



## Clients and Services

*Providing high quality support and assistance to Agencies, Board Members and Executives, in an efficient and cost-effective manner.*

### *Company Description*

The National Center for Executive Leadership and School Board Development (National Center) was created in 2008 by its founder Dr. Walt L. Hanline, to support leaders in the social sector. Since 2010, primarily through the work of Dr. Hanline, and a handful of highly respected consultants, the National Center has been providing services in leadership development, board governance, team building, human resources, collective bargaining, and strategic planning to school districts, county offices of education, state agencies, non-profits, charter schools, and cities. The National Center has a long-term multi-generational approach designed to support and equip our consultants and partner services to provide a wide array of exemplary leadership development services to our clients.

Below is a list of services provided to our clients. The majority of our clients are school districts in California and Oregon. We do extend our services to include clients from non-profits, charter schools, cities, state and county agencies, which are highlighted in bold font.

## **Board Governance: Developing Board Protocols that Ensure Success**

*The training is highly participatory and results in the approval of protocols to be included within a governance handbook.*

<b>Agencies Receiving Board Governance Training</b>	<b>Year(s) of Service</b>
American Union Elementary School District	2010
Anderson Valley Unified School District	2015
Aromas San Juan Unified School District	2019, 2021, 2022
Auburn Elementary School District	2019, 2021, 2022, 2023
Berryessa Unified School District	2013
Byron Elementary School District	2019, 2021
Cascade Elementary School District	2022
Chatom Elementary School District	2010
<b>City of Lowell</b> (Lowell, Oregon)	2016
<b>City of Mary Esther</b> (Mary Esther Florida)	2022
Coast Unified School District	2013
<b>Connecting Waters Charter School</b>	2015, 2016, 2017, 2018, 2020, 2021, 2022
Corning High School District	2021, 2022
Dos Palos Oro Loma Unified School District	2016
East Nicolas High School District	2013
Eureka City Schools	2012, 2014, 2018
Fairfield Suisun Unified School District	2016
Fortuna Elementary School District	2022
Galt High School District	2012, 2013, 2017
<b>Global Teams International Missions</b>	2020
Hart Ransom Elementary School District	2010
Keyes Elementary District School District	2008
Klamath Trinity Unified School District	2020, 2021, 2022, 2023
Knights Ferry Elementary School District	2012
Linden Unified School District	2013
McKinleyville Elementary School District	2014, 2016
Merced High School District	2008
Mountain View Unified School District	2015
<b>Natomas Charter School</b>	2019, 2022
Natomas Unified School District	2012
Nestucca Valley School District (Cloverdale, Oregon)	2017, 2021
Newman Crows Landing Elementary School District	2010
North Bend School District (North Bend, Oregon)	2022
Orland Unified School District	2022
Pacifica Elementary School District	2018
Paso Robles Unified School District	2013
Placer Hills Elementary School District	2020
Placer Union High School District	2015
Salida Elementary School District	2010, 2012
Salinas City School District	2018
Scappoose School District (Scappoose, Oregon)	2018

*Board Governance Team Building: Developing Board Protocols that Ensure Success (Continued)*

Siskiyou Union High School District	2022
Siuslaw School District (Florence, Oregon)	2019
Sonora Elementary School District	2022
Sonora High School District	2019, 2020, 2022
South Bay Elementary School District	2021
Southern Humboldt Unified School District	2021
Stony Creek Unified School District	2022
Summerville Elementary School District	2008, 2020
Surprise Valley Unified School District	2014, 2017
Tule Lake Basin School District	2017
<b>Twin Rivers Charter School</b>	2016
Vacaville Unified School District	2015, 2016, 2017, 2018, 2021
Waterford Unified School District	2013, 2018, 2022
Yuba City Unified School District	2017, 2018

***Strategic Plan Development***

*The training ensures for the development of a strategic plan which results in providing accountability, continuous improvement, and the prioritization for the allocation of funding and human resources.*

<b>Agencies Receiving Strategic Plan Training</b>	<b>Year(s) of Service</b>
Anderson Valley Unified School District	2017
Auburn Elementary School District	2020
<b>California Office of Correctional Education</b>	2020 - Present
<b>City of Lowell</b> (Lowell, Oregon)	2017
<b>Connecting Waters Charter School</b>	2018
Corning High School District	2023
Denair Unified School District	2013
East Nicolas High School District	2012, 2023
Eureka City Schools	2012
<b>Hope to Health Center</b>	2019
Kerman Unified School District	2010
Knights Ferry Elementary School District	2013
Knightsen Elementary School District	2014
Live Oak Unified School District	2013
Lowell School District (Lowell, Oregon)	2016
McKinleyville Elementary School District	2014
<b>Natomas Charter School</b>	2022
Natomas Unified School District	2012, 2021
Nestucca School District (Cloverdale, Oregon)	2017
Orcas Island School District (Orcas Island, Washington)	2011
<b>Plumas County Forest Service District</b>	2010
Plumas County Unified School District	2008
Riverbank Unified School District	2014
Scappoose School District (Scappoose, Oregon)	2018
Sonora Elementary School District	2023
Sonora High School District	2022

