

HYA

Hazard, Young, Attea  
& Associates, Ltd.

Excellence in Education Searches and Consulting

Hazard, Young, Attea & Associates, Ltd. (HYA), a premier education search and consulting firm, provides exceptional executive search expertise with an unparalleled national network of experienced consultants and an exacting attention to the priorities of the organizations we serve.

For more than 20 years, HYA has been committed to a mission of high quality and aggressive recruiting for school boards throughout the country. A full-time CEO and office staff, an active Board of Directors and more than 110 consultants enable HYA to maintain a unique depth and breadth of relationships with education professionals.

HYA's accomplished consultants include active and former superintendents as well as board members, university and college professors and other leaders in public and private education.

HYA continues to recruit consultants who represent an ethnically and geographically diverse group of men and women of the highest integrity and professional caliber. A noteworthy track record of more than 600 successful searches reflects HYA's extensive and effective reach, as well as its dedication to continued client satisfaction.

The logo consists of the letters H, Y, A, and A in a large, bold, serif font. The letters are white and set against a light blue background. The H and Y have horizontal bars, and the A's have a triangular shape with a horizontal bar. The letters are spaced out and have a slight shadow effect.

**HYA offers an array of services including:**

## Executive Searches

---

Personalized search processes and insightful recruiting affirm board confidence and provide successful partnerships and placements.

HYA specializes in searches for the following positions:

- Superintendent
- Head of School (Independent Schools Division)
- Executive Director (Parks and Recreation Division)
- Assistant Superintendent
- Chief School Business Official
- Principal
- Other Administrators

## Workshops and Retreats

---

Successful board and administrative team leadership supports academic success for students. Workshop topics focus on:

- Accountability
- Board Governance
- Evaluation
- Goal Setting
- Teamwork Development

Board of education workshops and retreats are designed to help boards become stronger, more efficient governance bodies with clearly defined missions, vision and goals. HYA workshops help develop effective working relationships between boards and superintendents, assisting with role clarification and new board member orientations.

Administrative/leadership team workshops and retreats result in strong, productive relationships among district leaders. HYA consultants actively evaluate leadership strengths and work with team members to identify key areas for improvement.

## Strategic Planning

---

HYA believes the establishment of a strategic planning task force advances the current mission, vision and core beliefs of the district. HYA consultants help facilitate all preparation and working documents for the strategic planning process, develop an initial strategic plan for review, and a final draft for board consideration and adoption. Strategic plans are developed with clear action steps to bring goals to fruition.

## Mentoring

---

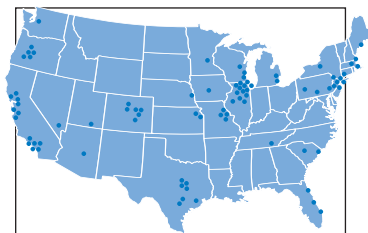
Ongoing mentorship by HYA consultants is particularly valuable for school administrators early in their careers. Our active and retired superintendents draw on decades of experience for real understanding of the nuances and subtleties associated with school district success at all levels.

Recognized for successful leadership in education and related fields, our consultants have been awarded local, state and national honors and represent a multitude of civic and professional organizations.

The image shows the letters 'HYA' in a large, light blue, serif font. The letters are stylized with horizontal bars extending from the top and bottom of each letter. The 'H' and 'A' have a horizontal bar across the middle, while the 'Y' has a vertical bar on the left side. The letters are spaced out and appear to be part of a larger graphic or logo.

HYA's national presence is embodied in our 28 Associates in the West; 57 in the Midwest; 12 in the South and 13 in the Northeast.

