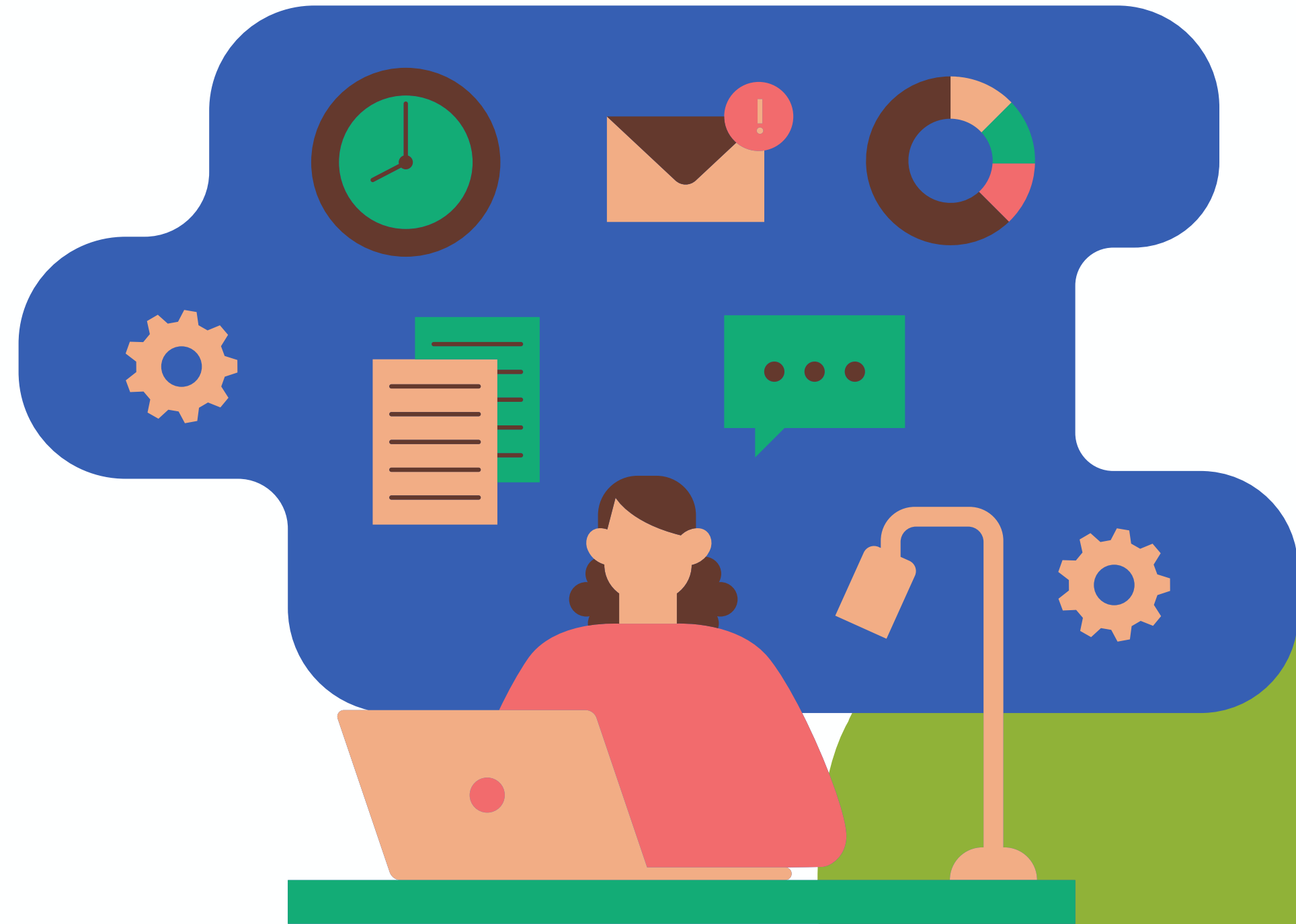
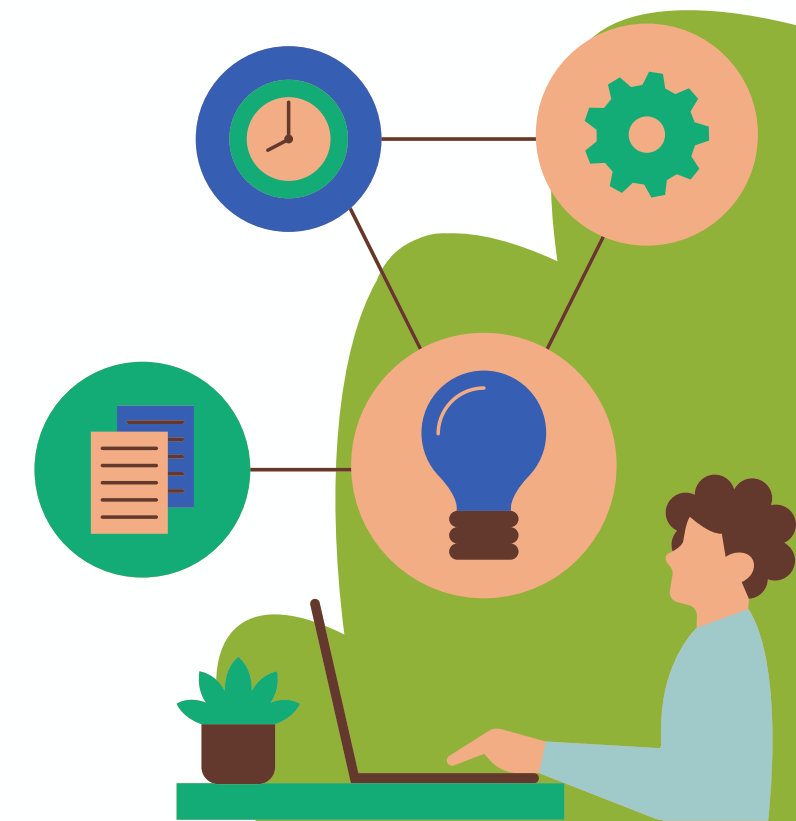