*Strategic Plan Development (Continued)*

Surprise Valley Unified School District	2015
<b>Sutter County Superintendent of Schools</b>	2018
<b>Twin Rivers Charter School District</b>	2017
Waterford Unified School District	2014
Yuba City Unified School District	2017

***Superintendent/CEO Annual Evaluation***

*The National Center works with the Board and the Superintendent to ensure that the Superintendent's evaluation process and documents clearly communicate the desires, goals and objectives of the Board.*

<b>Agencies Receiving Annual CEO Evaluation Support</b>	<b>Year(s) of Service</b>
Anderson Valley Unified District	2015
Aromas San Juan Unified School District	2022
Auburn Elementary School District	2020 - Present
<b>City of Lowell (Oregon)</b>	2015 - 2019
<b>City of Mary Esther (Florida)</b>	2021 - Present
<b>Connecting Waters Charter School</b>	2015 – Present
Corning High School District	2022
Dos Palos Oro Loma Unified District	2016
Galt High School District	2016
Klamath Trinity Unified School District	2021- Present
Lowell School District (Lowell, Oregon)	2018 - 2020
<b>Natomas Charter School</b>	2019 - Present
Nestucca School District (Cloverdale, Oregon)	2018 - Present
Sonora Elementary School District	2022 - Present
Sonora High School District	2019 - Present
Stony Creek Unified School District	2022
Surprise Valley Unified School District	2015 - 2017
Southern Humboldt Unified School District	2021
<b>Twin Rivers Charter School</b>	2018
Vacaville Unified School District	2016
Waterford Unified School District	2014 - Present

***Advising & Coaching Executives and Governance Teams***

*National Center consultants provide advice and support to executives, board members and middle management. The services include regular on-site and virtual meetings and pre and post goal-setting meetings.*

<b>Advisor to the Superintendent/Chief Executive Officer</b>	<b>Year(s) of Service</b>
Anderson Valley Unified School District	2015 -2016
Auburn Elementary School District	2019 - Present
Byron Elementary School District	2020 - 2021
<b>Connecting Waters Charter School</b>	2015 - Present
Corning High School District	2021- Present

*Advisor to the Superintendent/Chief Executive Officer (Continued)*

Dos Palos Oro Loma Unified School District	2016 – 2017
<b>Eden Area ROP</b>	2017, 2021
Fortuna Elementary School District	2023
Galt Union High School District	2016 - 2017
Klamath Trinity Unified School District	2020 - Present
Lowell School District (Lowell, Oregon)	2018 - 2021
Napa County Office of Education	2020
<b>Natomas Charter School</b>	2018 - Present
Nestucca (Oregon) School District	2017 - Present
North Bend School District (North Bend, Oregon)	2022
Siskiyou Union High School District	2022
Sonora Elementary School District	2022
Sonora High School District	2020 - Present
South Bay Elementary School District	2022
Southern Humboldt Unified School District	2021
Pacifica Elementary School District	2018 - 2020
Southern Humboldt Unified School District	2022
<b>Sutter County Superintendent of Schools</b>	2018
Vacaville Unified School District	2015 - 2019
Waterford Unified School District	2022
<b>Wycliffe USA</b>	<b>2005 - 2018</b>
Yuba City Unified School District	2017 -2020

<b>Advisor to Chief Business Official</b>	<b>Year(s) of Service</b>
Auburn Elementary School District	2019, 2021
Lowell School District (Lowell, Oregon)	2018-2020
Sonora High School District	2021
Southern Humboldt Unified School District	2022 - Present
Yuba City Unified School District	2022

<b>Advisor to Chief Curriculum and Instruction Official</b>	<b>Year(s) of Service</b>
Auburn Elementary School District	2019 - Present

<b>Advisor to Chief Human Resource Official</b>	<b>Year(s) of Service</b>
Siskiyou County Office of Education	2023

<b>Advisor to Principals</b>	<b>Year(s) of Service</b>
Auburn Elementary School District	2019 - Present
Byron Elementary School District	2019 - 2020
Eden Area ROP	2017, 2021, 2022
Lowell School District (Lowell, Oregon)	2018
Nestucca School District (Cloverdale, Oregon)	2021
Sonora High School District	2020, 2022

