

# Ray and Associates

in partnership with

## Arlington Heights School District 25

**Ray&Associates**  
RECRUITING. DEVELOPING. ENGAGING.

ARLINGTON HEIGHTS SCHOOL DISTRICT 25

June 5, 2023

Dr. Karen Hall

# Executing Your Vision



**Dr. Karen Hall, National Search Associate**

Karen serves our firm as a National Search Associate, team member and background investigator and as such performs the recruiting and screening of candidates. She received a Bachelor's degree in Education from Fontbonne College, a Master's degree in Administration from St. Louis University and a Doctorate of Education from Webster University. She has extensive experience in the education field having served as a Teacher, Assistant Principal, Principal, Assistant Superintendent and most recently as Superintendent, all in the State of Missouri.



**Kathy Schoenfelder, Vice President**

Kathy joined Ray and Associates 7 years ago after working 30+ years in the legal field. She will be the corporate office contact working with the team, district and Board throughout the search process.



**Ms. Bridget Cheney, National Search Associate**

Bridget serves our firm as a National Search Associate, team member and background investigator and as such performs recruiting and screening of candidates. She received a Bachelor's degree in Elementary Education from Aquinas College and received a Master's degree in Educational Leadership from Western Michigan University. During her educational career she has served as a Teacher, Principal, Director Elementary and K-8 Leadership Development and Priority Schools and is currently an Executive Director of Early Childhood, Elementary and K-8 Schools.

## Our Team

# Who we are...

Specializing in school executive leadership searches since 1975

One of the only women owned Educational Executive Leadership Search companies in the nation

Our process will keep you and your district on the cutting edge of education.

Our Associate Team blends diverse individuals and backgrounds, with over 40% of our leadership comprised of women and people of color

Recruiting from the nation's largest pool of candidates, searching for educational leaders is our primary business.

The firm employs Associates across the nation, paired with a highly qualified full-time office staff to serve your District

We are committed to bringing the best candidates to meet the unique needs of your District and community.



...and what we do

Ray and Associates is committed to an inclusive process  
that ensures a diverse candidate pool.



We **WORK** together, **ASK** questions, **LISTEN**  
fully, and **ACT** meaningfully!

Our commitment to candidate care and candidate outreach allows us to attract and maintain strong candidate contact and interest in all of the positions posted in any given year.



Our expansive database of over 6,000 school administrators allows us to directly connect with potential leaders for your District



With an average of 28,000 unique monthly visits to our Ray and Associates website, we meet candidates where they are



We continuously enjoy contact with the largest administrative candidate pool



2/3 of our placements come from outside our registered candidates



As a Superintendent candidate and a hiring manager for an executive leadership position within my District, I have worked with Ray and Associates on both sides of the hiring process.

You will not find a search firm that recruits and puts candidates through a more rigorous hiring process than Ray and Associates. Their level of customer service and hospitality is second to none. I highly recommend them for your next executive search, as you will not be disappointed in your investment.

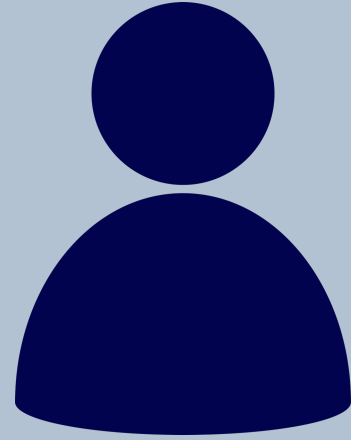
- Greg Pilewski, Superintendent  
North Little Rock School District

Candidates. Connections. Care.