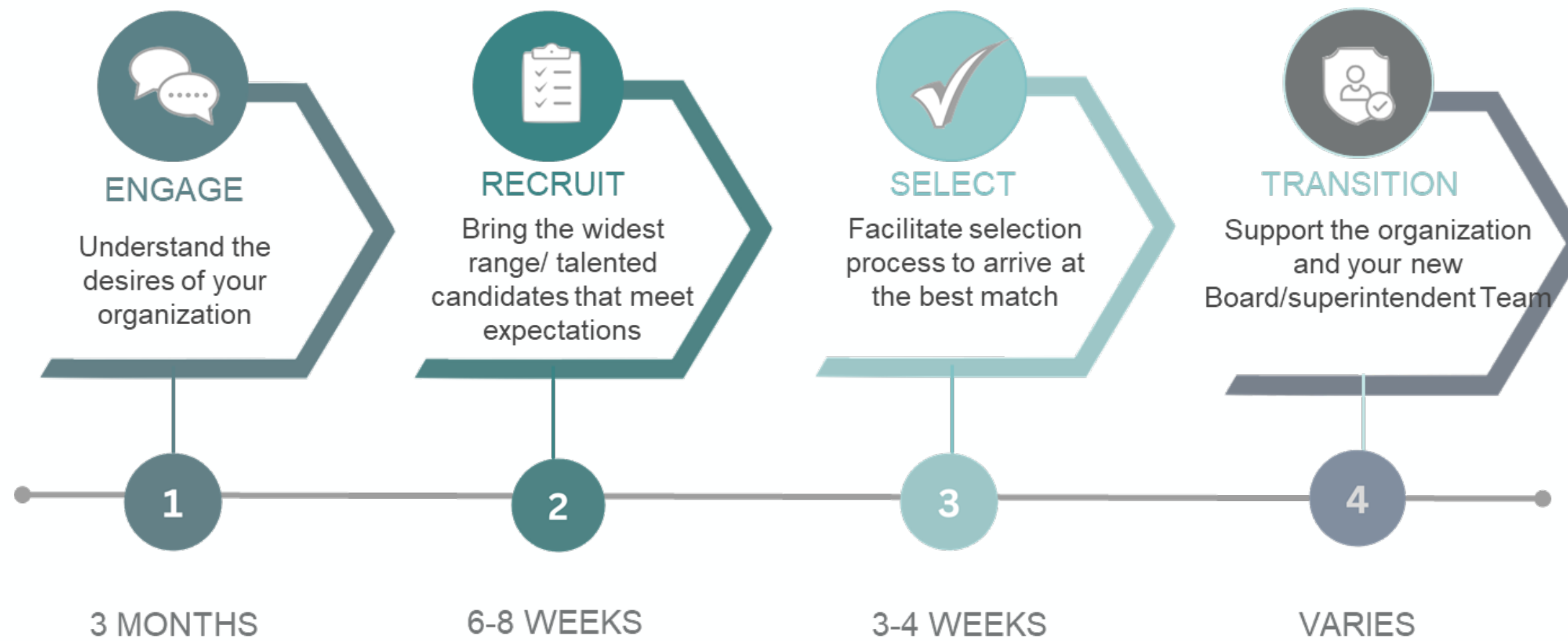


