



*Together Today
to Transform
Tomorrow*

Vision: District 25 strives to cultivate a personalized environment of excellence that prepares every learner, every day, for a better tomorrow

Core Values: Compassion & Empathy- Inclusivity & Diversity- Equity & Social Justice- Innovation and Creativity- Collaboration & Communication- Resilience & Perseverance

Personalized Superintendent Search Proposal

SCHOOL EXEC  CONNECT

Personal Consultant

Timothy Shimp, Ed.D

- ❖ **Superintendent:** Yorkville Community School District 115 (11 years) - Retired 2023
- ❖ **Personal:** Husband and Father of 4
- ❖ **Earned a BA-Special Education; MS-Educational Administration; Ed.D- Educational Administration, Aurora University**
- ❖ **31 years in Education & Leadership: Classroom Teacher, AP, Principal, Asst. Superintendent (Urban, Rural, Suburban communities)**
- ❖ **National:** AASA, Suburban Superintendents Association
- ❖ **State:** IASA, Large Unit District Association (LUDA)
- ❖ **Certified Executive Coach:** Certified through the Center for Executive Coaching
- ❖ **Successful Searches:** Urbana SD 116, Lake Park CHSD 108, Lake Zurich CUSD 95, Barrington CUSD 220, CCSD 59, Elmhurst CUSD 205, and Kildeer CCSD #96
- ❖ **Core Competencies:**
 - *Academic Achievement; Board Development; Collaboration; Public Relations, Fiscal Management; District Reorganization; Professional Development; Strategic Planning; Community Partnerships; Master Facility Planning*

Personal Consultant

Bhavna Sharma-Lewis, Ph.D

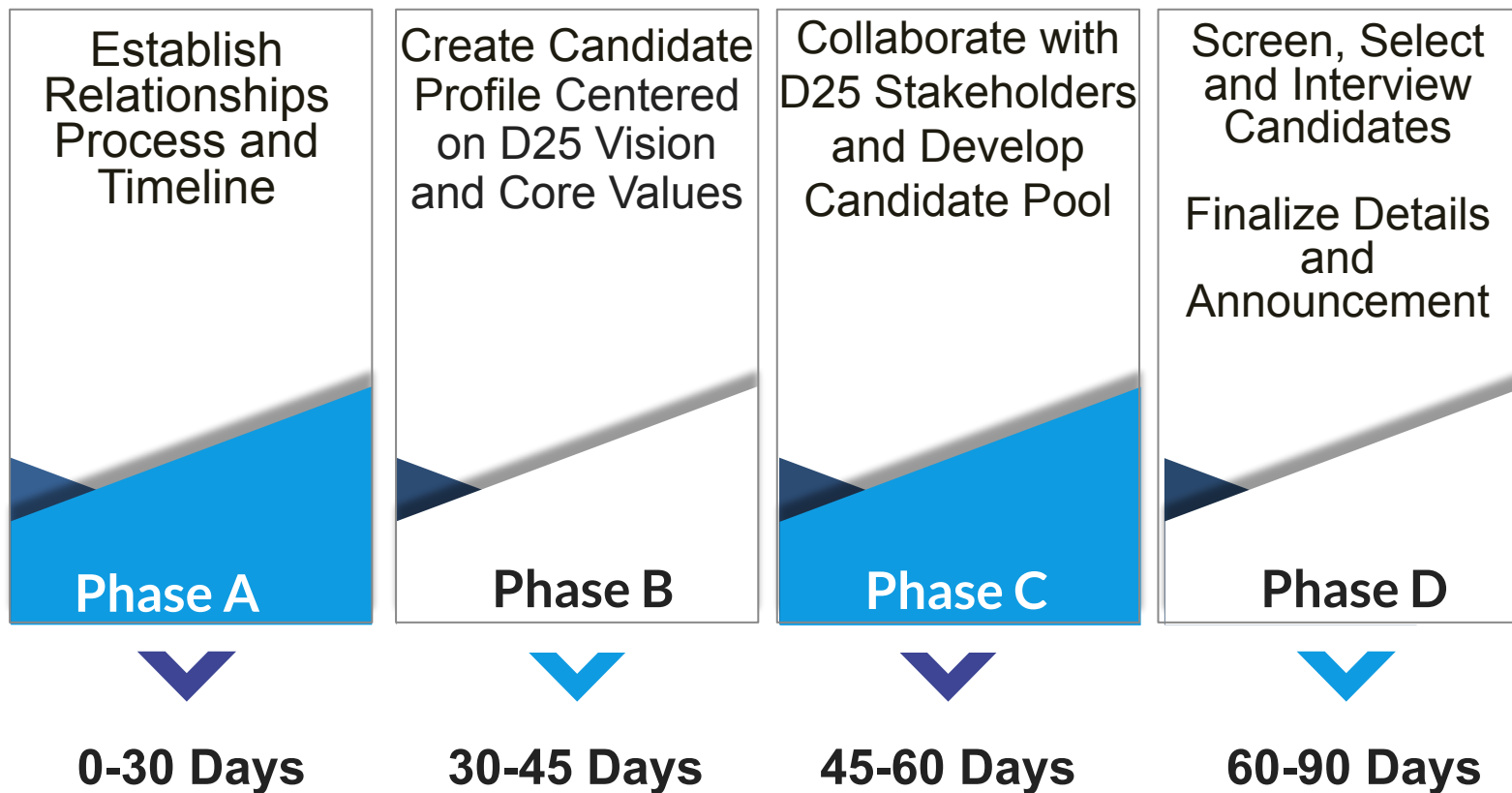
- ❖ **Superintendent:** Diamond Lake School District 76 (13 years)
- ❖ **Personal:** Wife and Mother of 2
- ❖ **Earned a BA-Elementary Education; MS-Mathematics Education; PhD-Curriculum Design & Policy Studies-University of Illinois/Chicago**
- ❖ **31 years in Education & Leadership: Classroom Teacher, AP, Principal, Asst. Superintendent (Urban, Rural, Suburban communities)**
- ❖ **National:** AASA National Superintendent Program Graduate, Elected IL Governing Board Member, Aspiring Superintendents Program Mentor
- ❖ **State:** Performance Evaluation Advisory Council, Professional Development Planning Team
- ❖ **Adjunct Professor:** Concordia and Aurora University- Superintendent Preparation
- ❖ **Core Competencies:**
 - *Academic Achievement; Board Development; Collaboration; Public Relations, Fiscal Management; District Referendum; District Reorganization; Professional Development; Strategic Planning; Community Partnerships*