(United States divisions based on Census regions)



*A complete list of HYA Associates and individual résumés are available at [www.hyasupersearches.com](http://www.hyasupersearches.com).*

## HYA Senior Associates

Bill Attea, Glenview, IL	Bill Levinson, Larkspur, CA
Hank Bangser, Glenview, IL	Joan Levy, Northbrook, IL
Ted Blaesing, White Bear Lake, MN	Bud Marley, Agoura Hills, CA
Rudy Castruita, San Diego, CA	Diana McCauley, Columbia, SC
Jerry Chapman, Inverness, IL	Sam Mikaelian, Chicago, IL
Carol Conger, New Vernon, NJ	Mike Moses, Dallas, TX
John Connolly, Osterville, MA	Monte Moses, Englewood, CO
Bruce Dennis, Armonk, NY	Joe O'Brien, Downingtown, PA
JoAnn Desmond, Lake Forest, IL	Rick O'Connell, Sedalia, CO
Marvin Edwards, Wayne, IL	Debbie Raizes, Scarsdale, NY
Judy Ferguson, Yardley, PA	Barbara Ramsey, Des Plaines, IL
Keith Frankland, St. Charles, IL	Jim Rickabaugh, Whitefish Bay, WI
Jim Fritts, Highland Park, IL	Fred Schroeder, Grand Lake, CO
Roger Garvelink, Troy, MI	Russell Schumacher, Yardley, PA
Hank Gmitro, Chicago, IL	David Smith, Bloomingdale, IL
Dick Greene, Boca Raton, FL	Mark Smith, Woolwich, ME
Jim Henderson, Pittsburgh, PA	David Thompson, Houston, TX
Art Jones, Kiawah Island, SC	Paul Thurston, Savoy, IL
Mike Kremer, Minneapolis, MN	Gail Uilkema, Piedmont, CA

# Clients Served

HYA's success is about people: our Associates, their extensive contacts and the school boards we serve. We build relationships with each new search, expanding our network and our record of success.

## Searches by State

(as of year end 2007)

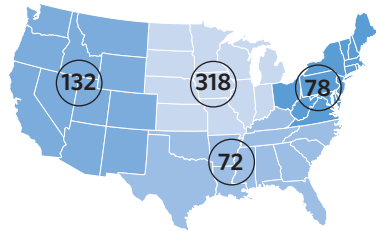
30 or more searches completed	15 - 29 searches completed	5 - 14 searches completed	1 - 4 searches completed
California	Connecticut	Arizona	Alabama
Illinois	Michigan	Colorado	Arkansas
New York	Missouri	Florida	Delaware
	New Jersey	Georgia	Kansas
	Pennsylvania	Indiana	Kentucky
	Texas	Iowa	Louisiana
	Wisconsin	Maryland	Nevada
		Massachusetts	New Hampshire
		Minnesota	New Mexico
		Ohio	North Carolina
		Oregon	South Carolina
		Virginia	Tennessee
		Washington	Wyoming

## Clients by Regions

### Percentage and Numerical Distribution Searches from 1987-2007

(United States divisions based on Census regions)

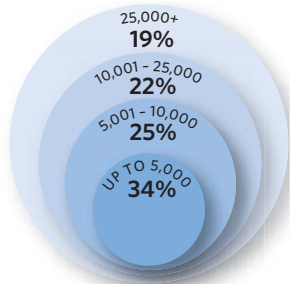
		Percent of Total
Northeast	78	13%
West	132	22%
Midwest	318	53%
South	72	12%



## Searches by District Size

### Percentage Distribution Searches from 2000-2007

Up to 5,000 Students	34%
5,001-10,000 Students	25%
10,001- 25,000 Students	22%
More than 25,000 Students	19%



We are proud of our reputation and, more importantly, we are committed to maintaining our standards of excellence, service and respect for our growing numbers of clients and candidates.

A state-by-state list of HYA clients is available at [www.hyasupersearches.com](http://www.hyasupersearches.com). We encourage potential clients to review our record of completed searches and contact board members and school leaders for references.

# Hazard, Young, Attea & Associates, Ltd.

Excellence in Education Searches and Consulting

1151 Waukegan Road, Suite 200

Glenview, Illinois 60025

847.724.8465

847.724.8467 fax

[www.hyasupersearches.com](http://www.hyasupersearches.com)