<b>Advisor to Executive Assistants for the Chief Executive Officer</b>	<b>Year(s) of Service</b>
Auburn Elementary School District	2021
Klamath Trinity Unified School District	2021
Lowell School District (Lowell, Oregon)	2018 - 2021

<b>Advisor to Career Technical and Education Official</b>	<b>Year(s) of Service</b>
Sonora High School District	2021 - Present

<b>Agencies Receiving Advisor to the Board Support</b>	<b>Year(s) of Service</b>
Anderson Valley Unified School District	2015
Auburn Elementary School District	2022
<b>Connecting Waters Charter School</b>	2015
Denair Unified School District School District	2014
Linden Unified School District	2010
Lowell School District (Lowell, Oregon)	2018 - 2021
Modesto City Schools	2010
Sonora High School District	2019 - Present
Waterford Unified School District	2014 - 2020

### ***Leadership Team Development/ Leadership Academy***

*The service is designed for the leadership to apply principles that will create a highly successful and teams, including expanding the participants awareness of their leadership style and the impact on others.*

<b>Agencies Receiving Leadership Team Training</b>	<b>Year(s) of Service</b>
Anderson Valley Unified School District	2016
Auburn Elementary School District	2021, 2022
<b>Balance Business Corporation</b>	2019
<b>California Office of Correctional Education</b>	2018-2019
Connecting Waters Charter School	2016, 2017, 2018
<b>Douglas County Education Service District (Medford, Oregon)</b>	2010
<b>Eden Area Regional Occupational Program</b>	2017, 2021, 2022
Galt High School District School District	2017
Lammersville Unified School District (Leadership Academy)	2021 – Present
McKinleyville Elementary School District	2014, 2016
Mountain View Academy Charter School (Lowell, Oregon)	2015
Natomas Unified School District	2013
Paso Robles Unified School District	2013
Placer Union High School District	2015
Plumas County Unified School District	2008
Surprise Valley Unified School District	2016
<b>Sutter County Superintendent of Schools</b>	2018
<b>Twin Rivers Charter School</b>	2018
Vacaville Unified School District	2016, 2018
Waterford Unified School District	2014
<b>Wycliffe USA</b>	2006
Yuba City Unified School District	2017, 2018

## **Human Resource/Collective Bargaining Leadership**

*The National Center works with school district leadership in providing human resource and collective bargaining training and support services. The services include presentations on collective bargaining processes and practices, employee evaluation, employee documentation and applying the FRISK model, union contract analysis, and employee investigations. The National Center provides District Negotiation Team training and support. Additionally, the National Center provides advice and support to district human resource staff, including providing recommendations for restructuring the human resource department.*

<b>Agencies Receiving Human Resource Support</b>	<b>Year(s) of Service</b>
Auburn Union Elementary School District	2021, 2022
Byron Elementary School District	2020
Eden Area ROP	2019
Lowell School District (Lowell, Oregon)	2019 - Present
Sonora High School District	2021
Vacaville Unified School District	2022

## **Collective Bargaining: Successful Negotiations, How Do We Make It Happen?**

*This workshop includes direct application of the training to the collective bargaining processes and strategies directed by the Board and implemented by the District Negotiation Team. The workshop is provided to both the Board and District Negotiation Team.*

<b>Agencies Receiving Collective Bargaining Training</b>	<b>Year(s) of Service</b>
Auburn Elementary School District	2021
Lowell School District (Lowell Oregon)	2013, 2018
Sonora High School District	2021
South Bay Elementary School District	2022
Southern Humboldt Unified School District	2022

## **Budgeting: Educating the Board and Staff**

*This workshop includes direct application of the training to the budgeting practices, processes, and strategies. The workshop is provided to both the Board and District Cabinet Level Staff.*

<b>Agencies Receiving Budgeting Support</b>	<b>Year(s) of Service</b>
Klamath Trinity Unified School District	2022
Sonora High School District	2022

## **Maintenance of Board Policies**

*Effective Board policies and administrative regulations are the core of successful school governance. The National Center works with each district and county office of education to develop a customized policy manual that is compliant with state and federal mandates.*

