

SUPERINTENDENT SEARCH



HYA | HAZARD
YOUNG
ATTEA
ASSOCIATES

Livermore Valley Joint Unified School District



An award-winning school district with an unwavering commitment to students and continuous improvement...



YOUR SEARCH TEAM



Vicki King
Associate



Micah Ali
Associate



Valerie Pitts
Consultant

ABOUT THE FIRM HYA CA

- Our CA Associates specialize in CA
- Service mindset
- 35 years of executive searches
- 1,500+ searches in suburban, rural, and urban districts of all sizes
- Local team works with national recruiting
- Demonstrated commitment to equity
- Research & Analytics
- Full-time back office and IT staff
- Responsive, regular communication
- Board Portal for easy materials access

HAZARD, YOUNG, ATTEA & ASSOCIATES

CONNECTING EDUCATORS,
IMPROVING EDUCATION



Executive
Search



Consulting



Associate
Program



847.250.7261



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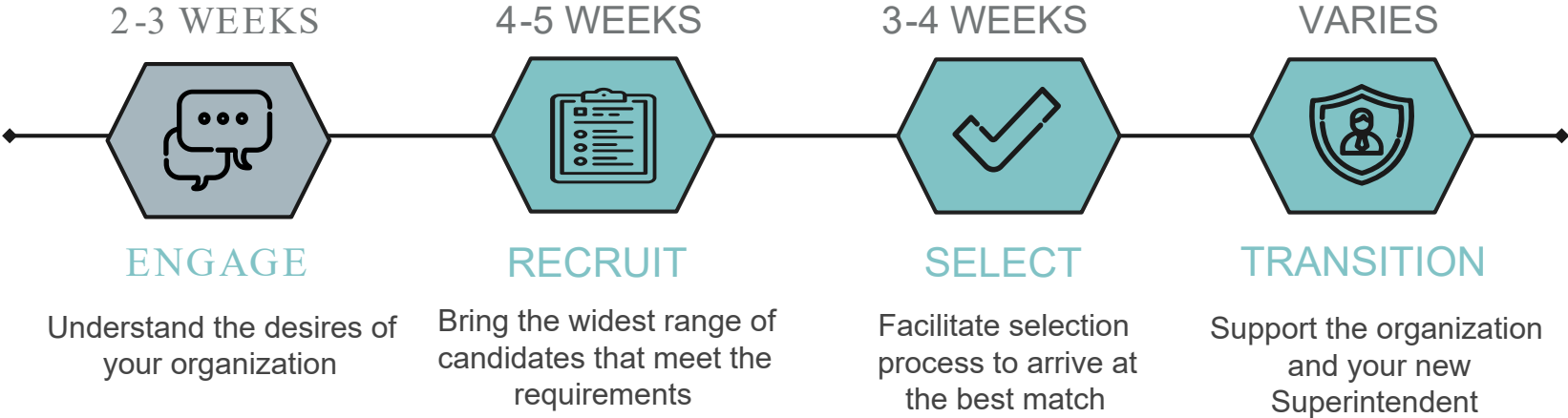
hyasearch.com

HYA

HAZARD
YOUNG
ATTEA
ASSOCIATES

HYA'S SIGNATURE SEARCH

PROCESS



DRAFT TIMELINE



Example Postings:

- HYA Website
- LVJUSD Website
- Social Media
- Association of California School Administrators
- American Association of School Administrators, The School Superintendents Association
- Association of Latino Administrators & Superintendents
- National Alliance of Black School Educators
- Ed Week

Search Firm is selected	April 17
Board Planning Meeting (Special Board Meeting)	April 23
Community Engagement	April 23- May 10
Advertising	April 17-May 23
Leadership Profile Presented at Board Meeting	May 14
Outreach & Screening of Candidates	April 17-May 24
Applications Due	May 24
Presentation of Candidates & Interview Workshop (Closed Session Board Meeting)	June 4
Candidate Interviews	June 15 and June 16
Contract Negotiated, Background Checks	June 17-26
Announcement of New Superintendent/Appointment/Contract Approved	June 27
New Superintendent Begins	July 1

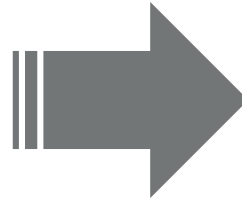
ENGAGE PHASE

BOARD INTERVIEWS

STAKEHOLDER INTERVIEWS

STAKEHOLDER SURVEY

SPECIFIC TO LVJUSD SUPERINTENDENT SEARCH



- Leadership Profile Report
- Summary Survey
- Selection criteria and characteristics which determines candidate qualities that match your District

HYA's research based approach helps you best understand the desires of your stakeholders

