Special Board Meeting

Thursday, June 12, 2025 6:00 PM
Central 301 District Office, 275 South St, P.O. Box 396, Burlington, IL 60109

1. **MEETING CALL TO ORDER**
A. Roll Call
B. Approval of Agenda
2. **PUBLIC OPEN FORUM**
A. Public Comment
3. **SPECIAL PRESENTATION**
A. Superintendent Search Firm Presentations
1) School Exec Connect
2) HYA
4. **BOARD DISCUSSION**
5. **ACTION ITEMS**
A. Approve Superintendent Search Firm
6. **CLOSED SESSION**
A. Adjourn to Closed Session to Hear Information Regarding:
Collective negotiating matters between the public body and its employees or their representatives [5 ILCS 120/2(c)(2)]. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent [5 ILCS 120/2(c)(11)].
B. Adjourn to Open Session
7. **ADJOURN**

CENTRAL
UNIT SCHOOL DISTRICT 301

Superintendent Search Proposal

SCHOOL EXEC CONNECT

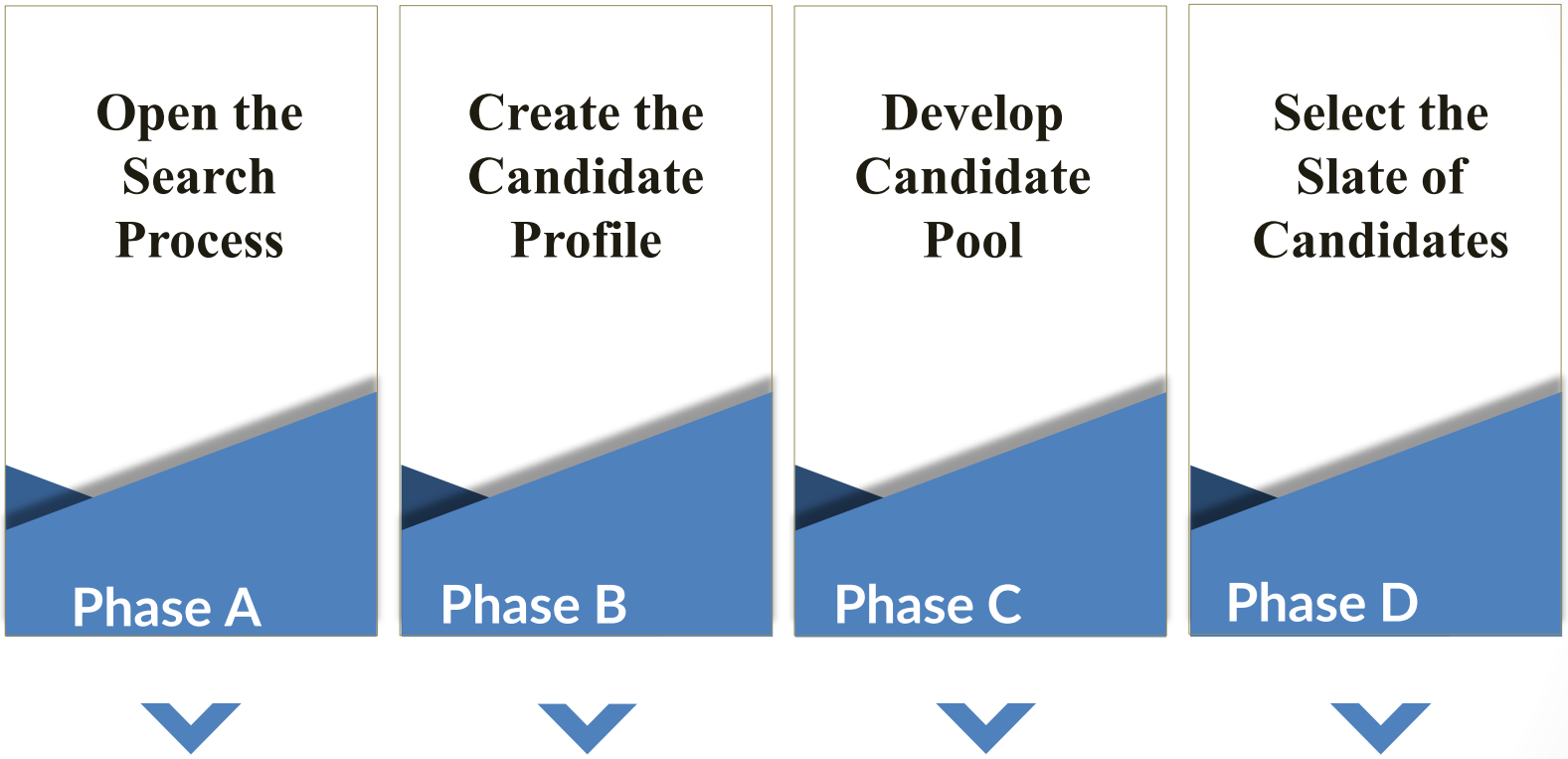
Dr. Kevin O'Mara Dr. Brian Barnhart

Proven Excellence

- Established in 2004 ~ Over 600 successful searches
- 60+ high quality consultants available across the country
- Hundreds of professional associates/contacts nationwide
