

SUPERINTENDENT

2025/26 School Year



The ECHO Joint Agreement is a Special Education cooperative of 17 school districts (15 elementary and two high school districts) providing services to approximately 1,000 students with disabilities in south Cook County, Illinois.

Between the home school district and the ECHO Cooperative, a continuum of services is provided to all students with disabilities, ages birth through 22. While school districts provide special education and related services to the majority of students with disabilities, ECHO serves as an extension to each school district, providing programs and services for students with moderate and severe disabilities, and for students whose behavior requires additional support and interventions. ECHO also operates specialized programs for students with severe hearing, vision, and orthopedic/physical disabilities.

The philosophy of the Cooperative is to serve as a partner with districts, parents, and the community in providing equal educational opportunities to all students regardless of their needs. ECHO promotes that to the greatest extent possible; students are educated in their home districts or as close to the students' homes as possible.

Qualifications

- Illinois Professional Educator License with Director of Special Education, and General Administrative/Principal Endorsements
- Illinois Professional Educator License with Superintendent Endorsement or in process.
- Exceptional knowledge and capacity of both Federal and Illinois State laws of education and employment
- Knowledge of Special Education policies and procedures
- Executive experience in educational program operations, program management, and boardsmanship
- Excellent interpersonal and verbal/written communication skills
- Demonstrated executive presence, leadership, and business operation skills
- Demonstrated current knowledge of Special Education funding systems and regulations in the state of Illinois.

Preferred Qualification(s)

- Illinois Chief School Business Official (CSBO) Endorsement and/or proven successful experience with district/organization financials, budget, and overall operational excellence

Duties

The full-time Superintendent's office is located at the Dr. Debra Parrish-Hooks Administrative Center. The Superintendent reports to the ECHO Joint Agreement Board of Directors and serves as the Chief Executive Officer (CEO) of the Special Education Cooperative, overseeing all aspects of its operations from academic performance and budget management to community engagement, facility maintenance, and policy implementation. The Superintendent shall ensure a high-quality education for students and be recognized as the State Approved Director of Special Education for the member districts. The Superintendent must possess superior oral and written communication skills, strategic and visionary skills, with sound technical and analytical abilities.

NOTE: A comprehensive Leadership Profile detailing required skills and core competencies will be added to this job posting and will be made available on May 6th

Compensation and Benefits

A regionally competitive salary range of \$200,000, commensurate with experience, and a comprehensive benefits package.

Application Requirements/Timeline

Please submit an electronic application at [HYA Application Site](#), attaching a cover letter stating why you are seeking this position that aligns with the Leadership Profile. A résumé, three professional references containing full contact information, and a maximum of two pages (12 pt, double-spaced) written response to **"ECHO Joint Agreement Superintendent's First 100-Day Plan."** Applications will be reviewed and evaluated upon receipt, with an anticipated **start date of July 1, 2025.**

Please contact HYA Associates listed below if you have any questions. Do not contact the Board of Directors or other school district officials.

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EMSA & ECHO Joint Agreement provides equal employment opportunities for all applicants and employees and prohibits discrimination with respect to the hiring or promotion of individuals, conditions of employment, disciplinary and discharge practices, or any other aspect of employment based on gender, race, color, ethnicity, disability, or any other factor which cannot lawfully be used as a basis for an employment decision.