

# SCHOOL EXEC CONNECT

2145 Tanglewood Court  
Highland Park, IL 60035  
Phone: 847-220-1585 Fax: 847-579-1586  
[www.schoolexeconnect.com](http://www.schoolexeconnect.com)

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## WORTHINGTON CITY SCHOOL DISTRICT

200 E. Wilson Ridge Rd ▪ Worthington, Ohio

### Superintendent Search Proposal

February 24, 2011

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February 24, 2011

Mr. Marc Schare, President  
Board of Education  
Worthington City School District

Dear Mr. Schare and Members of the Board:

Thank you for an opportunity to present an overview of our firm and the services we can provide for your superintendent search. Every district is unique and has its own set of strengths and challenges. Our firm prides itself on providing a quality search process that will result in an effective leader for Worthington Schools.

School Exec Connect, Inc., founded in 2003, is in its eighth year. Our diverse firm is comprised of multi-ethnic men and women who have been leaders in quality school districts throughout the country. Many of our associates have been involved in searching for educational leaders for over two decades. We have an unusually high degree of success, which we attribute to the quality of our associates and their ability to seek the best educational leaders to match the needs of our clients. We have placed both traditional and non-traditional candidates, always mindful of the district's profile and its needs.

We define our success by the longevity of the superintendents we place, our continuing relationships with client districts, and the positive relationships we establish with the board members with whom we work. Our process includes extensive community outreach, board support and education, and presenting well-vetted, quality candidates from which to make your selection of a new superintendent.

Thank you for considering our proposal for your new superintendent search. We would enjoy working with you to achieve the mutual goal of finding leadership for the Worthington Schools.

Sincerely,

*Linda Hanson*

Linda Hanson, President  
School Exec Connect

## **I. INTRODUCTION TO OUR FIRM**

Hiring the best superintendent to lead your District is one of the most important tasks that you will undertake as a Board of Education. Hiring the right search firm to assist you as you move through this process will assure that your search results in a successful conclusion. *School Exec Connect* has a superior record in supporting boards in superintendent searches from the initial planning meeting to a comprehensive community engagement strategy to presenting excellent candidates for you to select your next superintendent. Our search process is personalized and tailored for your District.

Why are we so successful? We are one of the leading private search firms because we give school districts the individualized services that each search requires. Our firm is diverse, comprised of multiethnic consultants who are knowledgeable and understand that the mission of your District is student learning. Our consultants have conducted over 130 searches for educational leaders with a 99% success rate. We are large enough to have an exceptionally strong network, but are small enough to give your District the focus and attention that your search deserves. We consider ourselves the ambassadors of your Board of Education and its professional standards.

If our firm is selected, the following consultants would assist you with the search:

- **Dr. David Cottrell**, Executive Director, Ohio Schools Council and retired superintendent, Educational Service Center of Franklin County, (OH); and
- **Dr. Thomas Madden**, Partner, *School Exec Connect*, and retired superintendent, Lemont THSD 210 (IL).

Their resumes are attached in Section X of this proposal.

## **II. OUR NETWORK**

Our extensive network enables us to recruit qualified candidates from throughout the country. The members of our firm work closely together, assuring that every search has the outreach necessary to achieve the right match for every district. Members of our firm include several ***AASA National Superintendent of the Year*** award winners, ***several State Superintendents of the Year***, the Executive Director of the ***Ohio Schools Council***, past Presidents of ***Mid-west Association of School Superintendents***, the Co-Executive

Directors of *FED ED* and two past presidents of the *American Association of School Administrators (AASA)*.

Our consultants hold leadership positions in various national organizations including: *Minority Student Achievement Network, National Association of Federally Impacted Students, Suburban School Superintendents (Triple S), Mid-West Suburban Superintendents Association and the Mid-American Association of Superintendents (MAASS)*, among others.