- Every search has been completed on time and within budget
- 97% success rate defined as remaining in good standing with the school board after the first contract
- Strong list of references from quality school districts

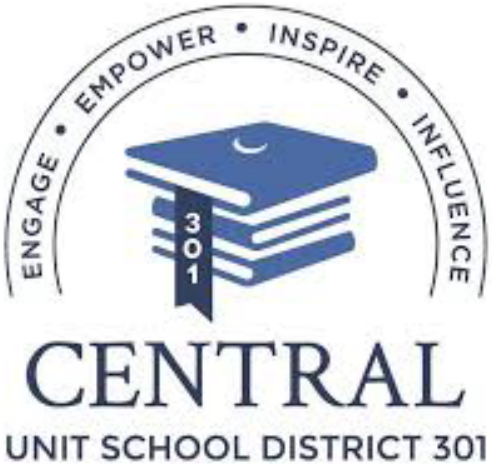
SCHOOL EXEC CONNECT

Search Plan



SCHOOL EXEC CONNECT

Our Search Process



1. Advertise Locally & Nationally
2. Engage Your Community
3. Aggressively Recruit & Attract Talent
4. Screen and Conduct Interviews
5. Present a Slate of Candidates to Board of Education
6. Facilitate Staff Training & Interviews
7. Thoroughly Screen Candidates and Support Hire
8. Provide Guarantees of the Search Process

Our Guarantees

#1

In the event the first slate of candidates does not produce a candidate the Board of Education wishes to hire, the Consultants will continue to bring candidates forward for actual expenses only.

#2

If the superintendent resigns or is dismissed for any reason within 24 months of the starting date, the Consultants will conduct a new search for no additional fee. The Board will pay only the actual expenses of the search.

