

SUPERINTENDENT SEARCH *UPDATE*



Presented by: Putnam | Northern Westchester BOCES
Presented to: Croton-Harmon Board of Education
Tuesday, November 7, 2017

The Mission of the Croton-Harmon Union Free School District is:

We are committed to challenging all students, community inclusion, and fostering respect.

We will develop skills that enable students to become effective communicators, problem solvers, and researchers who are INDEPENDENT LEARNERS RESPONSIBLE FOR THEIR OWN LEARNING.

And

The Strategic Coherence Plan (2017-2022)

*Challenging All Students to be Critical &
Creative Problem Solvers*

Successfully Completed Community Input Sessions

- Worked with Tracey Borges, Gregory Cavalieri, and Evelyn McCormack to set up dates and locations for Community Forums (community, bargaining units, central office and students)
- Developed surveys for website
- Developed information fliers regarding Community Forum meetings
- Facilitated Community Forums with stakeholder groups
- Provided Board with Community Forum and Online Survey results
 - ~ Openly elicited community feedback and demonstrated that Board and constituents are on “same page” regarding characteristics and qualities of next Superintendent ~

Summary of Community Forums/Surveys

147 Total Participation

54 Staff (All)

80 Community Members (Parents & Community)

8 Students

5 Board Members

Feedback Themes

- **Croton-Harmon is a small, tight knit community that fully supports the school district, is rich in history and tradition and filled with many valuable resources.**
- **The school district is comprised of caring, compassionate and progressive educators.**
- **Qualities and characteristics of the next Superintendent:**
 - Visible, involved, skilled relationship/team builder and community partner.
 - Experienced leader with excellent communication skills.
 - Progressive, forward thinking visionary/innovator who will lead the implementation of the Strategic Coherence Plan.
 - Compassionate leader who understands the social and emotional needs of students and embraces the whole child.
 - Instructional leader who has high expectations and standards of academic excellence and supports technology, arts, music and athletics.
 - Welcoming and inclusive of parents and community members.
 - Strong financial background with the ability to meet the needs of the students and taxpayers.

“Draft” Advertisement

Croton-Harmon Union Free School District

A PROGRESSIVE, NATIONALLY RECOGNIZED
AWARD WINNING SCHOOL DISTRICT



In a Historic River Town in Westchester County, NY

SUPERINTENDENT OF SCHOOLS

Seeking an exceptional educational leader with the following qualities:

- A visible, inclusive leader who embraces a small, supportive community of involved stakeholders committed to educating ALL children.
- A thoughtful, innovative collaborator who will lead the implementation of the district's newly adopted Strategic Coherence Plan.
- An excellent communicator who is skilled in collaborating, developing relationships and forging partnerships.
- A progressive, forwarding thinking visionary who can lead the district in educating the 21st century student and supports programs rich in technology, the arts, music and athletics.
- An inspirational, compassionate, instructional leader who upholds standards of academic excellence and embraces the whole child.
- An experienced, knowledgeable administrator with a command of NYS education law, finance and educational reforms.

Candidates must submit a formal letter of application, current resume, updated folder of professional credentials from a college or university and completed application form by January 12, 2018.

NYS certification as a School District Leader is required. Doctorate preferred.

An initial three-year contract, comprehensive benefit package and salary commensurate with qualifications and experience will be offered. *Anticipated start date: July 1, 2018*

To receive an application, please contact:

Dr. James Ryan, Croton Supt Search

Putnam/Northern Westchester BOCES

200 BOCES Drive Yorktown Heights, NY 10598-4399

Or email: CHUFSDsearch@pnwboces.org



Service and Innovation Through Partnership

The Croton-Harmon UFSD is an Equal Opportunity Employer

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Next Steps

Superintendent Search “To Do List”

November 7, 2017

Advertisements

BOCES will place advertisements in the following:

- Education Week
- On Board
- Websites –
 - The School Superintendents Association (AASA)
 - New York State Council of School Superintendents (NYSCOSS)
- Professional LinkedIn
- Other

Next Steps

Superintendent Search “To Do List”

November 7, 2017

Brochures

- BOCES will draft Superintendent Search Brochure for the Board’s review (after community input meetings)
- Brochures will be mailed to Colleges, District Superintendents, Local Superintendents and candidates who apply for the job

Application

- BOCES will develop an electronic Superintendent application form

Board “To Do List”

- ✓ Meet with consultants to provide input on what qualities and characteristics you want to see in the next Superintendent
- ✓ Set Minimum Salary
- ✓ Set Interview Dates for Semi-Finalist/Finalist
- ✓ Establish Board Interview Questions
- ✓ Contract Review with Attorney
- ✓ Decide on Confidential Interview Committee Membership/Selection Process

QUESTIONS