Our consultants are outstanding educators who have presented nationally and published on topics of leadership, strategic planning, technology integration, Professional Learning Communities and working with school boards. They are respected as some of the top educators in the country

### **III. OUR CONSULTANTS**

#### **Partners**

- Dr. Linda Hanson**, President and retired superintendent, THSD 113 (IL)
- Dr. David Clough**, retired superintendent, CHSD 128 (IL)
- Dr. Kenneth Dragseth**, retired superintendent, Edina Public Schools (MN)
- Dr. Antoinette Johns**, retired superintendent of Brooklyn Center Public Schools (MN)
- Dr. Thomas Madden**, retired superintendent, Lemont THSD 210 (IL)
- Dr. Edward Olds**, retired superintendent, LaGrange School District 105 (IL)
- Mr. David Peterson**, retired superintendent, Northern Suburban Special Ed District (IL)
- Dr. Harry Rossi**, retired superintendent, Northbrook/Glenview SD 30 (IL)

#### **Senior Associates**

- Dr. Gerald Freitag**, retired superintendent, Franklin Public Schools (WI)
- Dr. Kent Johansen**, Assistant Professor, Western Illinois University and retired superintendent, Stillman Valley School District (IL)
- Dr. Robert O'Brien**, retired superintendent, Huron Valley Schools (MI)

#### **Associates**

- Dr. Chris Abbott**, Special Lecturer & Program Developer in the School of Education and Human Services at Oakland University (MI)

- Dr. Alan Alson**, retired superintendent, Evanston THSD 202 (IL)
- Dr. Jack Barshinger**, superintendent, Glen Ellyn School District 41 (IL)
- Dr. Donald Batiste**, superintendent, Waukegan Public Schools (IL)
- Dr. Kathleen Cooke**, superintendent, Hamilton School District (WI)
- Dr. David Cottrell**, Executive Director, Ohio Schools Council and retired superintendent, Educational Service Center of Franklin County, (OH)
- Dr. Sandy Doebert**, superintendent, Lemont THSD 210 (IL)
- Dr. Ric Dressen**, superintendent, Edina Public Schools (MN)
- Dr. Jim Ewing**, retired superintendent, LaGrange School District 105 (IL)
- Dr. Keith Fuchs**, superintendent, Menasha Joint School District, (WI)
- Dr. Brent Gish**, superintendent, Red Lake 38 (MN)
- Dr. Bill Hamilton**, retired superintendent, Walled Lake Consolidated Schools (MI)
- Dr. William Hughes**, superintendent, Greendale Public Schools (WI)
- Dr. Sarah Jerome**, superintendent, Arlington Heights SD 25 (IL)
- Dr. Carol Klenow**, interim Superintendent, Madison Schools and retired Associate Superintendent, Oakland Schools (MI)
- Dr. Craig Larson**, retired superintendent, Rockwood SD (MO)
- Dr. John Lawrence**, retired superintendent,

Troy School District (MO)  
**Dr. Emmett Lippe**, retired superintendent,  
 Novi Community School District and Williamston  
 Community Schools (MI)  
**Mr. Lawrence Lobert**, retired assistant  
 superintendent, Grosse Pointe Schools (MI)  
**Dr. Peter Lueck**, superintendent, Lisle CUSD 202 (IL)  
**Mr. Robert Ostlund**, retired superintendent,  
 Wayzata Public Schools (MN)  
**Dr. David Markward**, retired Superintendent of Rock  
 Island/Milan SD4 (IL)  
**Dr. Kathryn Robbins**, superintendent, Leyden High  
 Schools District 212 (IL)  
**Dr. Jerome Roberts**, superintendent East Aurora  
 School District 131 (IL)  
**Dr. Diane Robertson**, superintendent, Mendon  
 School District 4 (IL)  
**Dr. John Sawyer III**, superintendent, Sandridge  
 School District 172 (IL)

**Dr. Don Senti**, retired superintendent, Clayton  
 School District (MO)  
**Dr. Philip Sobocinski**, superintendent, Warren THSD  
 (IL)  
**Dr. Paul Swanstrom**, superintendent, Joliet THSD  
 204 (IL)  
**Dr. Jerry Thacker**, superintendent, Penn-Harris-  
 Madison SD (IN)  
**Dr. Mike Thompson**, Associate Dean, Cardinal Stritch  
 University; retired superintendent, Menasha  
 Public Schools (WI)  
**Dr. David Vick**, retired superintendent, Lake Bluff  
 Elementary School District 65  
**Dr. Eric Witherspoon**, superintendent, Evanston  
 THSD 202; former superintendent,  
 Des Moines Public Schools (IA)  
**Dr. Betty Womack**, assistant superintendent, School  
 District of Kettle Moraine, (WI)

#### **IV. OVERVIEW OF OUR PROCESS AND APPROXIMATE CALENDAR**

##### **Phase A: Opening the Search (March, 2011)**

- The search process will begin with the signing of the *Letter of Agreement*.
- An initial planning meeting will be held with the Board to establish the scope of and timeline of services.

