

# SOMERS CENTRAL SCHOOL DISTRICT

## Superintendent Search

Specifications Development Report

# SOMERS SUPERINTENDENT SEARCH



## INFORMATION GATHERING...

- Invitational Virtual Meetings
- Invitational In Person Meetings
- Open In Person Meetings
- Online Survey

# FOCUS GROUP MEMBERS

**(81 PARTICIPANTS)**

- Administrative Team (10)
- Cabinet (5)
- Central Office Support Staff (4)
- Community Leaders (2)
- District Clerk (1)
- Faculty Association Union Leaders (6)
- Former Board of Education Members (4)
- High School Faculty and Staff (5)

# FOCUS GROUP MEMBERS

**(CON'T)**

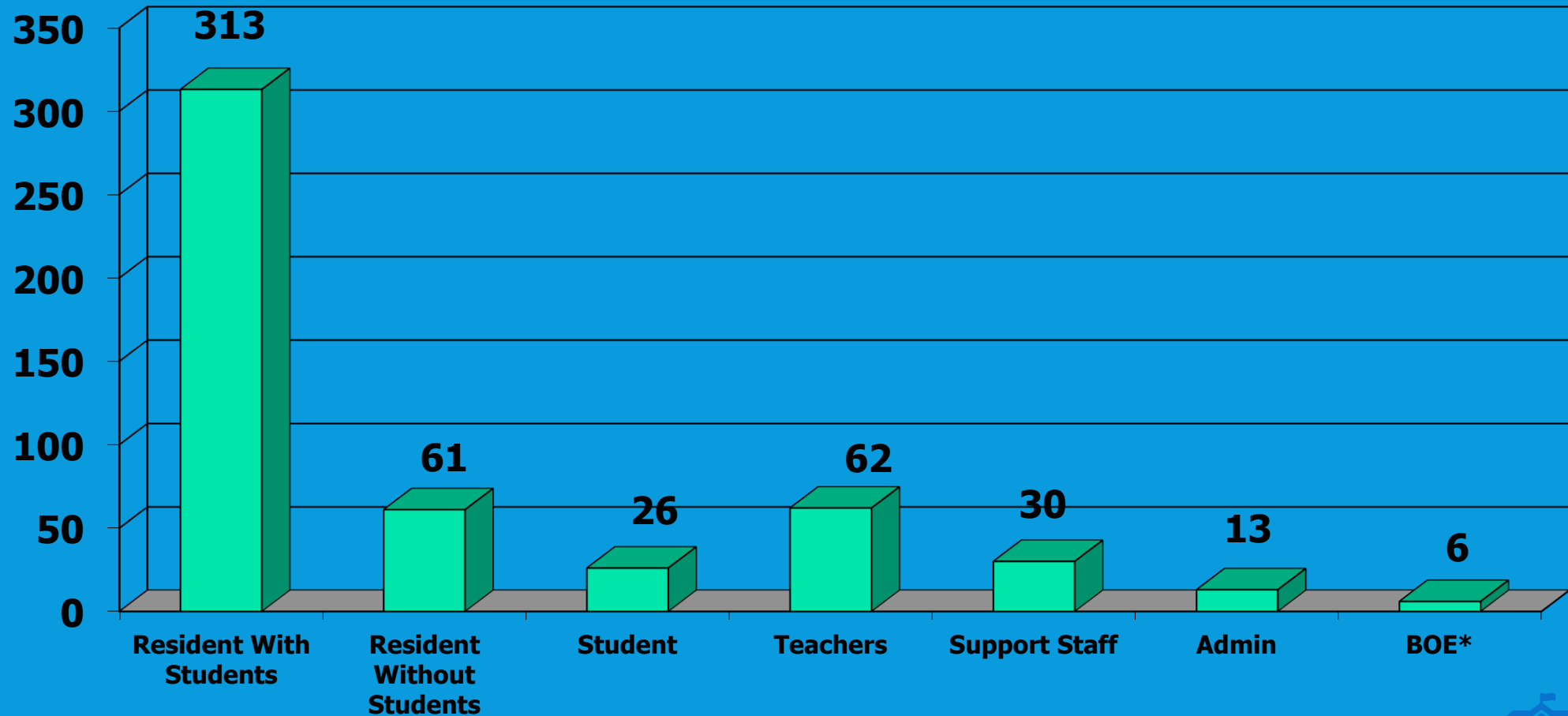
- Middle School Faculty and Staff (9)
- PTAs (7)
- Somers Education Foundation (2)
- Students, High School (5)
- Support Staff Union Leaders (3)
- Town Halls, in Person (10)
- Town Halls, Virtual (8)

# SOMERS SUPERINTENDENT SEARCH

**449 Survey Respondents**

# ONLINE SURVEY DEMOGRAPHICS

*RESPONDENTS SELECT ALL APPLICABLE CATEGORIES*



SKILLS AND QUALITIES	VERY IMPORTANT
Skilled in budgeting, finance, and facility planning	56.49%
Experienced in providing leadership in improving a high-achieving school district	51.94%
Skilled in providing instructional and curricular leadership	49.89%
Experienced as superintendent	46.47%
Skilled in short and long-range planning	42.37%
Experienced as a classroom teacher	40.77%
Skilled in working effectively with board of education	34.62%
Experienced as school principal	24.37%
Skilled in public speaking and written communication	23.01%
Skilled in providing special education leadership	23.01%

SOMERS  
SUPERINTENDENT  
SEARCH

EXPERIENCE AND SKILL  
FACTORS  
"TOP TEN"

PERCENTAGE OF  
RESPONDENTS IDENTIFIED  
FACTOR AS  
"VERY IMPORTANT"  
(449 RESPONDENTS)