#3

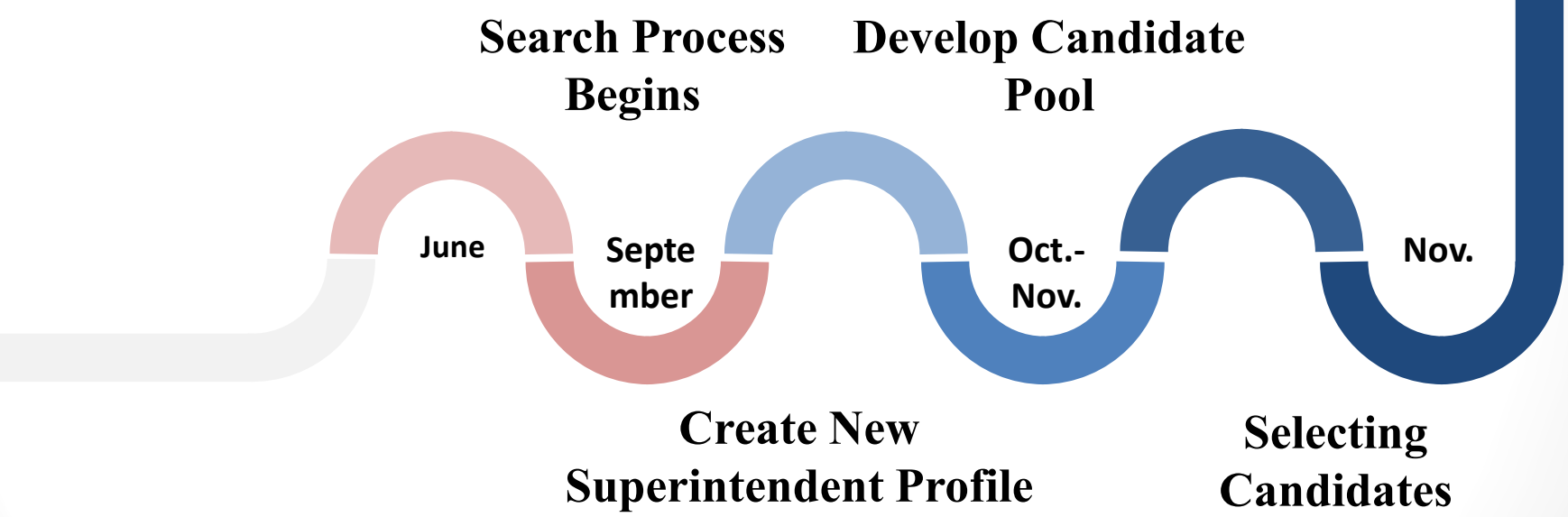
SCHOOL EXEC CONNECT guarantees that our consultants will not recruit your new superintendent for the duration of his/her first two contracts.

Search Costs

Consulting Fee *$16,500*	Regular Expenses *Not to Exceed $2.200*
Advertising *(TBD)*	Background Check *($800)*

SCHOOL EXEC CONNECT

Proposed Search Timeline



School Exec Connect will work with the Board of Education to finalize a search process timeline

Questions?



Please Contact:

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Dr. Brian Barnhart

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SCHOOL EXEC CONNECT



"A community that nurtures academic excellence, fosters innovation, and cultivates the potential of every student."

HYA | HAZARD YOUNG ATTEA ASSOCIATES

CENTRAL
UNIT SCHOOL DISTRICT 301

"Engaging the mind, empowering the learner, inspiring excellence, influencing the world."

SUPERINTENDENT SEARCH PRESENTATION

June 12, 2025

WHY HYA?

HYA believes that every child has the right to a high quality education so they can achieve their greatest potential. Recruiting, developing, and retaining great leaders is essential to improving your district's student outcomes. The Board and Superintendent Team is the catalyst for advancement!

Human Interactions

Broad, Deep, Meaningful Engagement

Board Leadership
Internal Stakeholders (students and all staff)
Greater Community
Recruiting Candidates
Internal Candidates

Your Search

Candidates that match YOUR profile; your choice not ours!

Your Process
Your District's Needs
Your Strategic Plan
Your Timeline
Your Customization

Accomplished Firm

HYA does not use sitting superintendents as consultants: ours are focused on your district and not their own.

Trusted for 38 Years
Validated Client Testimonials
Strategic Recruitment
Executive SHRM Processes
Transparent Communication
Analytics & Technologies

ABOUT THE FIRM

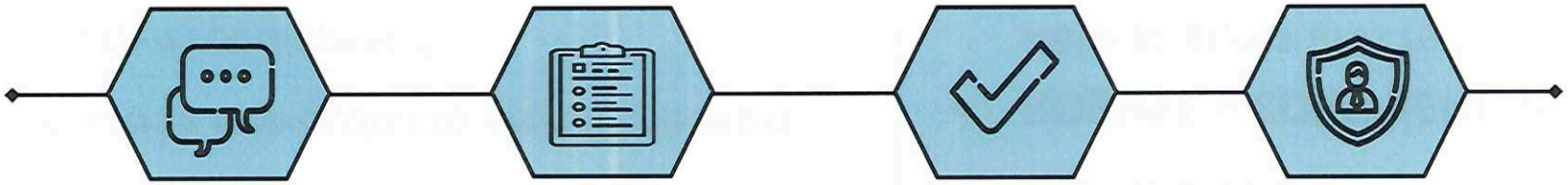
- 38 years of Executive Search
- The "GO TO" website for job seekers (https://hyasearch.com/findajob/)
- 1,600+ searches
- 80+ searches per year
- 130+ nationwide Associates (35% persons of color; 49% women)
- 9.4/10.0 Client Satisfaction Rating
- Research and Analytics
- Full-time back office and IT staff
- National, State and University Partnerships

