

# Caledonia – Mumford CSD

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Superintendent Search

January 25, 2024

# Who are the people involved?

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## **Search Consultants:**

- Kevin MacDonald, District Superintendent, Genesee Valley BOCES
- Julie Donlon, Ed.D, Deputy Superintendent, Genesee Valley BOCES
- Jon Sanfratello, Director of Educational Programs, Genesee Valley BOCES

## **Why “us”?**

- Included as part of the BOCES service of the District Superintendent
- We are experienced – 32 superintendent searches in the region
- We are invested – this is “our” region, we have a vested interest in success

# What is the role of a search consultant?

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- **Serve as a resource to the Board of Education in THEIR search**
  - By law the Board of Education is empowered and charged with hiring the Superintendent
- **Guide, organize, assist, advise, consult**
  - Create candidate profile, listen, collect, and share information from stakeholders, manage the search time frame, manage posting, manage inquiries, vet candidates, conduct reference checks, facilitate question development, set the stage for contract negotiations.
  - Consultants do not have a role when it comes to the selection of a successful candidate. We are careful to present facts, not opinions, in consulting with the Board.

# Cal-Mum CSD Search Options

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- **The Board of Education has discretion and flexibility in how a search is conducted. NYS law indicates it the sole responsibility of the Board to hire a Superintendent.**
  - **Hybrid**: The names of candidates are kept in confidence, BOE conducts initial paper sort and first round of interviews. Once finalists are determined, names of finalists are made public, and each of the candidates goes through an interview process with stakeholders, before a final round interview with the BOE. Stakeholder committees provide feedback, BOE makes the decision.
  - **Open**: The Board conducts paper sort and selection of candidates via executive session. Stakeholders are involved from the very first round of interviews, candidate names are generally made public early on.
  - **Confidential**: The Board conducts the entire process, makes selection, and announces to the staff and greater community.
  - **No Search**: Succession planning has occurred for a smooth transition, and/or the Board has identified an internal candidate that they would like to promote/hire
  - In **EVERY** case the Board makes the decision!

# Caledonia – Mumford Superintendent Search

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- The Board of Education has elected to conduct a confidential search
  - The Board will conduct all aspects of the hiring process from interviews to contract negotiations. Once complete the candidate will be announced.
  - This does NOT mean input is not important, for example, the survey and this meeting will provide the Board with important feedback as they consider candidates.
  - This type of search has become increasingly popular. It tends to lend itself to a stronger and deeper pool of candidates.

# Tentative Calendar/Timeline

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- Input sought from various stakeholder groups
  - Survey – January 26th – February 9, 2024
  - In person meetings offered to stakeholders by search consultant – January 25th
- Posting Period – Anticipated: February 2, 2024 – March 1, 2024 – applications accepted and candidates vetted.
- Selection of a field of candidates: Early March, 2024
- Interviews
  - Semi finals – End of March, 2024
  - Finals – Early April 2024
- Offer of position: April, 2024
- Contract negotiations: can take up to a month or more.
- Anticipated start date: January 2025, or as soon as negotiated.

Q u e s t i o n s ?

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T h a n k y o u !

# Creating a Candidate Profile

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