RECRUIT PHASE OVERVIEW

Superintendent Search



HYA'S SIGNATURE SEARCH PROCESS



Why HYA Recruitment?

Recruiting is a local, regional and national effort.

Great candidates come from all areas - reaching them is critical.

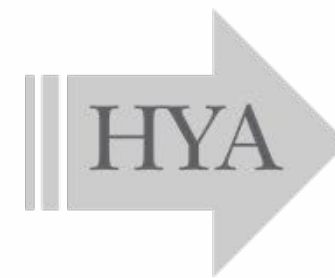
HYA has the infrastructure, relationships and brand to recruit your next leader.

Aggressive recruitment requires a high volume of activity.

HYA website, relationships and processes create activity.



RECRUIT PHASE uses info from the ENGAGE PHASE



- Leadership Profile Report
- Summary Survey
- Selection criteria and characteristics which determines candidate qualities that match the Jefferson County Public Schools needs

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

THE HYA RECRUIT PHASE ADVANTAGE

“HYA has a proven methodology and a national reach.” AASA Tammy Barbara



HYA NATIONAL RECRUITING



DIPLMACY

HYA excels at navigating the needed confidentiality to attract top candidates, complex dynamics, political challenges, and board dynamics, while **promoting the strengths and capabilities of the District with candidates.**

Why HYA

94% superintendents
stay full term of first contract
(placed in the last 10 years)