##### **Phase B: Developing the Candidate Pool (March/April, 2011)**

- The search process and calendar will be posted on your Website after it has been established in the planning meeting.
- The vacancy will be advertised on the *School Exec Connect* Website and linked to your District's Website as well as other related Websites.
- All applications will come to the *School Exec Connect* Website for privacy, to the extent allowed by law for the candidates.
- The vacancy will be advertised nationally and statewide in print and electronic forms by the District.
- The Consultants will accept applications and recommendations for the position.
- Internal candidates will be asked to follow the same process as other candidates.
- The Consultants will recruit candidates who are excellent matches for your District.

##### **Phase C: Consultants' Screening of Candidates (April, 2011)**

- Candidates will be screened and the Consultants will interview selected candidates face-to-face.
- References checks will be conducted on potential candidates.

##### **Phase D: Selecting the Candidates (April/May, 2011)**

- The Consultants will present qualified candidates to the Board at an agreed upon time.
- The Consultants will hold a Board Training Workshop on interviewing techniques and

selection considerations prior to the first scheduled interviews.

- The Board will interview the slate of candidates and narrow the field to three semi-finalists.
- Two committees formed from community and staff members will be invited to take part in the second set of interviews and give feedback to the Board. This is a structured process where those involved in the final interviews will receive sample interview questions, each candidate's résumé, a feedback form that is shared with the Board, and *Interview Instructions* to assure that the sessions are conducted professionally and legally.
- The Board will conduct a second set of interviews using the feedback from the community and staff.
- If desired, the Board will conduct a site visit to the final candidate's home district.
- The Board will negotiate and act on the new superintendent's contract at a mutually agreed upon time.
- The new superintendent will assume duties July 1, 2011.

### **Additional Services**

**At no additional cost, the Consultant will:**

1. If needed, provide candidates for selection of an interim superintendent for expenses only. No additional consultant fee, only expenses, will be charged.
2. Work with the media on issues related to the superintendent search.
3. Offer contract assistance.
4. Provide salary comparables for Board decision-making.
5. Provide Board training for interviewing candidates.
6. Provide written materials for support staff designated to assist with the search.
7. Meet with the Board as needed to assist with planning and search issues.
8. Assist the new superintendent in developing an entry plan.
9. Work with the Board as needed to complete a successful search.

# SCHOOL EXEC CONNECT

## IV. PLAN OF WORK: SUPERINTENDENT SEARCH

### BOARD TASKS:

#### PLANNING MEETING: (Consultant/Board)

- TIMELINES
- PROCESS
- ADVERTISING

#### NEW LEADERSHIP PROFILE:

(Typically presented at a public board meeting)

#### BOARD'S FIRST INTERVIEWS:

- FIVE TO SIX CANDIDATES
- NARROW THE POOL TO THREE CANDIDATES

#### BOARD'S SECOND INTERVIEWS:

- COMMITTEES INTERVIEW CANDIDATES
- FEEDBACK TO BOARD
- BOARD HAS DINNER, INTERVIEW AND PRESENTATION
- BOARD SELECTS FINAL CANDIDATE

### CONSULTANT TASKS:

#### COMMUNITY ENGAGEMENT:

- CONDUCT FOCUS GROUPS
- DESIGN ON-LINE COMMUNITY SURVEY
- CREATE *NEW LEADERSHIP PROFILE* REPORT

#### SECURE CANDIDATES:

- ADVERTISE VACANCY
- ACCEPT APPLICATIONS
- RECRUIT CANDIDATES
- SCREEN CANDIDATES
- INTERVIEW SELECTED CANDIDATES
- CHECK REFERENCES
- PRESENT SELECTED CANDIDATES TO BOARD

#### ASSIST WITH:

- CONTRACT PROVISIONS





## **V. COSTS OF THE SEARCH**

Search costs are divided into three parts: (1) the Consultants' fee which is fixed; (2) the additional expenses, which vary with each search; and (3) advertising.

The Consultants' fee is inclusive and no hourly fees are charged in addition. We are aware of the fiscal restraints with which your District operates, and we make a great effort to keep costs at a minimum. The Consulting Fees and Expenses of your search will not exceed \$23,300. This does not including Advertising Costs, which vary depending on the scope the Board desires.