## MOST GROUPS (LISTED ALPHABETICALLY)

## STRENGTHS OF THE SOMERS CENTRAL SCHOOL DISTRICT AND COMMUNITY

- Parents are supportive of the district; alumni often return
- **Students are engaged and respectful**
- The community is actively engaged and vocal about their needs and aspirations
- **The community is generational, families staying in district for many years, creating a convivial, warm environment**
- The community is tight-knit, with a family-like atmosphere where everyone knows and supports each other
- **The community rallies together, especially during tough times**
- The district boasts experienced and dedicated educators with high retention rates
- **The district encourages and supports new ideas and innovation**



**MOST GROUPS**  
**(LISTED**  
**ALPHABETICALLY)**

**STRENGTHS**  
**OF THE SOMERS**  
**CENTRAL**  
**SCHOOL**  
**DISTRICT AND**  
**COMMUNITY**

- The district has solid infrastructure and facilities
- **The district is financially stable with strong support for budgets**
- The district provides various pathways for student success
- **The overall school community is collaborative**
- There is a variety of educational programs and extracurricular activities to cater to different student needs and passions
- **There are strong, durable relationships with unions**
- There is a shared goal of academic excellence and continuous improvement

**MOST GROUPS**  
**(LISTED**  
**ALPHABETICALLY)**

**STRENGTHS  
OF THE SOMERS  
CENTRAL  
SCHOOL  
DISTRICT AND  
COMMUNITY**

- There is a strong focus on addressing all student needs, including special education, social-emotional learning (SEL)
- **There is a strong sense of pride in the town and schools**
- There is a strong sense of support and commitment from the community towards the schools and students
- **There is an investment in safety and security**

# MOST GROUPS (LISTED ALPHABETICALLY)

## CHALLENGES FOR THE NEW SUPERINTENDENT

- Adapting to population growth, increasing diversity, and changing community dynamics
- Addressing diversity and equitable access to programs for all students, including special education and ELL students
- Addressing morale issues, providing adequate support to staff/faculty to reduce burnout and ensure job satisfaction
- Bridging ideological factions and addressing community divisions to maintain a cohesive and supportive environment

## MOST GROUPS (LISTED ALPHABETICALLY)

## CHALLENGES FOR THE NEW SUPERINTENDENT

- Clarifying roles, responsibilities, and processes to foster good governance between the school board and superintendent
- Combating disinformation and ensuring the community is well-informed about district goals and initiatives
- Continuing to involve parents and the community in the education process and decision-making
- Creating a culture where staff and faculty feel safe to speak up and share their ideas without fear
- Demonstrating the value and impact of investments in education programs and infrastructure

# MOST GROUPS (LISTED ALPHABETICALLY)

## CHALLENGES FOR THE NEW SUPERINTENDENT

- Enhancing STEM programs and integrating AI to prepare students for future challenges and opportunities
- Ensuring clear, transparent, and two-way communication channels to keep all stakeholders informed and engaged
- Ensuring stability within the administrative team, especially with less experienced leaders and upcoming retirements
- Expanding professional development opportunities to support diverse learning needs and instructional strategies

## MOST GROUPS (LISTED ALPHABETICALLY)

## CHALLENGES FOR THE NEW SUPERINTENDENT

- Improving test scores, college acceptances, and overall academic performance to maintain educational excellence
- Understanding the differing opinions about programs (IB and AP) to best serve all students and align with community expectations for high standards
- Managing budget challenges, tax issues, and decreasing state funding while maintaining financial stability
- Restoring trust between the community, staff, and administration post recent controversies and leadership changes to support to staff/faculty to reduce burnout and ensure job satisfaction

SUGGESTED  
SUMMARY OF  
MAJOR  
CHARACTERISTICS  
SOUGHT IN  
CANDIDATES

- A diplomatic, centered leader who excels at strengthening and unifying relationships and rebuilding trust across the district and community through ongoing clear, proactive, and transparent communication and engagement that encourages and invites participation;

SUGGESTED  
SUMMARY OF  
MAJOR  
CHARACTERISTICS  
SOUGHT IN  
CANDIDATES

- A savvy, visionary leader with past success at establishing collaborative planning to develop and implement financial strategies necessary to ensure that a complex system will serve its stakeholders - short and long-term;



SUGGESTED  
SUMMARY OF  
MAJOR  
CHARACTERISTICS  
SOUGHT IN  
CANDIDATES

- A thoughtful, measured thinker who can lead innovative and future-oriented approaches to prepare students for school success and their post-secondary experiences while ensuring equitable, inclusive access for all student groups;

SUGGESTED  
SUMMARY OF  
MAJOR  
CHARACTERISTICS  
SOUGHT IN  
CANDIDATES

- An approachable educational leader who models kindness and accessibility and is motivated to advocate for the well-being of students and the professional community to foster a supportive learning environment;

SUGGESTED  
SUMMARY OF  
MAJOR  
CHARACTERISTICS  
SOUGHT IN  
CANDIDATES

- A courageous, trustworthy leader who is mindful of the broad needs of the community, and through good governance, collaboration, and partnership with school leadership teams, will lead the district thoughtfully and wisely into the future.

# RECOMMENDED VENUES FOR ADVERTISING THE SOMERS CENTRAL SCHOOL DISTRICT SUPERINTENDENT VACANCY

- One print and online editions of Education Week
- Web Site of the American Association of School Administrators
- Web Site of the New York State Council of School Superintendents
- NABSE--National Alliance of Black School Educators
- ALAS- Association of Latino Administrators and Superintendents
- Web Site of the Connecticut Association of Public School Superintendents
- Website of the New Jersey Association of School Administrators
- Through a recruitment letter from School Leadership to 1,800 persons and organizations regionally and nationally.