75% superintendents
recruited by HYA Associates

Recruiting Advantages

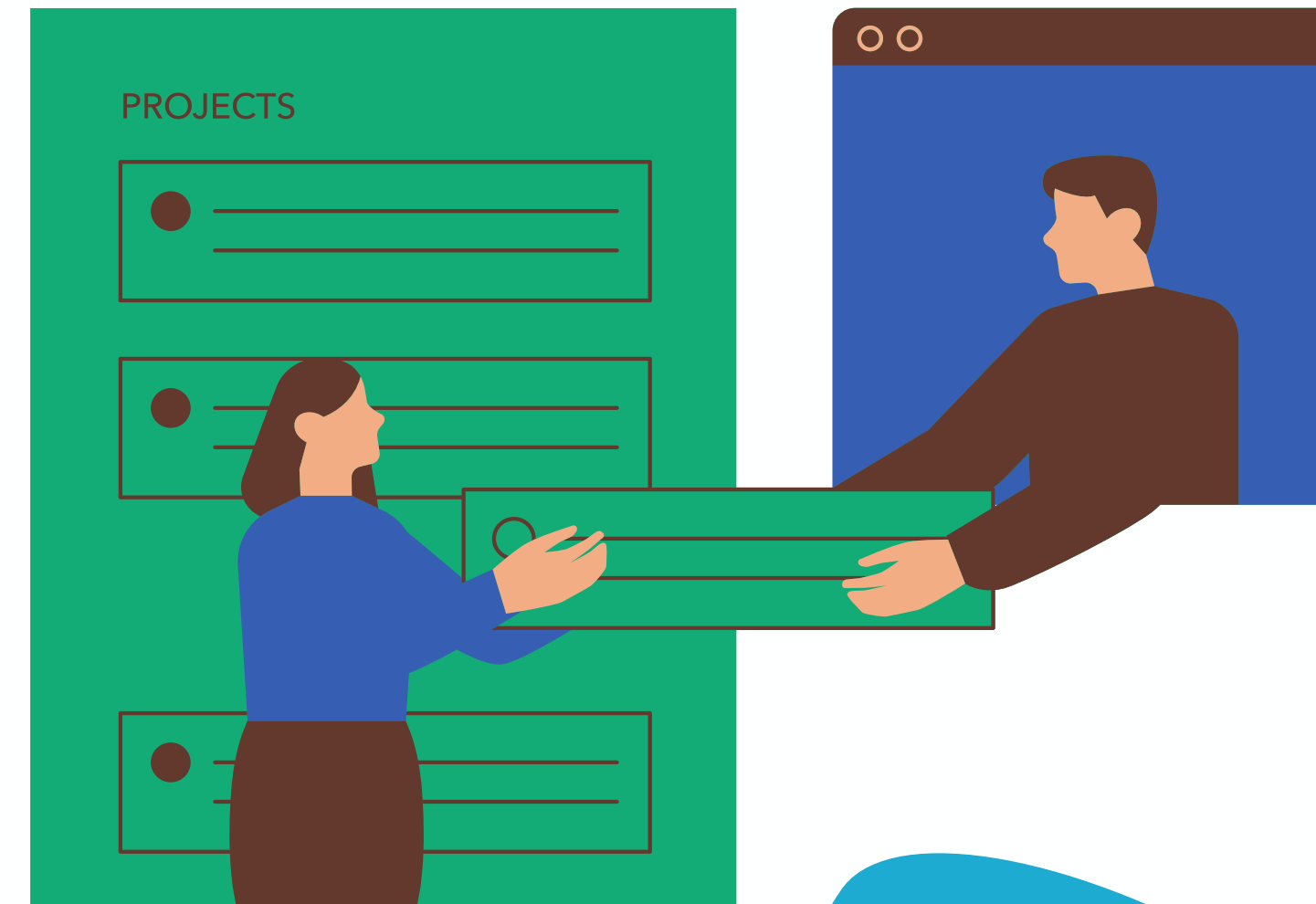
- 30,000+ email subscribers to our Monthly Newsletter
- 46,000 Unique users on our website Find a Job page since Jan 1, 2023
- Candidate Profile System - 7,000+ Registered Candidates
- We work with superintendents as a result of our Strategic Planning, Equity, and Executive Coaching Collaboratives.
- Our associates lead the Superintendent's Academy and Central Office Academy through our University partnerships.