### **A. Consulting Fee and Expenses:**

- The Consultants' fee for your search will be \$19,500.
- Expenses will not exceed \$3,800 (unless authorized). These are incurred as a part of the search, but are not part of the Consultant's fee. They include, but are not limited to, maintaining candidate files, postage, telephone charges, candidate travel expenses, consultant travel, secretarial support, and interview costs.

### **B. Advertising Campaign and Costs:**

Advertising costs vary from a total of \$1,000 (minimum advertising) to \$4,000+ (full advertising) depending on the scope the Board desires.

The following options are available:

- Print ad in *Education Week*. (The costs are dependent on variables such as size, layout and frequency of postings.)
- One to two months on-line advertising in *Education Week*.
- Connection to the American Association of School Administrators and its affiliate, the Ohio Association of School Administrators Websites.
- Posting on the *School Exec Connect* Website.
- Postings with other educational organizations.
- Recruitment by the consultants and members of the firm.

### **C. Bill Payment:**

The costs will be billed in two installments:

- After signing the *Letter of Agreement* that sets forth our agreement.
- Upon the appointment of your new superintendent.

### **D. Other Expense Information:**

- If the Board elects to conduct a Criminal Background Check on the final candidate, the consultants will provide this service. This cost is a duplication of services required by law in your District and therefore is not included in the costs listed above.
- After the candidate pool has been presented to the Board, the Board incurs the costs of the search. The firm will continue to present candidates until a superintendent has been selected.

## VI. WHY CHOOSE US

- **Our record of success is extraordinary.** Our firm has one of the best records of success in the placement of executive educators. Our superintendent placement record is outstanding, with a 99% rate of success (1% non-successful defined as having left their positions involuntarily through non-renewal or dismissal within the first contract period).
- **We understand the mission.** The essential mission of schools is teaching and learning. We are dedicated to finding candidates who will take your District to the next level of learning opportunities for students.
- **Our reach is national.** Recent successful searches have placed superintendents from across the county. We have a national presence with a local understanding of your strengths and challenges.
- **Our network is high quality.** Our Consultants include the top educators from across the nation enabling them to recruit exceptional candidates for your position. All of the firms' members will contribute to your search.
- **Our firm is right-sized.** We are large enough to have an impressive network, but small enough to give your search the full attention it deserves. Our firm members are all active members of our firm, not just names on a letterhead.
- **We know Ohio education.** We know educational practices in your state, and we are familiar with high level candidates from in-state and from across the country.
- **We communicate diligently.** Your Board of Education rightfully has an expectation of knowing the progress of each step of the search. We communicate regularly to keep you apprised of every aspect as we move forward.
- **We go beyond the standard search.** We provide your Board with support from beginning to end including sample interview questions to a news release at the end of the search.
- **We engage your community.** We invite your entire community and staff to give us feedback regarding the superintendent search through focus groups and through an on-line survey. We will also use your Website to inform your community of the search calendar.
- **We get results.** The most important result is for you to have excellent candidates from which to make the selection of your new superintendent. That is our most important priority.

## **VII. OUR GUARANTEES**

1. In the event that the first slate of candidates does not include a superintendent the Board wishes to hire, the Consultants will continue to bring candidates forward until the Board has found a superintendent to whom they wish to offer a contract.
2. If the superintendent resigns or is dismissed for cause within twelve months of the starting date, the Consultants will conduct a new search for no additional consultant fee. The Board will pay the actual costs of the search.
3. The Consultants guarantee that *School Exec Connect* will not recruit the new superintendent who is placed in this search.

## **VIII. HOW TO CONTACT US**

*School Exec Connect* is excited to assist you in your selection of a new superintendent. We would enjoy achieving our mutual goal of assuring quality education and leadership for your District. Please visit our website at [www.schoolexeconnect.com](http://www.schoolexeconnect.com) to learn more about us.

You may reach Linda Hanson by email [lhanson@schoolexeconnect.com](mailto:lhanson@schoolexeconnect.com) or by phone at 847.220.1585 or if you have any questions regarding our services.