Proven Excellence

- ❖ Established in 2004 ~ Over **600 successful** searches
- ❖ 60+ high quality consultants **nationwide-both retired and active** Superintendents
- ❖ Expansive network with **professional associations**
- ❖ Lead **professional development** opportunities for aspiring Superintendents
- ❖ Prioritize **diversity, equity and inclusion**-candidates and consultants
- ❖ Partners with **National Alliance of Black School Educators (NABSE)** and **Association of Latino/a Administrators and Superintendents (ALAS)**
- ❖ Every search completed **on time** and **within budget**
- ❖ **97% success rate**: after 1st contract BOE/Superintendents in good standing
- ❖ Strong **references**



Personalized Plan & Timeline



Focused Process

D25 Vision and Core Values

- ❖ Meet with Board of Education and **Personalize Process/Priorities**
- ❖ Identify **Stakeholders** and Engage the **Community**-Surveys, Focus Groups
- ❖ **Advertise** Locally & Nationally
- ❖ Aggressively **Recruit, Connect & Attract** Talent
- ❖ Thoroughly **Screen and Reference Check** the Candidates (Background Checks)
- ❖ Present a **Slate of Candidates** to Board of Education
- ❖ Screen and Conduct **1st Round Interviews**
- ❖ Facilitate **Trainings & Interviews** as Needed
- ❖ Support the **Employment Contract** Process
- ❖ Provide **Ongoing Mentorship** and Support of the New Superintendent
- ❖ Follow-Up with Board of Education biannually to Ensure **Success and Satisfaction**

Guaranteed Success and Satisfaction

- ❖ IF not successful with first slate of candidates; SEC will bring candidates forward until a finalist is selected (actual expenses only)
- ❖ If the superintendent resigns/dismissed for any reason within 24 months of contract signing date; SEC conducts a new search for no additional fee
- ❖ SEC will not recruit your new superintendent for the duration of his/her first two contracts

Associated Costs

Consulting Fee
\$18,500

Regular Expenses
Not to Exceed \$1,900

Advertising
(TBD)

Background Check
(\$800)

How We Are Unique

- ❖ **Personalized** Connections, Support and Process
- ❖ **Membership** State and National Organizations
- ❖ Adjunct and Associate **Professors**
- ❖ State and National **Mentors/Mentees**
- ❖ **Each Search:** Current and Retired Superintendent relevant, rigorous and historical experiences
- ❖ **Prioritize Equity, Diversity and Inclusion**-candidates and consultants
- ❖ **Represent** Your Community, School District, Vision and Values
- ❖ **Post-Pandemic** Leadership Experiences and Skills

Your Success is Our Purpose



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