

Ray and Associates

in partnership with

Oswego Community Unit School District 308

Ray&Associates
RECRUITING. DEVELOPING. ENGAGING.



**February 1, 2023
Ms. Bridget Cheney**

Executing Your Vision



Mike Collins, President

Mike is President of Ray and Associates, Inc. He has a Bachelor's degree in Secondary Education from Miami University and a Master's degree in Education from Ball State University. Mike has been a business owner for 37 years including a statewide education consulting firm. He is also a former two term city school district Board of Education member and a former two term elected State Board of Education member.



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 over 6 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

Declare **inclusion as a core value** and engage in **intentional conversation and behavior** around diversity and equity

Place equity, inclusion and diversity as a **major tenet of practice**

Identify **diversity and inclusion as a model** impacting our school search practices

Focus on the delivery of our respective services **through the lenses of integrity, equity, and inclusion.**

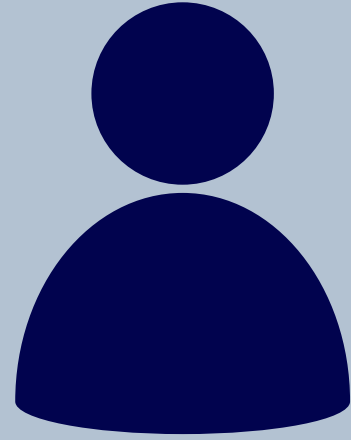
Ray and Associates is committed to Diversity, Equity, Inclusion, and Social Justice

Join us as we **WORK** together, **ASK** questions,
LISTEN fully, and **ACT** meaningfully!

Board Input



**Timeline of the
Search**



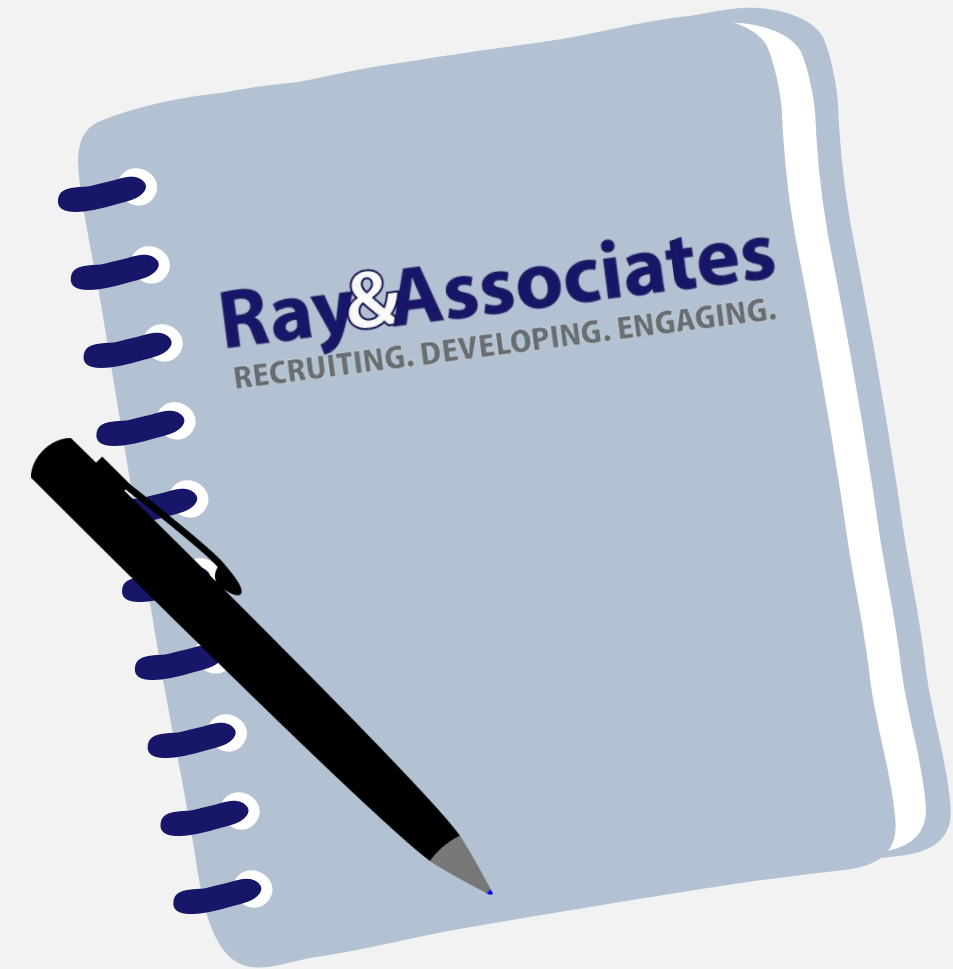
**Profile of Ideal
Candidate**



**Conduct
Interviews**



**Candidate
Compensation**



**This is YOUR search,
YOUR way!**

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

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

All of the factors presented today allow our firm to provide you with a proven search process tailored to the needs of Oswego Community School District 308.

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



@RayandAssociatesInc



www.rayassoc.com



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