## **IX. References**

**Anoka-Hennepin School District  
Coon Rapids, MN**

**(Mr. Tom Heidemann, Board President, 63-323-0215)**

**Antioch Community School District  
Antioch, IL**

**(Ms. Joni Kalstrup, Board President, (W) 847-838-6079 (C) 847-542-2984)**

**Austin Public Schools  
Austin, MN**

**(Mr. Don Fox, Board Chair, 507-433-3016)**

**Beloit School District  
Beloit, WI**

**(Mr. John Acomb, Board Chair, (H) 608-365-3166)**

**Bloomfield Hills Schools  
Bloomfield Hills, MI**

**(Mr. Martin Brook, Board President, (248-228-7635)**

**Brown Deer School District  
Brown Deer, WI**

**(Mr. Dennis Griffin, Board President, (H) 414-354-7145 (W) 414-347-6723)**

**Clinton Community Schools  
Clinton, IA**

**(Mr. Jim Tuisl, Board President, (C) 563-249-8041)**

**Columbia Heights Public Schools  
Columbia Heights, MN**

**(Ms. Missy Lee, Board Member, 763-528-4464)**

**Educational Service Center of Cuyahoga County  
Valley View, OH**

**(Mr. Frank Mahnic Jr. (C) 216-905-0363)**

**Eastern Carver Public Schools  
Chaska, MN**

**(Mr. Rod Franks, Board Chair, 612-802-7678)**

**Elmhurst C.U.S.D. 205)  
Elmhurst, IL**

**(Ms. Susan DeRonne, Board President, (H) 630-834-8448)**

**Franklin School District  
Franklin, WI**

**(Ms. Sue Huhn, Board Search Chair, (H) 414-423-0009 (W) 414-906-7386)**

**Gurnee School District 56  
Gurnee, IL**

**(Dr. Jim Blockinger, Board President, (E) [blockltd@comcast.net](mailto:blockltd@comcast.net); (H) 847-224-6510)**

**Mankato Public Schools**  
Mankato, MN  
(Ms. Ann Henricks, Board Chair, 507-338-2174)

**Metamora Township High School District 122**  
Metamora, IL  
(Mr. Scott Winkler, Board President, 309-822-8992)

**Monona Grove School District**  
Monona Grove, WI  
(Mr. John Kitslaar, Board President, 608-221-7660)

**North Shore District 112**  
Highland Park, IL  
(Mr. Michael Kaufman, (O) 312-915-7143, (H) 630-833-8142)

**NW Suburban Special Education Organization (NSSEO)**  
Mount Prospect, IL  
(Mr. Robert Zimmanck, Board President, (E) [bobzimmanck@d214.org](mailto:bobzimmanck@d214.org))

**Parkway School District**  
Chesterfield, MO  
(Mr. Bruce Major, Board President, (E) [majorlaw@sbcglobal.net](mailto:majorlaw@sbcglobal.net) (C) 314-322-1610)

**Oak Park-River Forest School District 200**  
Oak Park, IL  
(Dr. Dee Millard, Board Liaison, (C) 708-609-0276)

**Richfield Public Schools**  
Richfield, MN  
(Mr. Todd Nollenberger, Chair, (W) 612-869-8049)

**Robbinsdale Area Schools 281**  
New Hope, MN  
(Mr. Tom Walsh, (H) 763-504-7996)

**South Washington County Schools**  
Cottage Grove, MN  
(Mr. Ron Kath, Board Chair, 952-832-4494)

**Stevens Point Area Public School District**  
Stevens Point, WI  
(Ms. Renae Scheibley, District number 715-345-5456)

**Upper Arlington Schools**  
Upper Arlington, OH  
(Dr. Robert Arkin, Board President, (E) [arkin.2@osu.edu](mailto:arkin.2@osu.edu))

**Walled Lake Consolidated Schools**  
Walled Lake, MI  
(Ms. Kathy Lyall, Board Member, 248-884-0847)

## **X. RESUMES**

### **DAVID A. COTTRELL**

6904 Dogwood Circle  
Middleburg Heights, Ohio 44130  
(216) 265-0515

### **PROFESSIONAL EXPERIENCE**

2004-Present Executive Director, Ohio Schools Council, Cleveland, Ohio  
2003-04 Assistant Executive Director, Ohio Schools Council, Cleveland  
2002-03 Workshop Coordinator, WVIZ/PBS, Cleveland, Ohio  
1992-01 Superintendent, Franklin County Educational Service Center,  
Columbus, Ohio  
1987-91 Superintendent, Berea City Schools, Berea, Ohio  
1982-87 Superintendent, Newark City Schools, Newark, Ohio  
1975-82 Superintendent, Northwood Local Schools, Northwood, Ohio  
1970-75 Assistant Superintendent - Girard City Schools, Girard, Ohio  
1968-70 Curriculum Research Specialist, Geauga County Schools,  
Chardon, Ohio  
1964-68 High School Social Studies Teacher - Fairview High School,  
Fairview Park, Ohio