HYA's EXCLUSIVE CANDIDATE RECRUITMENT TOOL

CANDIDATE PROFILE SYSTEM SEARCH DASHBOARD

- Leaders across the country keep their leadership profile current.
- Additions are downloaded nightly to our leadership profile query.
- Can query by qualifications listed in the leadership profile. (Experience, Degree, Size of District, State, etc.)
- Access to applicants from every search.
- Behavior Assessments



RECRUITMENT CONSIDERATIONS in KY

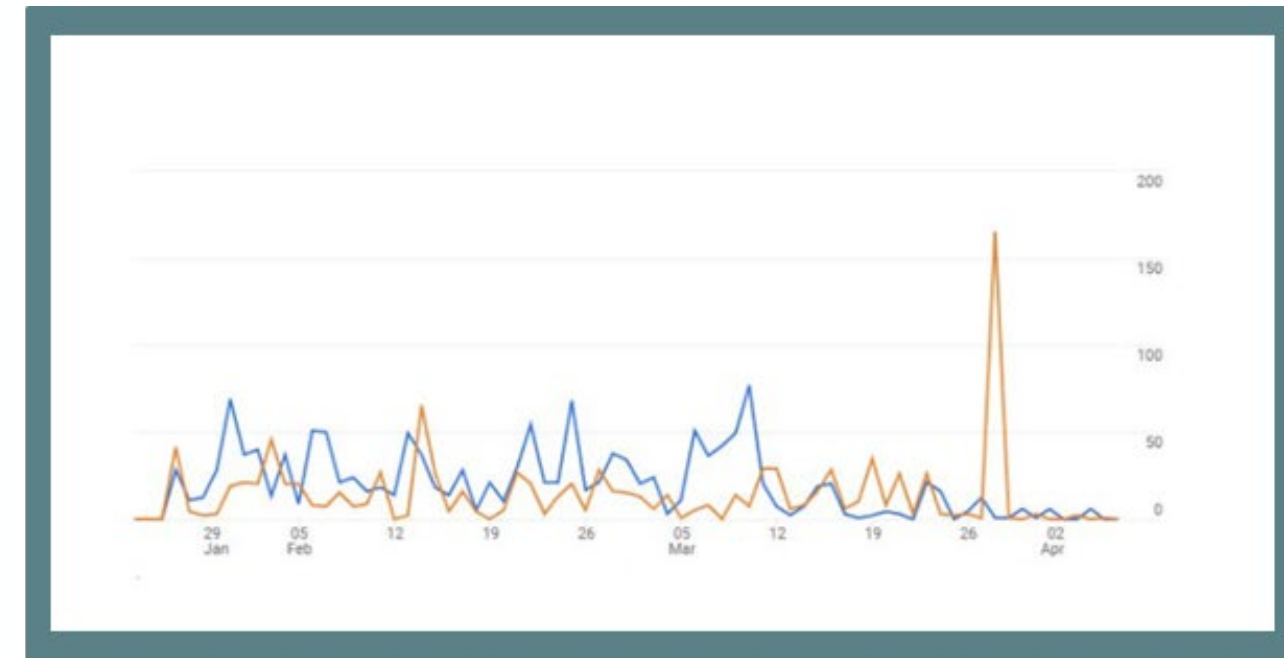
- Balance of Candidates' need for confidentiality and public's right to know.
- Recruitment process is confidential.
- Candidates will remain confidential until a slate is chosen for the Committee/Board to interview and the candidate has actually applied. HYA has proven and effective public interview structures.
- Recruitment is active; 75% of our slated candidates were recruited; they did not simply apply.
- We do passive recruitment but only as a complement to the work we are doing in the field to actively recruit.
- Many examples of passive recruitment on our website and social media.