<b>Agencies Receiving Policy Maintenance Support</b>	<b>Year(s) of Service</b>
Auburn Elementary School District	2019 - Present
Byron Elementary School District	2019 - Present
Ceres Unified School District	2007 - 2018
Del Norte County Unified School District	2013 - 2015
Denair Unified School District	2014 - Present
Dos Palos Oro Loma Unified School District	2016 - Present
Eureka City Schools	2012 - Present
Galt Joint Union Elementary School District	2021-2022
Galt High School District	2017 - Present
Hughson Unified School District	2015 - Present
McKinleyville Elementary School District	2016 -2018
Southern Humboldt Unified School District	2021
<b>Stanislaus County Office of Education</b>	<b>2007 - 2019</b>
Vallejo Unified School District	2021 - Present
Yuba City Unified School District	2018 – 2021

## **Interim Administrative Support Services**

*The National Center works with school district leadership in providing consultants that work in Interim Leadership Roles, ranging from Site to District leadership positions. (This is a new support service, which began in 2022.)*

<b>Interim Administrative Support Services</b>	<b>Year(s) of Service</b>
Sonora High School District (Site Leadership)	2022



## **Support Service Partnerships**

*The National Center for Executive Leadership and School Board Development is committed to provide resources to school districts and agencies that will support their efforts in delivering quality services to their students and community. Accordingly, one of the services of the National Center is providing opportunities that will link school districts and cities with vendors that will provide optimum service to their agency.*

<b>Organization</b>	<b>Description of Service</b>	<b>Year(s) of Service</b>
Education Leadership Services	Executive Search Services for School Districts	2008-2012
Government Capital	Financing Support	2016 - Present
Ryland and Associates	Business Service Support for California School Districts and County Offices of Education	2014 – Present
School Service of California	Premier business, financial, management, and advocacy resource for educational agencies in California.	2011 - Present

## **Special Presentation Examples**

<b>Organization</b>	<b>Topics</b>	<b>Year(s) of Service</b>
Association of California School Administrators	Superintendents’ Academy: Developing a High-Quality Governance Team: Board Planning/Board Relationships.	2015, 2017, 2018, 2019
	Personnel Academy: Collective Bargaining	2014
California Office of Correctional Education	Leadership Development and the Essentials for Strategic Plan Development	2018, 2019
California School Board Association Annual Conference	Strategic Planning	2018
	Leadership in Collective Bargaining	2013
Oregon School Boards Association	Leadership in Collective Bargaining: Strategies for Success	2016
Association of California School Administrators, Region 9	Bridge the Gap Communication and Conflict Strategies Keynote and Workshop	2023
Office of Correctional Education, Northern Region	Bridge the Gap Communication and Conflict Strategies Keynote	2023

## **Testimonials**

*“Simultaneously revising the district Strategic Plan for Student Success and developing the Local Control & Accountability Plan was a monumental undertaking. Dr. Hanline facilitated our processes and brought stakeholders together in a collaborative way to create two well-coordinated meaningful guiding documents. In addition, the team building workshops with administrators have boosted leadership effectiveness in our district!”* **Don Davis, Superintendent of Waterford Unified**

*“As a state-wide agency, the Office of Correctional Education of the California Department of Corrections and Rehabilitation requires alignment of numerous programs and services to our mission, vision, core beliefs and values. The Strategic Planning process, facilitated by Dr. Hanline, is ensuring that our efforts are scalable and creating accountability.”* **Shannon Swain, Superintendent, Office of Correctional Education, Division of Rehabilitative Programs California Department of Corrections and Rehabilitation**

*“Dr. Hanline quickly brought the board together. He gave us sound advice and counsel and demystified the search process. If Dr. Hanline provided recruiting services, there is no doubt that we would have hired him to do that as well.”* **Jay Colombini, President of the Board, Linden Unified**

*“In evaluating or recruiting your superintendent, I would strongly recommend Dr. Hanline. Walt has the experience and training that allows him to provide a variety of options...and provides the wise counsel and advice that is so needed by the Board...”* **Sue Zwahlen, Board President, Modesto City Schools**

*“Dr. Hanline was a critical piece to a successful revamping of our Superintendent's annual performance review instrument. He objectively took input from 5 board members and helped us to synthesize all individual input into one thought or measurable criteria...Dr. Hanline's active experience as a school administrator for 30 plus year's brought valuable insight into this process. I do not see how our 5 member board could have produced this fair, unbiased and measurable performance review instrument without him.”* **Lisa Hawkins, Board President, Waterford Unified**

*“The workshop on Developing Board Protocols was the best and most informative Board Training that I've had in my 7 years on the Board.”* **Angelica Freitas, Board Member, American Union Unified**

*“Dr. Hanline made everyone feel valued. It was a potentially volatile situation and he maneuvered us through it without ignoring the ‘elephants’ in the room.”* **Phyllis Nolan, Stakeholder, McKinleyville Union**