RESEARCH BASED STAKEHOLDER SURVEY

	All (429)	Aasa Governing		Aasa Partner/Sponsor /Vendor (1)	Aasa Staff (26)	Other Educational Organization (21)	State Executive (17)
		Board Or Executive ... (65)	Aasa Member (299)				
Demonstrate the political and analytical skills essential to working effectively with elected/appointed officials at the Federal level	51%	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Have an understanding of and experience with the educational and political systems in the United States	50%	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Communicate a clear, compelling vision for the future of education and AASA	48%	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Have experience successfully leading mission-driven organizations, such as school systems, non-profits, or similar professional organizations	47%	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Assess educational trends and policy issues accurately and effectively; synthesize the information; identify and implement solutions; and communicate the information	35%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Create a climate of trust and mutual respect to ensure stakeholders are involved in the decision making process	32%	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

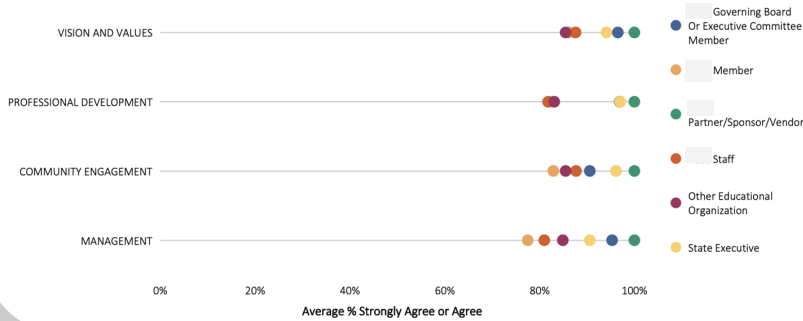
NORM REFERENCED
Designed to compare and rank survey takers in relation to one another or within subgroups.

SURVEY EXAMPLES

State of the Organization Summary

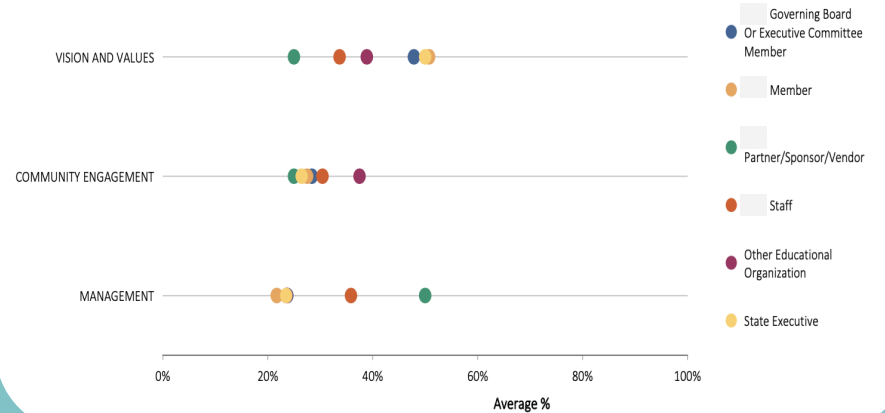
Respondents rated statements related to the state of the organization on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree). Each statement corresponds to one of the following constructs: Vision & Values, Professional Development, Community Engagement, and Management. Overall results are presented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

State of the Organization Results by Constituent Group



State of the Organization

Leadership Profile Results by Constituent Group



Leadership Profile

LEADERSHIP PROFILE REPORT



LEADERSHIP PROFILE REPORT Littleton Public Schools December 8, 2022

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 data regarding 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

Executive Summary: Strengths of the Association, Challenges and Issues; Focus Group Findings: Professional Qualifications and Experiences, and Personal Characteristics and Traits; and, from the focus groups is detailed in the Summary of Comments from the Focus Groups.

Participation in Focus Group Sessions

Virtual focus group sessions were scheduled between November 29th and December 1, 2021, specifically for the following Leadership Groups, Committees, and Councils as for ACSA Staff.

Leadership Groups

- Board of Directors
- Leadership Assembly Members
- Region Presidents
- Region Vice Presidents for Legislative Action

- Retirement and Small School District
- Urban Education

Councils

- Adult Education
- Business Services
- Career Technical Education
- Classified Educational Leaders

- Curriculum and Instruction
- Early Childhood Education
- Elementary
- Human Resources
- Middle School
- Secondary Education
- Student Services
- Superintendent

Committees

- Co-Administration
- Equity

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 2184 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.



