



December 3, 2025

Colorado School Board Directors:

The Colorado Association of School Boards (CASB) is honored to enter a partnership with Hazard, Young, Attea & Associates (HYA) to provide executive search services for our members. HYA is the nation's largest professional executive search firm, and CASB is proud to work with a firm that has a distinguished reputation for excellence and quality.

HYA offers our members an extensive recruiting strategy with a broad reach to identify outstanding superintendent candidates for leadership roles in Colorado, and they also use a robust community engagement process to ensure the right fit for Colorado school districts. As members work with HYA, they will find a firm that employs an advanced technology infrastructure, which includes the use of data-driven tools and analytics through a board portal. This process ensures community transparency and confidence for board members who can follow every aspect of the superintendent search process.

"HYA is pleased to partner with CASB to offer comprehensive search services and leadership development opportunities to member districts across Colorado. With decades of experience and a proven record of success supporting thousands of school districts nationwide, HYA brings deep expertise in educational leadership, governance, and organizational strategy.

As a national network of education professionals, HYA supports school boards by recruiting and developing exceptional leaders, facilitating strategic planning, and providing additional capacity to advance critical initiatives. Our team helps districts evaluate program and departmental effectiveness, strengthen organizational systems, and build long-term leadership pipelines.

Together, HYA and CASB are committed to empowering districts with the tools, talent, and support needed to meet today's challenges and position Colorado schools for a successful future." — **Mike Richie, HYA Vice President**

School board members know that hiring the best educational leader for their school districts is their most important responsibility. **With CASB's partnership, members can utilize the HYA Master Service Agreement to secure professional services at defined costs rather than endure a cumbersome, costly, and time-consuming "Request for Proposal" process.** Accessing the Master Services agreement is as simple as notifying CASB or HYA.

Together, CASB and HYA will focus on assisting school districts with the search process, and equally important, provide support for the transitional phase of building a positive board/superintendent relationship. Members will provide their superintendent with exposure to



a national network of superintendents through the HYA Transition Academy. This valuable service is a part of the search process and demonstrates the commitment that CASB and HYA have to providing quality search services, executive coaching, leadership evaluation, and professional development expertise.

CASB is honored to be serving our members with this exciting partnership.

Sincerely,

Jubal C. Yennie

Jubal C. Yennie, Ed.D.
Executive Director