HYA ADVERTISING ANALYTICS

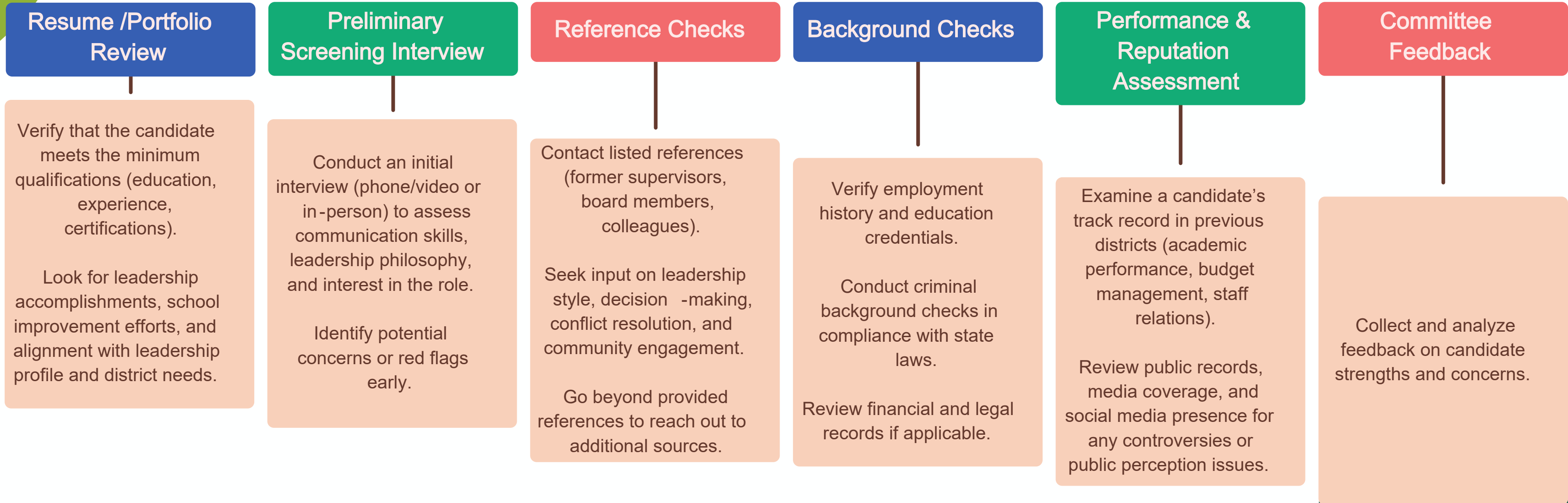
HYA HELPS BOARDS UNDERSTAND THE AMOUNT OF INTEREST IN THEIR POSITION

IS MORE OUTREACH NEEDED?
 IS THE SALARY AND BENEFITS COMPETITIVE?
 ARE THE EXPECTATIONS FOR THE SLATE ACCURATE?



Page title and screen class	Views	Users	Views per user	Average engagement time	Event count
	1,480 0.72% of total	967 2.84% of total	1.53 Avg -74.65%	1m 04s Avg -65.06%	4,359 0.79% of total
1 Superintendent - Aurora, CO Hazard, Young, Attea, Associates HYA	1,480	967	1.53	1m 04s	4,358

