

PIEDMONT UNIFIED SCHOOL DISTRICT
From the Board of Education
760 Magnolia Avenue, Piedmont, CA 94611
510-594-2614

PRESS RELEASE

November 24, 2014

-For Immediate Release-

School Board Selects Search Firm Hazard, Young, Attea & Associates to Recruit New Superintendent

On November 21, 2014, the Board of Education's search committee met to interview firms specializing in recruitment of school superintendents. The Board will be filling the position when Superintendent Constance Hubbard leaves the post at the end of this school year after fifteen years of distinguished service to the community.

Earlier this month, the Board nominated members Sarah Pearson and Doug Ireland to lead the process for selecting the search firm. In addition to Pearson and Ireland, the committee assisting with the selection included Paul Benoit, City Administrator; Ray Gadbois, former member of the Board of Education; Katie Korotzer, President of the Associated Parent Clubs of Piedmont; and Carol Cramer, Principal of Wildwood Elementary School.

In advance of the meeting, the committee received recommendations about search firms from the California School Board Association and other school districts that recently conducted superintendent searches. Pearson and Ireland reviewed the qualifications and experience of each firm and requested that the five best-qualified firms submit written proposals. Based on the written proposals, the committee invited four firms to interview.

During the November 21 meeting, which was open to the public, the committee interviewed the four firms: Hazard, Young, Attea & Associates (HYA), Leadership Associates, McPherson-Jacobson Executive Recruiting, and Ray & Associates. Each firm was given 30 minutes to present their qualifications and experience and answer questions. Each firm expressed its commitment to a comprehensive public process, with meetings and online surveys to solicit input from all stakeholders and interested members of the community. This public process will help define the profile and criteria for selection of the next superintendent. Also, each firm expressed its commitment to conduct a national search with aggressive recruitment to maximize the pool of qualified candidates.

Community member John Casey praised the high caliber of the four search firms, and expressed his appreciation to the committee for conducting the interviews in a public meeting. A former teacher and assistant superintendent for human resources in the San Leandro School District, Casey has three grandsons in the Piedmont schools. Casey said, "It looks like you have four great firms, and I appreciate the opportunity to be here."

Following the public meeting, the committee then met in closed session to develop their recommendation to the Board. The committee was unanimous in recommending Barbara Young and Bill Levinson of HYA, the nation's largest educational executive search firm.

The Board, which will oversee the search process and interview and select the new superintendent, will ratify the selection of HYA at the Board meeting on December 10. Also at the December 10 meeting, HYA will make a formal presentation to the community about the process and timeline for the superintendent search.

Pearson noted that, although all four of the firms were well qualified to assist with this search, the committee recommended HYA because both the HYA team and the HYA process are a good fit for Piedmont. The HYA team demonstrated a clear understanding of Piedmont, and articulated a well-defined and thorough search process that involves all stakeholders. Also, the HYA team has successfully placed superintendents in a number of similar local districts, and those superintendents have remained in these positions for many years. Pearson added, "The committee has confidence that the HYA team will work well with the board and with the various stakeholder groups in the district and the community."

#