

HYA

Hazard, Young, Attea
& Associates, Ltd.

Independent Schools Division

Excellence in Education Searches and Consulting

**Hazard, Young, Attea & Associates, Ltd.,
Launches Independent Schools Division**

Hazard, Young, Attea & Associates, Ltd. (HYA), a premier education search and consulting firm, provides exceptional executive search expertise with the benefit of an unparalleled national network of highly-skilled consultants.

A recognized leader in education searches and consulting for more than 20 years and over 600 searches, HYA is now utilizing its vast network and professional practice to offer quality search services to independent schools.

HYA's Independent Schools Division is led by present or former heads of school with significant experience in several of the nation's finest independent schools, and also draws on the great depth and breadth of more than 100 firm Associates, predominantly retired superintendents of leading suburban school districts across the country.

HYA

HYA: A History of Quality and Commitment

HYA's success is about people: our Associates, their extensive contacts and the boards we assist. We build relationships with each new search, expanding our reach and our record of success. Our connections with top schools across the nation provide direct access to and thorough knowledge of leaders who serve many of the same demographics found in independent school communities.

Each HYA search is tailored to the unique characteristics and needs of the school and board to ensure the right candidate fit.

Through continued involvement in school and university work, our consultants maintain an awareness of the latest educational issues and a close relationship with leading educators and national opinion-makers. Our long-standing connections with the finest educational professionals allow us to help our clients attract those who may not be actively seeking a new position. To that end, we are appropriately aggressive in the recruitment of especially qualified candidates.

HYA Associates are themselves among the most well-regarded educators across the country and include retired and present school leaders with experience and professional understanding of the geographic and socioeconomic areas where they are called to consult.

From Scarsdale, New York to Winnetka, Illinois to Palo Alto, California, HYA continues to help boards connect high-performing, successful schools with new, dynamic leaders. We have conducted hundreds of searches in the foremost suburban school districts in the country. A comprehensive list of those districts appears at the end of this document.

Independent Schools Expertise

Our recently-retired and still active heads individually and collectively bring veteran experience, high energy and innovative ideas to the independent schools search arena. They are associated with many professional and civic organizations and are recognized for their contributions. Their biographies are presented in the inserts at the back of this document.

HYA's Independent Schools Associates have been included in the *Executive Educator* list of the nation's Top 100 U. S. school leaders and Suburban School Superintendents (SSS), an organization limited to 100 practicing educators in the United States, as well as numerous other educational honors.

Our Associates have lived and worked at independent schools across the country and represent a broad geographic range and familiarity. (*Individual résumés are available at www.hyasupersearches.com*)

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Tremendous Opportunity

The search for a new head of school, with all its many challenges, provides a notable opportunity for both introspection and community building. A skillful search process enables a school to reexamine its mission and refocus its goals for the future. Thoughtful consideration of strengths and challenges helps identify areas for growth and establish meaningful short and long-term objectives for the school and its new leader.

HYA Associates help guide boards with a personalized search every step of the way, providing exacting attention to detail and a focus on the very specific needs of the school and its board. HYA searches follow a customized process, designed explicitly to serve individual schools and ultimately to match organizations with the right leader.

HYA operates as a partner in its client searches, with a hands-on work ethic and a commitment to fully supporting board members, responding to questions and concerns and anticipating and exceeding our clients' expectations throughout the entire search process.

Proven Partners, Working to Achieve Your Success

Our role typically includes helping schools create an initial structure for their search; providing valuable feedback about the school based on our research and professional understanding of the school's standing in the broader marketplace; aggressively and insightfully recruiting candidates; preparing information for prospective candidates; meeting directly, as often as needed, with the search committee; thoroughly reviewing candidates' references and tapping our own confidential network to gain the most reliable information; and assisting the board and new head to assure a successful transition.

To establish board control of the search at the outset, we meet with the board to review responsibilities for each phase of the search. Group and individual meetings take place as HYA interviews board, staff and community representatives designated by the board to help develop a clear definition of the position and necessary qualifications. We are prepared to meet with teachers, administrators, parents, students and, if appropriate, business, civic and community leaders to ensure an accurate and comprehensive leadership assessment process.

Data collected from these interviews are compiled in a Leadership Profile Report, which is presented to the board both orally and in a written document. Working with the board, specific profile characteristics are developed from the results of the Leadership Profile Report and are subsequently incorporated into recruitment materials. We know that one of the most important aspects of a successful search is the careful and explicit definition of the criteria used in the selection process.

To initiate the search for candidates, contacts throughout the nation are advised of the vacancy and asked to help identify individuals who match the specific criteria desired by the board. Announcements are also placed on various Web sites and advertised in appropriate national and regional publications. But it is our highly confidential and personal outreach to successful school leaders that is the greatest value-added dimension of an HYA search.