HYA'S RECRUITING

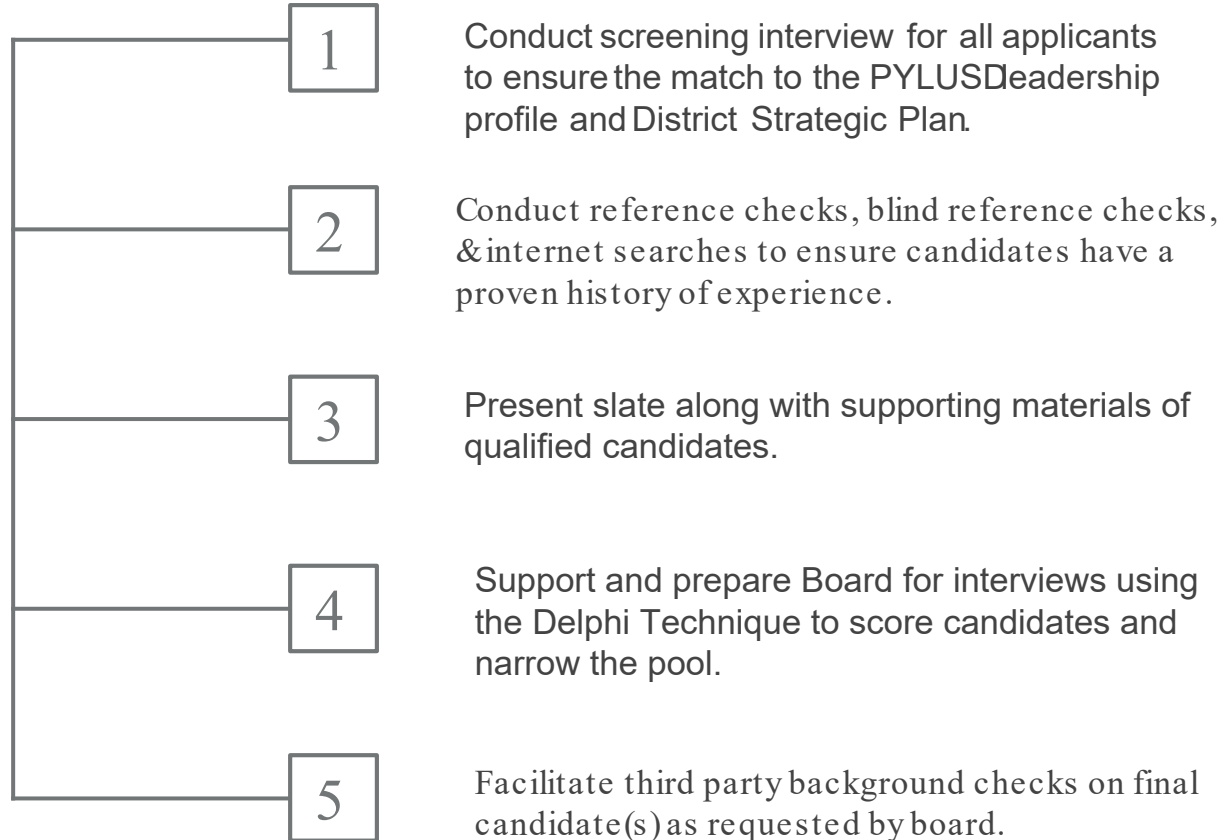
ADVANTAGE

- HYA has local and nationwide reach due to the large number of Superintendent searches completed each year (80100 per year). Previous search pools enable Associates to have connections to hundreds of Superintendents who may be looking for new positions or not.
- HYA has a large network of 130+ Associates assisting with recruiting.
- 90% of Associates are retired Superintendents who are experts in education.
- 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 25 HYA lead searches and 200+ other openings posted on [the HYA website](#).
- Associates attend State and National conventions, creating and distributing flyers.



THOROUGH SELECT PHASE

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

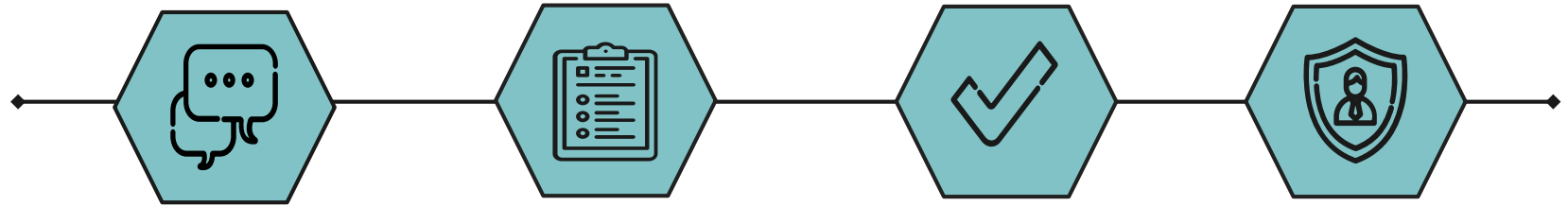


THE HYA DIFFERENCE

- One of the oldest and largest search firms in the United States, with more than 1,600 successful searches completed
- Our associates specialize in CA and the region of your district
- 94% of Superintendents placed, stay in their position for more than three years
- Zoom interview with **every** applicant
- Research-based approach to stakeholder engagement
 - Survey available in multiple languages
- Fully staffed back office and IT staff
- Board Portal: allows for seamless 24/7 access to search materials for the Board and gathering feedback from stakeholders

HYA BOARD PORTAL

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



ENGAGE

- Planning meeting notes
- Survey
- Focus group calendar
- Board interview schedule

RECRUIT

- Job posting
- Advertising links
- Resumes
- Contact lists

SELECT

- Interview protocols
- Interview calendar
- Finalist feedback forms

TRANSITION

- Strategic planning documents
- Coaching/mentoring documents

QUESTIONS?

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