### **EDUCATION**

Doctor of Education University of Akron, 1970  
Major: Educational Administration  
Master of Arts Kent State University, 1967  
Major: Sociology  
Bachelor of Science in Education Bowling Green State University, 1964  
Major: Social Studies

### **PROFESSIONAL MEMBERSHIPS**

American Association of School Administrators (25 years)  
Buckeye Association of School Administrators (Charter Member)  
Mid-America Association of School Superintendents (Past President)

### **SPECIAL HONORS**

William J. Fulbright Commission, Superintendent Study of German Educational System,  
October 2000

**THOMAS J. MADDEN**

6 Windwood Drive  
Sugar Grove, Illinois 60554  
Cell: (630) 642-0847 Email: tommadden@rocketmail.com

**EDUCATION**

1986 Ed.D. Loyola University of Chicago, Educational Administration  
1976 C.A.S. Northern Illinois University, Educational Administration  
1974 M.S. Northern Illinois University, Educational Administration  
1969 B.S. Northern Illinois University, Math Major

**ADMINISTRATIVE EXPERIENCES**

- 2009 – 2010 Interim Superintendent, Elwood CUSD 196
- 2004-Present Partner: School Exec Connect, Inc
- 2000 – 2004 Associate: The Bickert Group, Ltd
- 1990 – 2002 Superintendent, Lemont Township High School District 210
- 1987 – 1990 Principal, Downers Grove South High School
- 1982 – 1987 Principal, Aurora West High School
- 1981 – 1982 Assistant Principal, Naperville Central High School  
1974 – 1981 Dean of Students, Dean of Instruction, Director of Pupil Personnel Services and Assistant Principal, East Aurora High School
- 1970 – 1972 Athletic Director, Simmons Junior High - East Aurora School District 131

**OTHER SCHOOL EXPERIENCES**

Elementary: East Aurora School District 131 Summer Session, Gates Elementary  
Elwood CCSD 203 (Interim Superintendent)

Middle School: Simmons Junior High, Mathematics (both individualized and traditional and settings), Football coach (three years) Athletic Director (two years)

High School: East Aurora High School, Mathematics (both traditional and individualized settings), Football and track coach (two years)

Higher Education: Waubensee Community College, G.E.D. preparation; National College of Education, Teacher Effectiveness Training; Aurora University, Instructional Methodology

### **OTHER PROFESSIONAL EXPERIENCES**

- Testified twice in Washington, D.C. before the House Subcommittee on Secondary and Vocational Education on behalf of Federally Impacted Schools
- Guest lecturer at Northern Illinois University, Loyola University of Chicago, Wheaton College
- Participated on numerous North Central Association evaluation teams, three times as co-chairperson and thirteen times as chairperson
- Workshop presenter in the areas of Leadership, Goal Setting, Professional Advancement, School Effectiveness, Instructional Effectiveness, Student Discipline, Interpersonal Communication Skills and Parenting

### **CONFERENCE PRESENTER**

- ASCD National Convention
- National Staff Development Council National Convention
- North Central Association's Annual Meeting,
- Illinois State Deans' Association Convention
- Illinois Principals' Association regional meetings
- Illinois Association of Student Activity Directors, annual meeting

### **BOARD AND COMMITTEE MEMBERSHIPS**

- Lemont Chamber of Commerce, Member
- Lemont Area Development Council, Board Member
- Will County Area Vocational Center (WILCO), Board Member
- Three Rivers Education of Employment System, (TREES) Board Member, Secretary, Vice President, President
- Southwest Cook County Cooperative Association for Special Education (SWCASE), Board Member, Vice Chairperson, Chairperson:
- Corridor Partnership for Excellence in Education (CPEE) Board Member and Vice Chairperson:
- U.S. Congressman Harris Fawell's Elementary and Secondary Education Advisory Committee, Appointed Committee Member:
- Illinois Association of Supervision and Curriculum Development (IASCD), High Schools for the 21<sup>st</sup> Century, Conference Planning Committee Member
- National 8002 Impacted Schools, Section 2 Task Force National Chairperson
- National Association of Federally Impacted Schools (NAFIS), President and Board Member