Careful review of all applications against board-established criteria results in a first group of candidates for consideration, typically 10-15 individuals. Additional background checks are conducted and personal interviews begin. HYA's candidate review reaches personal and professional references beyond those provided by the candidate and, like all phases of the search, follows strict confidentiality guidelines.

Following completion of initial interviews, a slate of candidates is presented to the board search committee. HYA then works extensively with the search committee to prepare for candidate interviews. From thorough review of candidate application and references to presenting an extensive set of interview questions, HYA works hand-in-hand with committee members to ensure successful interview protocols are in place before semifinalist and finalist meetings are conducted.

Second interviews and site visits for finalists provide time for in-depth consideration of each candidate's views, style and competencies. HYA helps design interview questions to cover

a wide range of topics to ascertain a candidate's background and standing on essential issues related to curriculum, personnel, fiscal management and relationship with trustees.

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HYA can help facilitate board and search committee decision-making sessions to ensure that all board members are engaged in this critical dialogue. The consultants work with the board and search committee maintaining direct and frequent communication until a new leader is employed. Consultants also help arrange the board members' site visit to the preferred candidate's current school.

HYA guarantees its search results and, should the new head leave the position within a year of beginning his or her responsibilities for any reason, HYA will conduct a new search at no additional cost other than expenses. Once the right leader is selected, HYA assists the board in effecting an orderly transition in leadership. Our counsel concerning media relations is available throughout the entire search.

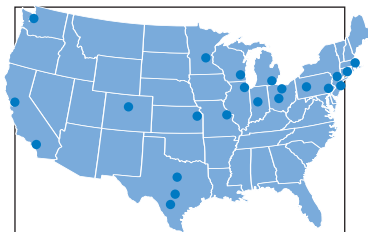
Consistent Leadership and Integrity

HYA knows the significant demands and the distinctive culture associated with high-expectation schools. We understand the complex and sometimes competing needs, perspectives and concerns of trustees, faculty, parents and students, and we provide the expertise and uncompromising standards necessary for success of the search.

Our reputation for effectiveness and integrity is of the utmost importance to HYA and its Associates. We encourage potential clients to speak with representatives of boards we have served. A state-by-state list of clients served is available at www.hyasupersearches.com.

The logo consists of the letters 'H', 'Y', and 'A' in a large, light blue, serif font. The 'H' and 'Y' are connected at the top, and the 'A' is positioned to the right of the 'Y'. The letters are bold and have a classic, elegant appearance.

HYA Clients: Selected High-Performing Districts



CALIFORNIA

Acalanes
Cupertino
Fremont
Lafayette
Los Altos
Manhattan Beach
Palo Alto
Ross
Saddleback Valley
Santa Monica-Malibu
Sequoia
Tamalpais

COLORADO

Academy 20
Aspen
Douglas County

CONNECTICUT

Darien
Fairfield
Greenwich
Norwich Free Academy
Weston

ILLINOIS

Burr Ridge
Glen Ellyn
Glencoe
Glenview
Highland Park
Hinsdale
LaGrange
Lake Bluff
Lake Forest
New Trier
Northbrook
Northfield
River Forest
Wilmette
Winnetka

INDIANA

Carmel-Clay

KANSAS

Blue Valley
Olathe

MASSACHUSETTS

Cambridge
Framingham

MICHIGAN

Birmingham
Bloomfield Hills
Grosse Pointe
Midland
West Bloomfield

MINNESOTA

Columbia Heights
Edina
Hopkins
Minnetonka

MISSOURI

Clayton
Ladue
Parkway
Rockwood
Webster Groves

NEW JERSEY

Livingston
Princeton
Randolph
Ridgewood
Tenafly
Westfield

NEW YORK

Ardley
Bedford
Bronxville
Lawrence
Manhasset
Scarsdale

OHIO

Bexley
Orange
Shaker Heights
Upper Arlington

PENNSYLVANIA

Lower Merion
Mt. Lebanon
Radnor
Rose Tree Media

TEXAS

Alamo Heights
Carroll
Eanes
Grapevine-Colleyville
Highland Park
Lake Travis

WASHINGTON

Lake Washington
Mercer Island

WISCONSIN

Cedarburg
Elmbrook
Nicolet

Why Hazard, Young, Attea & Associates

HYA has developed a reputation for quality services in the school search field and in identifying the unique characteristics of the board and community. A commitment to matching each district's needs to candidates has resulted in 85% of the school leaders hired with HYA's assistance remaining in the position or having retired from that superintendency.

Sixteen of HYA's Associates are university professors. They join their HYA colleagues in the firm as observers of emerging leaders who are developing a track record of success in many quality urban, suburban and rural districts. Through involvement with education and educators at every level, HYA continuously comes into contact with individuals who are ready to be recruited to assume a more challenging responsibility.

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