# Board Input



Timeline of the  
Search



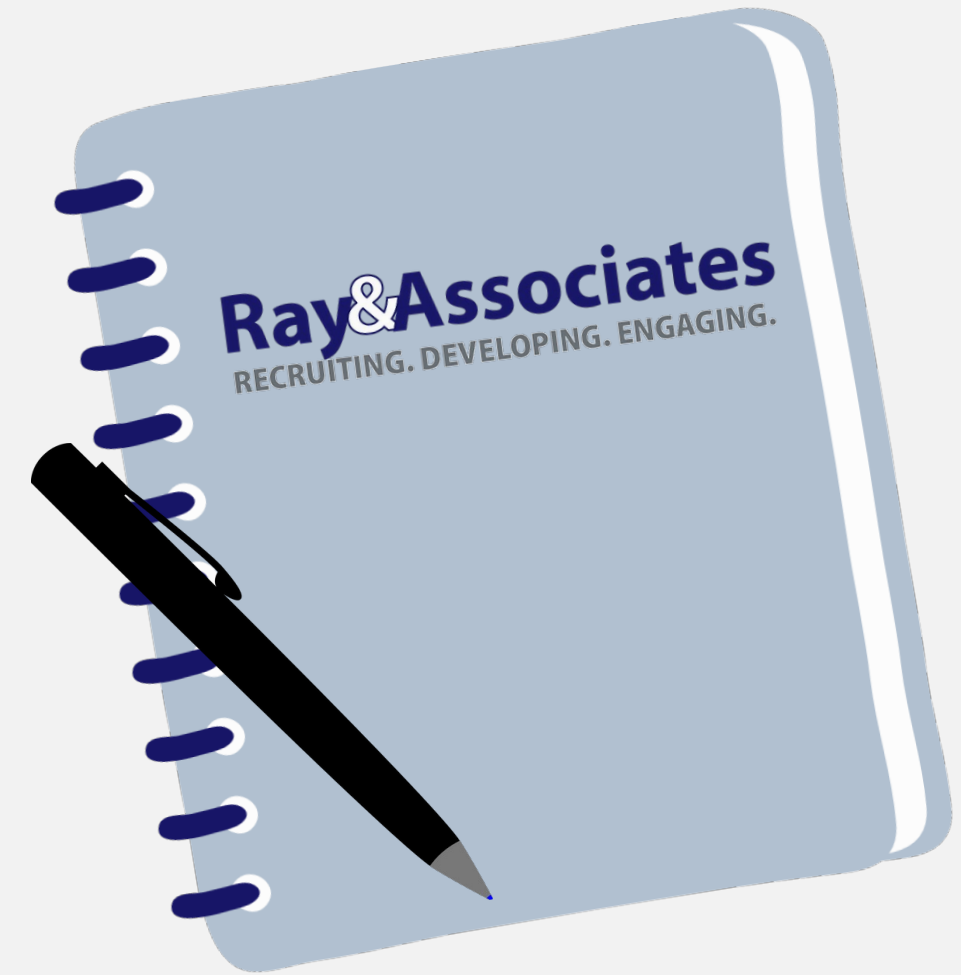
Profile of Ideal  
Candidate



Conduct  
Interviews



Candidate  
Compensation



This is YOUR search,  
YOUR way!

A partnership to make the best  
decisions for your District, staff,  
students and families

# District Profile Development

31 Qualities Assessment  
sent to all District and  
community stakeholders  
and analyzed with Board

In-person or Virtual  
Stakeholder Meetings with  
District constituent groups

Individual Board Member  
Interviews conducted by the  
Associate Team



Profile of Ideal Candidate

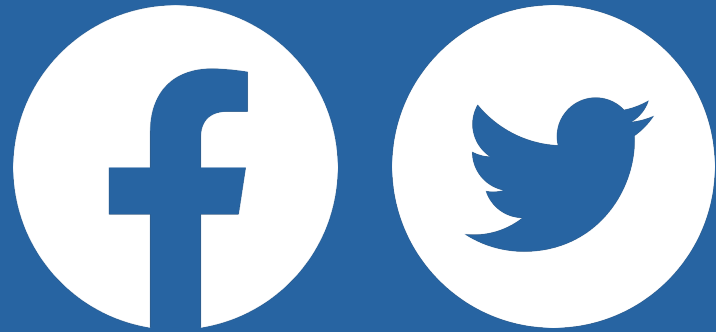


The Candidate Profile is  
unique to your District and  
is developed with Board,  
District and community  
insight.

This profile will be utilized  
throughout the entirety of  
your search; in the  
recruitment effort,  
screening process,  
candidate evaluation and  
final selection.

# Recruitment

Where will candidates  
find your job?



Aggressively recruit top candidates for the position by personally reaching out and encouraging them to apply with access to highly qualified, diverse candidate pools.

Advertise on many fronts; utilizing the robust Ray & Associates website paired with productive educational advertising venues and social media channels

Utilizing our nationwide network of Associates to connect with a wide-range of experienced administrative contacts

# Candidate Pool

- Screen candidates according to Board Developed Profile.
- Extensive background investigations and internet checks of all candidates for presentation
  - Investigate/vet the candidates (using Google, Yahoo, Twitter, Facebook, and other media sources).



- For the selected finalists, we engage a professional organization to conduct a complete criminal, civil litigation, social security, sex offender, motor vehicle record check, and verification of educational degrees, at no additional fee.



- Bring top candidates and extensive application information to the Board for consideration.
- NO SURPRISES!

# Board Selection of Candidates

With our Associate Team, the Board will:

- Review top candidate applications and one-way video interviews
- Complete consensus-building matrix (scoring instrument)
- Deliberate/discuss and reach a consensus on candidate advancement
- Select candidates for the semi-final and final interviews
- Finalizing the development of Board interview questions



# Why choose the Ray Way?

“In the history of Millard Public Schools, only four people have served as Superintendent. Getting the decision right was imperative. They came along beside us, guiding a seamless and transparent process from start to finish. They facilitated each step and made sure our search was visible nationally, the result being a large number of highly-qualified candidates. They provided excellent communication of expectations and timelines while facilitating a high-stakes, complicated situation with integrity and fidelity while also making it enjoyable. Ray and Associates exceeded our expectations.”

Ms. Stacy Jolley, Board President & Ms. Linda Poole, Board Vice President  
Millard Public Schools, NE  
Enrollment: 24,000

“In a somewhat constricted timetable, they lead a process to gather information from all stakeholder groups on the characteristics that should be prioritized in the search, managed the application and interview process, and organized a busy day of in-person forums and zoom meetings for stakeholder groups. The entire team at Ray and Associates lead and supported every aspect of our search process.”

Ms. Victoria Powers, Board Vice President  
Bexley City Schools, OH  
Enrollment: 2,400

# Process Overview

## Unique Size and Scope

- Oldest Firm
- Most searches (1600+ completed)
- Largest pool of candidates

## Engagement

- Comprehensive support from Associates and full-time office staff
- Led by trained facilitators

## Educational Leadership Outreach

- Scores of experienced Associates
- Longstanding relationships with State & National Educational Associations
- Largest website traffic count (28,000+ unique visits per month)

## Candidate Information

- In-depth background checks
- One-way video interviews

## Board's Leadership and Performance

- Determine timelines & compensation
- Finalize profile & facilitate interviews
- Facilitate Board decision making

## Selection Assistance

- Assist with contract finalization
- Assist with Board and candidate follow-up

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SUCCESSFUL DISTRICT LEADERSHIP SEEKS  
THE CIRCUMSTANCES THEY WANT AND IF  
THEY CAN'T FIND THEM, THEY MAKE THEM

-

Paraphrased from a quote of George Bernard Shaw

All of the factors presented today allow our firm to provide you with a proven search process tailored to the needs of Arlington Heights School District 25.

Thank you for your service to education, your District, community, and students each and every day!



@RayandAssociatesInc



www.rayassoc.com



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