-New Brighton Public Schools
Search Year: 2011-12
St. Anthony, MN

St. Cloud Area School District 742
Search Year: 2012-13
St. Cloud, MN

St. Louis Park Public Schools
Search Year: 2012-13
St. Louis Park, MN

Sartell –St. Stephens School District 748
Search Year: 2013-14
Sartell, MN

Skokie School District 68
Search Year: 2013-14
Skokie, IL

South Washington County Schools
Search Years: 2008-09 & 2011-12
Cottage Grove, MN

Springfield School District 186
Search Year: 2013-14
Springfield, IL

Sturgeon Bay School District
Search Year: 2013-14
Sturgeon Bay, WI

Technology Center of DuPage
Search Year: 2012-13
Addison, IL

Township High School District 211
Search Year: 2013-14
Palatine, IL

Triton School District
Search Year: 2013-14
Dodge Center, MN

Twin Cities German Immersion School
Search Year: 2011-12
St. Paul, MN

Waconia Public Schools
Search Years: 2007-08 & 2013-14
Waconia, MN

Walker-Hackensack-Akeley School District
Search Year: 2013-14
Walker, MN

West Aurora School District 129
Search Year: 2013-14
Aurora, IL

West St. Paul - Mendota Heights - Eagan Area Schools
Search Year: 2011-12
Mendota Heights, MN

F. THE SCHOOL EXEC CONNECT NETWORK

SCHOOL EXEC CONNECT consultants hold or have held leadership and teaching positions in state/national organizations and prestigious institutions. Our national network enables us to recruit qualified candidates throughout the country. The members of our firm work closely together, assuring every search has the outreach necessary to achieve the right match for each district we serve.

Consultant Leadership Positions

- Air Force Academy (Admission Selection Committee)
- Alliance for Early Childhood Education
- American Association of School Administrators (2 past presidents)
- ASPEX Solutions (Senior Associate)
- Association of State Executives (President)
- Association for Supervision and Curriculum Development
- Baldrige Award (Examiners)
- Carnegie Foundation Consultant
- Committee for Educational Rights (Chair)
- Ed-Red Suburban Schools Legislative Consortium
- Educational Advisory for U.S. Senator Mark Kirk and U.S. Rep. Brad Schneider
- FED ED (Co-Executive Directors)
- Great Books Foundation
- Illinois Association of School Administrators (Two Past Presidents)
- Illinois Governor's Charter School Commission (2 members)
- Illinois Principals' Association
- Mid America Association of School Superintendents (MAASS)
- Mid-West Suburban Superintendents Association
- Minnesota Association of School Administrators (Executive Director and past presidents)
- Minority Student Achievement Network
- Mid-west Association of School Superintendents (past presidents)
- Midwest Principal Center
- Midwest Suburban Superintendents
- National Association of Federally Impacted Schools

- National School Board Association
- National Superintendents' Roundtable
- Northern Illinois University
- Ohio Schools Council (Executive Director)
- Oxford University Roundtable on Educational Leadership, England
- Southeastern Wisconsin Schools Alliance (Founder and Executive Director)
- Suburban School Superintendents (Triple S)
- Sweden's Education Quality Institute
- U.S. Department of Education
- Wisconsin Association of School District Administrators (Executive Director and Chair)

Consultant Teaching, Advisory & Administrative Positions

- Aurora University
- Cardinal Stritch University, Milwaukee
- Loyola University, Chicago
- University of Minnesota
- University of Illinois
- Concordia University
- Dominican University
- Northern Illinois University
- University of Wisconsin - Madison
- University of Wisconsin - Milwaukee
- Maryville University, St. Louis
- Judson University
- Western Illinois University
- Oakland University, Michigan
- Marshall University, West Virginia
- Georgia Southern University, Alabama
- University of Texas, Austin
- Washburn University, Kansas
- The Ohio State University
- Roosevelt University, Chicago

G. APPLICANT POOL STATISTICS FOR A RECENT SEARCH

LaGrange School District 102

Date presented: November 19, 2014

Where applicants currently live:

Consultants assigned:

- Kathryn Robbins
- Linda Hanson
- Robert Hanson

Number of applicants: 59

Gender of applicants:

Gender	Number	Percentage*
Female	27	46%
Male	32	54%

* All percentages rounded up. Consequently, total percentages may equal than 100%.

Positions currently held by applicants:

Position	Number	Percentage
Superintendent	19	32%
Assistant/Associate or Deputy Superintendent	10	17%
Director/Executive Director	9	15%
Principal	14	24%
Non-renewed Supt	2	3%
Did not respond	2	3%
College Professor	2	3%
Consultant/Self-employed	1	2%

State	Number	Percentage
Illinois	45	76%
Indiana	3	5%
Florida	2	3%
Michigan	2	3%
Wisconsin	2	3%
Arizona	1	2%
Colorado	1	2%
Missouri	1	2%
Virginia	1	2%
United Arab Emirates	1	2%

24% of applicants were from out-of-state.

Academic degrees of applicants:

Degree	Number	Percentage
Ph.D. or Ed.D.	43	73%
ABD	8	14%
Ed. S. or CAS (6 year)	4	7%
Masters Degree	4	7%
Law Degree**	2	3%
CSBO**	2	3%

** Law and CSBO degrees earned in addition to academic degrees

The superintendent hired by LaGrange District 102 was recruited from Telluride, Colorado by SCHOOL EXEC CONNECT.

H. HOW TO CONTACT SCHOOL EXEC CONNECT

SCHOOL EXEC CONNECT would be excited to assist you in the selection of your new superintendent. We would enjoy achieving our mutual goal of assuring quality education and leadership for your District. You may reach Linda Hanson, President, by phone at 847-220-1585 or by email at lhanson@schoolexecconnect.com.

Please visit our website at www.schoolexecconnect.com to learn more about us.

Contact information for the consultants assigned to your search:

Kathy Robbins 630-470-5070 krobbins1020@att.net

Kevin O'Mara 708-516-0793 k.omara@comcast.net