Decision Point:

Which firm has the infrastructure, relationships and expertise to recruit your next leader?

HYA SEARCH PROCESS

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



ENGAGE

- Planning meeting
- Survey
- Board interviews
- Additional interviews, focus groups, and forums

RECRUIT

- Job posting
- Advertising links
- Resumes
- Contact lists

SELECT

- Interview protocols
- Interview calendar
- Finalist feedback forms

TRANSITION

- Transition Dashboard
- Coaching/mentoring documents

- Board members have all Associate contact information and can reach out anytime 24/7.
- HYA Corporate Headquarters office is available Monday-Friday 8 a.m. - 5 p.m.
- Please contact any Board Member of previous searches for reference information.

ENGAGE PHASE

- BOARD PLANNING MEETING
- BOARD INTERVIEWS
- INDIVIDUAL INTERVIEWS
- FOCUS GROUPS
- COMMUNITY FORUMS
- STAKEHOLDER SURVEY

HYA



- Leadership Profile Report
- Summary Survey
- Selection criteria and characteristics that determine candidate qualities that align with **CUSD 301's** needs

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

FULLY CUSTOMIZED STAKEHOLDER SURVEY

HYA collaborates with the Board team to:

- Develop both Likert Scale and open-ended survey questions regarding the desired professional qualifications and personal characteristics for stakeholders to address
- Determine stakeholder groups for disaggregating results
- Identify opening and closing dates for the survey
- Ensure complete confidentiality of all respondents



BOARD & FIRM RELATIONSHIP: We work WITH YOU and FOR YOU!

YOUR CUSTOMIZED BOARD PORTAL IS SECOND TO NONE

HYA | HAZARD YOUNG ATTEA ASSOCIATES

YOUR CUSTOMIZED BOARD PORTAL INCLUDES ALL INFORMATION ASSOCIATED WITH THE SEARCH PROCESS:

- Available 24/7
- All meeting agendas and minutes
- Job postings
- Leadership Profile Report
- Survey Data
- EVERY candidates' application materials
- Sample interview questions and "look fors"
- Interview protocols
- Candidate feedback forms

SELECT PHASE

Good intentions do not necessarily lead to good results. We must know the influence that group dynamics and unconscious bias can have on the employment process.

- As HR experts, we evaluate and present a comprehensive recommended slate with the understanding that the Board makes the final decision on whom to interview
- Using SHRM standards, HYA guides the Board in developing interview protocols and presentation topics along with "look fors" and a rating rubric of application materials and interview responses.

