

At HYA, we know that every district is unique and not every quality superintendent is desirable for every school district.

Securing the right match with an individual superintendent is critical to district success—HYA makes those matches for large and urban districts.

HYA

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Hazard, Young, Attea
& Associates, Ltd.

Excellence in Education Searches and Consulting

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**Large and Urban
District Expertise**

Excellence in Education
Searches and Consulting

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

HYA has particular familiarity and significant success with large and urban districts. Superintendents employed in these districts with the assistance of HYA generally have a tenure twice as long as the average tenure for these demanding positions.

We are proud of the fact that almost 85% of the more than 600 superintendents employed through HYA searches continue in the position for which they have been employed, or have retired from these positions. Especially good matches have resulted in the superintendent's tenure of 16 years in Oak Park, Illinois before retirement and 13 years and still serving in Plano, Texas.

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.

HYA's thorough search process is designed to match the specific needs of the large and urban district with the individual skills and talents of a candidate best suited for the district. HYA understands the current and emerging challenges facing larger districts including student mobility, drop-out rate, achievement gap issues, English as a Second Language, and the needs of immigrant students. Hiring the right superintendent is more important than ever as large districts work to improve student performance amid growing challenges.

Our Associates have served large districts and reflect the diversity of ethnicity and geography we serve. Approximately 15 % of HYA Associates are minorities.

For more than 20 years, HYA has been committed to a mission of high quality and aggressive recruiting for school boards throughout the country. HYA guarantees its search results. Should a new superintendent leave the position within a year of

beginning his or her responsibilities, HYA will conduct a new search at no additional cost other than expenses.

HYA has completed searches across the country and has successfully served more than one-third of the districts which comprise the Council of the Great City Schools. Two-thirds of HYA searches

since 2000 have been conducted for districts with more than 5,000 students, and almost 20% of those were for districts with more than 20,000 students.

A complete list of searches as well as the résumés for HYA's more than 100 Associates are available at www.hyasupersearches.com.

We encourage potential clients to speak to representatives of boards we have served. Presented below is a list of some of the large and urban districts successfully served by HYA:

Searches by District Size

100,000+ students

Chicago Public Schools, IL	413,000
Clark County, NV	300,000
Broward County, FL	233,000
Philadelphia, PA	177,000
Jacksonville, FL	160,000
Fairfax County, VA	156,000
Dallas, TX	150,000
Orange County, FL (Orlando) *	142,000
San Diego City, CA	129,000
Prince George's County, MD	116,000
Montgomery County, MD	114,000
Pinellas County, FL	111,000
Baltimore County, MD	106,000
San Diego County, CA	100,000

50,000 to 99,999 students

Jefferson County, KY (Louisville)	96,000
DeKalb County, GA	90,000
Baltimore City, MD	87,643
Cobb County, GA (Marietta)	86,000
Polk County, FL	82,000
Austin, TX	78,000
Cleveland, OH	76,000
Nashville, TN	76,000
Anne Arundel County, MD	75,000
Virginia Beach, VA	75,000

* prior to 2000

50,000 to 99,999 students (continued)

Northside, TX (San Antonio)	73,000
Brevard County, FL	70,000
Denver, CO	70,000
Fresno, CA	70,000
Greensboro, NC	60,000
Greenville, SC	60,000
San Antonio, TX *	55,000
Portland, OR *	54,300
San Francisco, CA	53,000
Knox County, TN (Knoxville)	52,300
Plano, TX *	52,000

20,000 to 49,000 students

Chattanooga, TN	46,000
East Baton Rouge, LA	45,000
Reno, NV	45,000
Sweetwater, Chula Vista, CA	41,000
Douglas County, CO	39,000
Rochester, NY	35,000
Cincinnati, OH	34,000
Salem-Keizer, OR *	33,000
Collier County, FL	32,000
West Contra Costa, CA (Richmond)	32,000
Saddleback, CA	31,000
St. Louis, MO	31,000
Spokane, WA	30,300
Des Moines, IA	30,000
Indian Prairie, IL (Naperville)	28,000
Shawnee Mission, KS	28,000
Vista, CA	28,000
East Side, CA (San Jose)	27,000
Boulder Valley, CO	25,000
Pittsburgh, PA	24,000
Dayton, OH	23,000
Little Rock, AR *	23,000
Academy 20, CO (Colorado Springs)	21,000
Antioch, CA	21,000
Syracuse, NY	21,000
Flint, MI	20,000