

# Cambrian School District

**Superintendent Search Proposal**



**HYA** Hazard, Young, Attea  
& Associates

# Search Team

**Dr. Jacqueline  
Horejs**

**Dr. Carolyn  
McKenna**

# About HYA

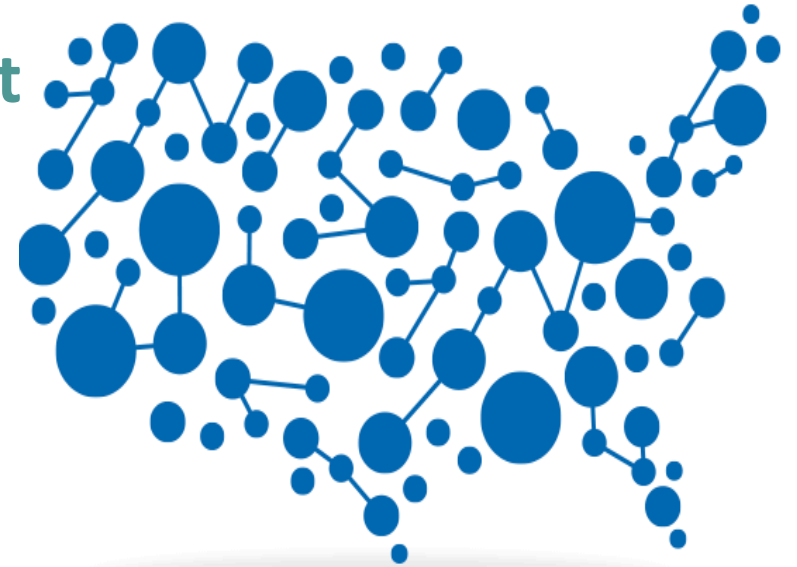
## Executive Search

- 1,400+ searches
- 100+ Associates
- Full-time back office staff



# HYA Difference

- Local Focus-National Reach
- Proven Track Record of Successful Processes
- Community & Stakeholder Engagement
- Pre-Screening
- Slate Presentation
- Corporate Support



# Signature Search Process



Engage



Recruit



Select



Transition



# Engage Phase

- Plan
- Survey
- Conduct Interviews and focus groups
- Present Leadership Profile and Selection Criteria





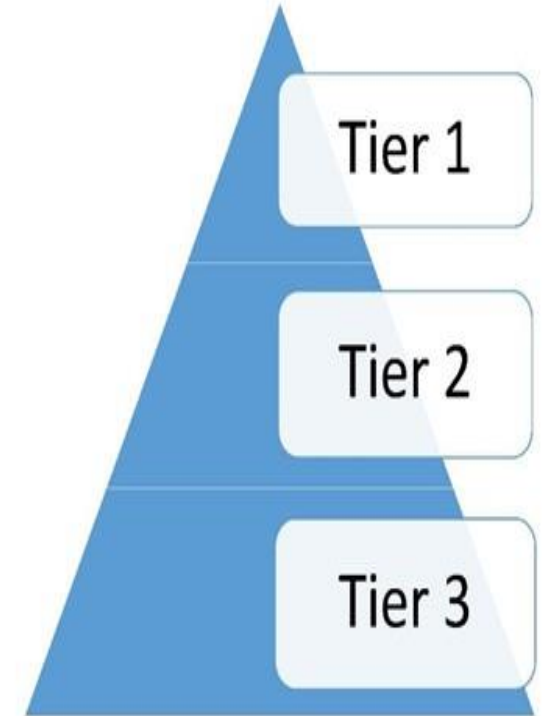
# Recruit Phase

- **Advertise in media — EdCal, CALSA**
- **HYA Active Searches Webpage – “Go To” place**  
Over 6,000 users and average 18,000 views per month
- **Pro-active personal recruitment\*\***
- **Screen, interview, and reference check**



# Select Phase

- **Prescreen & reference checks**
- **Media and background checks**
- **Present tiered slate of candidates to Board**





# Board Selection of Candidates to Interview



Decide number of candidates to interview



Schedule interviews for semi-finalists & finalists



Facilitate Community Advisory (Optional)



Schedule site visit for finalist (Optional)



Facilitate contract negotiations



# Community Advisory Committee

## Benefits

- Some stakeholders feel their voices are heard
- Process is seen as inclusive and collaborative

## Drawbacks

- Confidentiality risks
- Candidates may choose not to apply
- Possibility that the Board selects a candidate the community may not support
- Not all stakeholders can participate





# Transition Phase

➤ **Meet with appointed superintendent and board**

➤ **Support transition**

## Optional Transition Services

- **Board Governance Workshops**
- **Superintendent goal setting and evaluation**
- **Strategic planning**





# Cost Structure

## Search Fees

- **Comprehensive Search Services - \$18,000**
- **HYA National Postings/Social Media Included**
- **EdCal Advertisements & CALSA - \$685.00**



# Guarantees

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**Fixed Price – work w/Board until Superintendent is approved (24//7)**

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**Non-Solicitation of Selected Candidate for 3 years**

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**Client Satisfaction – 1 year any circumstance; 2 years if majority of Board remains in place (except for personal or familial reasons)**

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**Price Match – match any competitive bid as long as it is comparable**



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|--|---|
| <b>June 24 Special Meeting or July 27 Regular Board Meeting</b>          | <b>Board Planning meeting approximately 1 hour to plan all aspects of the search – begin posting Advertisements</b> |
| <b>Begin July or August</b>  | <b>Consultants meet with groups and individuals to solicit input- Board, staff, parents, community</b>              |
| <b>July 27 Regular Board Meeting or August TBD Special Board Meeting</b> | <b>Presentation of the Leadership Profile and Desired Characteristics in open session</b>                           |
| <b>July 30 or August 30</b>  | <b>Application deadline although applications are accepted until position is filled</b>                             |
| <b>Week of August 1 or Week of August 30</b>                             | <b>Top candidates screened by consultants</b>   |
| <b>Week of Week of August 9 or Week of August 16</b>                     | <b>Slate presentation to Board- Selection of candidates for the first interviews- closed session</b>                |
| <b>Weeks of August 9 or 16th</b>   | <b>First interviews- Tentative date suggestions- final dates TBD at Planning Meeting</b>                            |
| <b>Week of August 23</b>   | <b>Second interviews-Final dates determined at Board Planning Meeting</b>   |
| <b>September Regular Board meeting</b>                                   | <b>Approve contract and appointment of the new Superintendent at a regularly scheduled Board meeting</b>            |