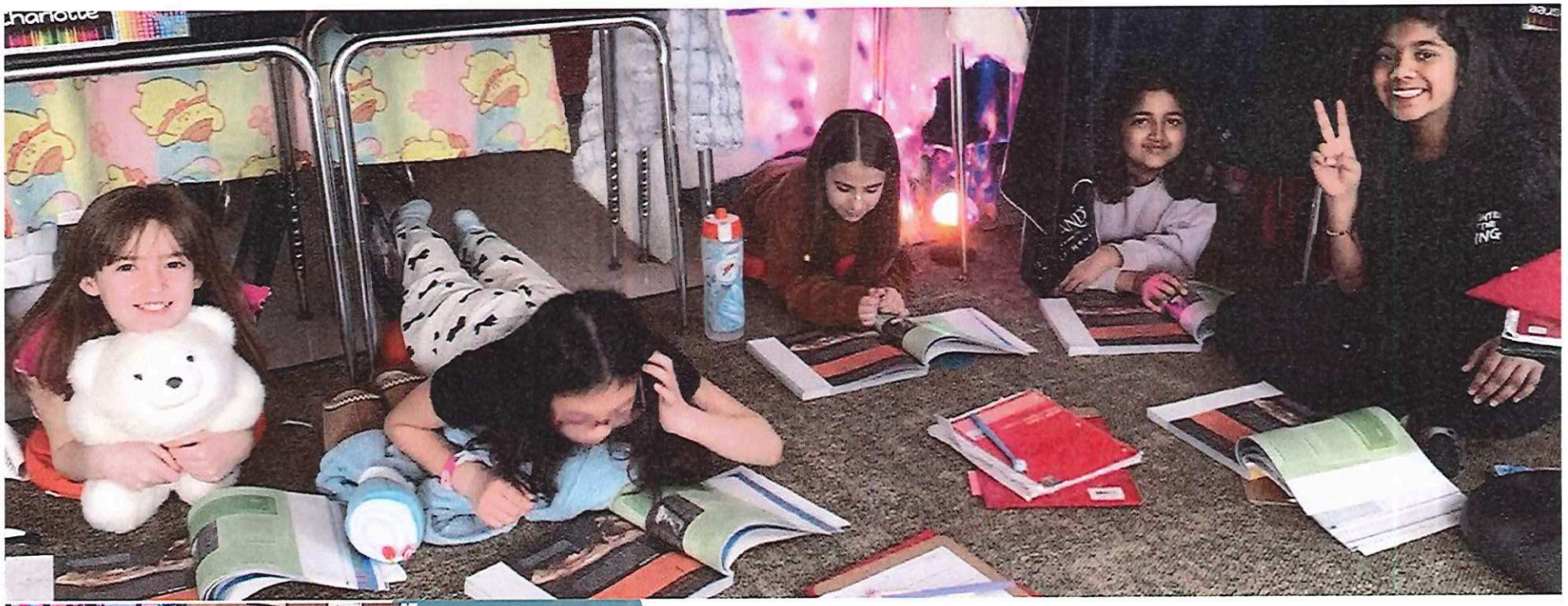
- We use a proven process to help boards reach objective consensus
- Processes to reduce unconscious bias and "going along to get along"
- Collect and compile all feedback from finalists' "day in the district" sessions and/or advisory committee interviews to assist the Board in decision-making

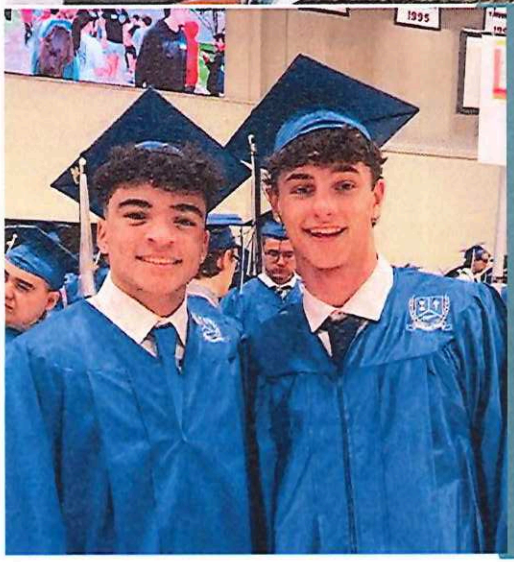
DRAFT OF A POSSIBLE SEARCH TIMELINE

Dates and times are subject to change based on the Board's desires and will be finalized at the initial planning meeting.

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Dates	Events
Summer 2025	• Launch and Orientation of Search Process • Board decisions for dates including Leadership Profile Report presentation, presentation of the slate, two dates for initial interviews, and one date for finalist(s) interview • Session with the Board regarding desired characteristics of the next Superintendent (utilizing community feedback) • Leadership Profile
August-October	• Advertising goes live for 1-2 months • Recruit • Presentation of Slate
November	• Board Interviews
November - December	• Board Final Interview • Select/Appoint Superintendent • Transition Process Begins
July 1, 2026	• Superintendent Begins





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