Vetting Process



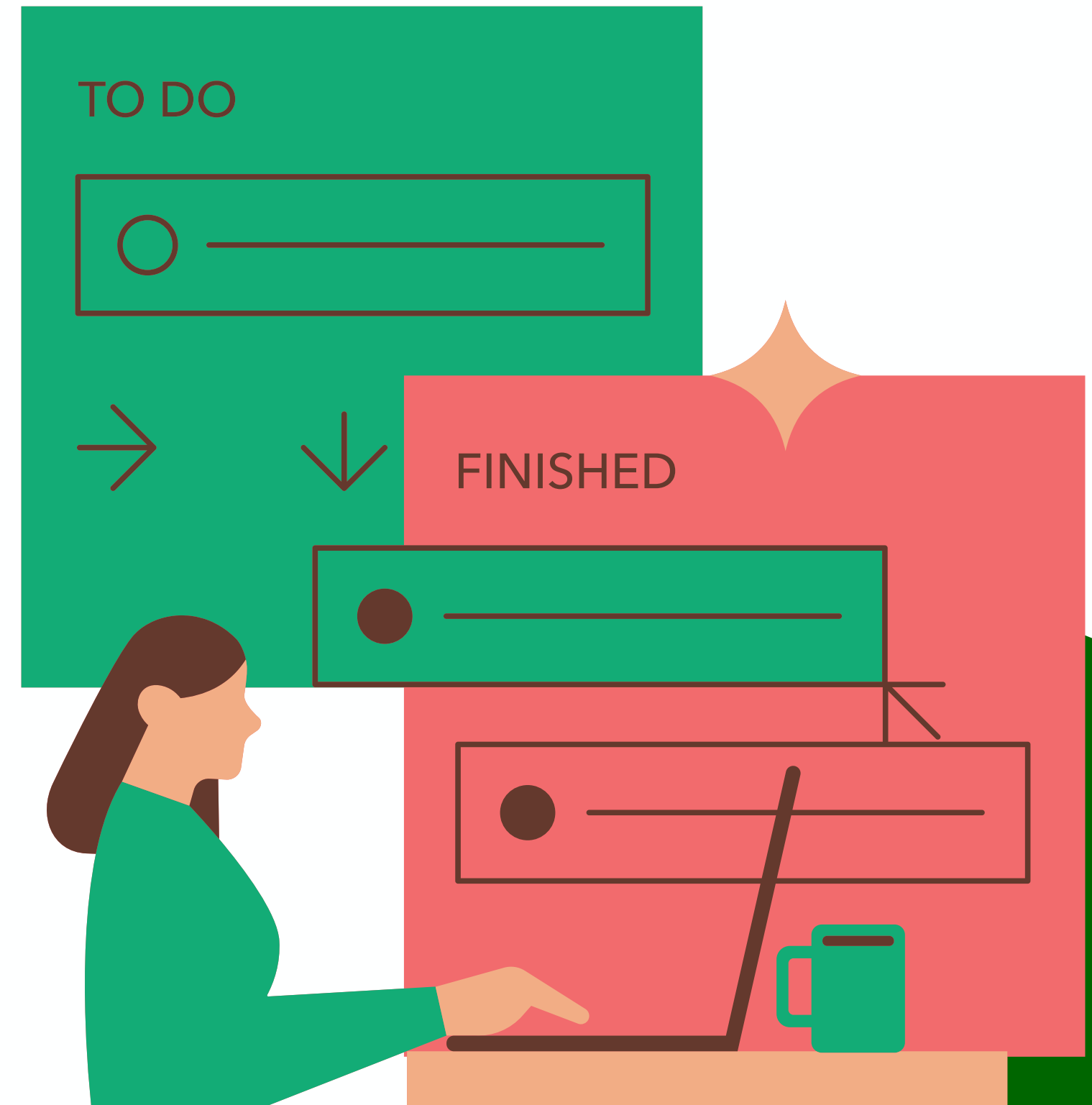
Recruitment Strategy

DELIVERABLES	STATUS
Post the position with the leadership profile	Complete
Post the position on national education job boards (AASA, EdWeek, etc.)	Complete
Utilize HYA's professional networks, superintendent associations, and candidate profile system	Ongoing
Conduct an initial screening of resumes to assess qualifications and alignment with the leadership profile and district needs	Ongoing
Perform preliminary interviews to narrow down top candidates	Ongoing
Check references, credentials, and backgrounds	Ongoing

Recruitment Strategy

Next Phase

- Invite selected candidates (the skate) for formal interviews with the board.
- Arrange opportunities for stakeholder groups (staff, parents, community members) to meet finalists.
- Gather and analyze feedback from all interview participants.
- The board deliberates and selects the preferred candidate.
- The Board negotiates contract terms, including salary, benefits, and performance expectations.
- Publicly announce the hire and introduce the new superintendent to the community.
- Develop an onboarding and transition plan, including short - and long -term goals.
- Provide support and mentorship to ensure a successful start.





QUESTIONS?

HYA | HAZARD
YOUNG
ATTEA
ASSOCIATES

