

Superintendent Search Rye City Public Schools

Leadership Profile Report
Public Presentation
Hazard Young Attea & Associates
January 28, 2025

Leadership Profile Report

Interviews, Focus Groups, and Open Forums

In District

- Board of Education
- Superintendent
- Assistant Superintendents
- Principals
- Assistant Principals and Special Education Administrators
- District Operations Team
- Management Council (District Union Leadership)
- Faculty
- Support Staff
- Assistant to the Superintendent
- District Communications
- High School Students

Leadership Profile Report

Interviews, Focus Groups, and Open Forums

School and Community Groups

- PTO/PO Presidents
- RAISE Reps
- Rye Fund for Education

Community Forums

- 9:30 am in person at Milton Elementary (1/14)
- 7 pm via Zoom (1/15)

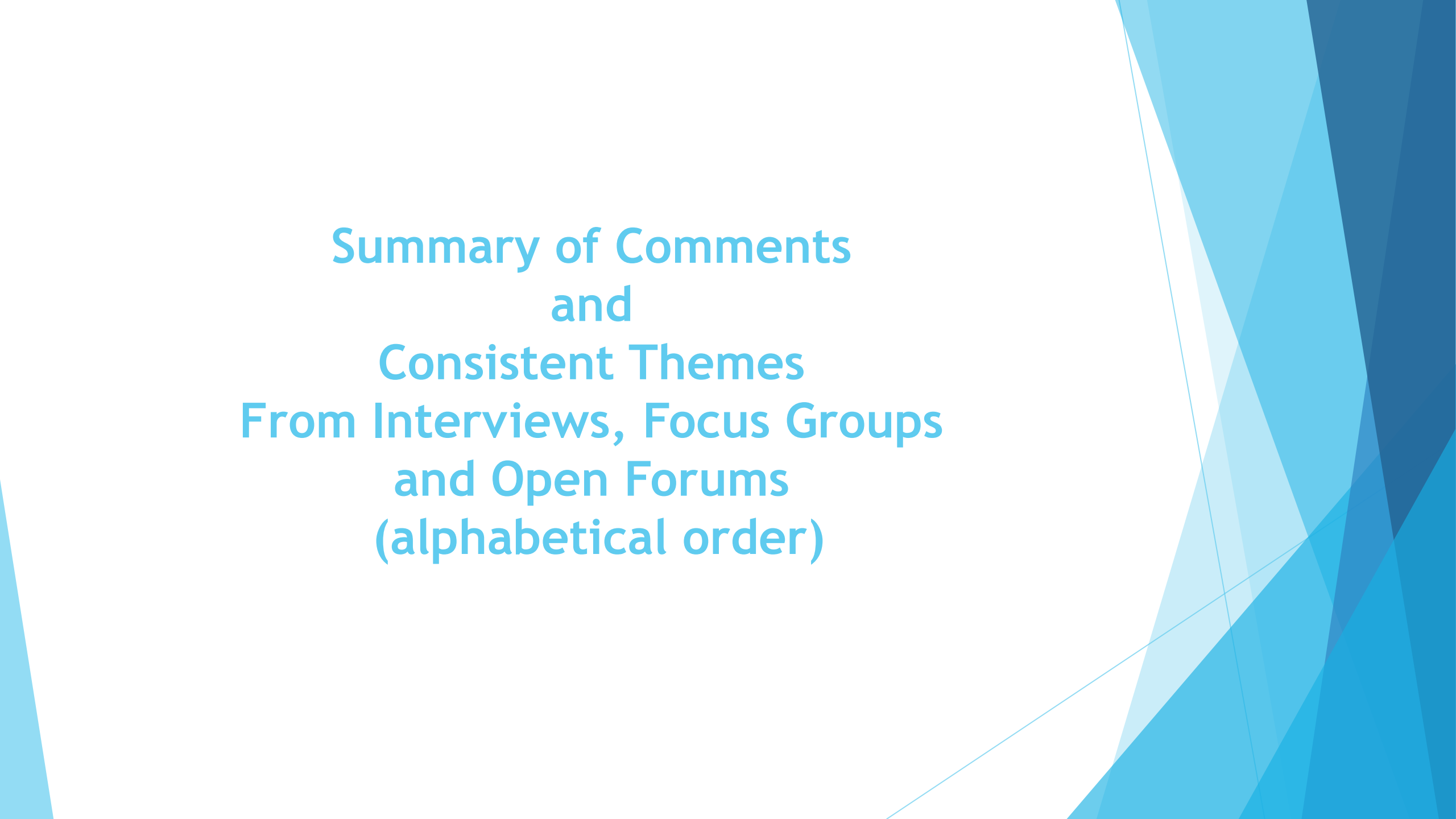
Leadership Profile Report Participation

| Group | Number of Participants |
|-----------------------------|-------------------------------|
| Board of Education | 7 |
| Superintendent | 1 |
| Administrators | 20 |
| Faculty | 31 |
| Support Staff | 14 |
| Students | 9 |
| Community/Parents/Guardians | 24 |
| Total | 106 |

Each of the Individuals and Groups Were Asked to Share Their Thoughts on These 3 Questions

1. How would you describe the strengths of the District?
 -
2. What do you see as the greatest challenges facing the District in the next few years?
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3. What characteristics and areas of expertise would you like to see in the next Superintendent?
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**Summary of Comments
and
Consistent Themes
From Interviews, Focus Groups
and Open Forums
(alphabetical order)**

Strengths of the District - Consistent Themes

- Academic excellence and a commitment to student success;
- Committed to providing a supportive and inclusive learning environment for all students;
- Dedicated, hardworking, and highly qualified administrators, faculty, and staff who are committed to the District's mission;
- District vision and mission are embedded throughout operations and programs through the Rye Commitment;
- Effective communication which keeps the community well-informed and engaged;
- Facilities are well-maintained and continuously improved with innovative spaces;
- Highly effective Board of Education;



Strengths of the District - Consistent Themes cont.

- Highly engaged and supportive parents and community who value education, high levels of school spirit, and are deeply invested in the success of the schools;
- Sound financial health and strong fiscal standing;
- Students feel well supported, are motivated, engaged, and eager to learn;
- Strong academic programs and diverse pathways for student success;
- Well-deserved reputation and great pride in the District;
- Well-established systems and efficient operational policies ensure that the District runs smoothly.

The Board of Education of the Rye City School District understands that a world class education requires hard work, collaboration and dedication from everyone in the community. We take our responsibility of overseeing the academic and social-emotional development of our children in an equitable, inclusive environment very seriously. We are genuinely grateful to the faculty, staff, administration, families, and community for all of the hard work and support provided every day to educate our children to the highest of national and State standards.

Therefore, the Board of Education has developed **The Rye Commitment** – assurances to students, faculty, staff, administration, and the community that we will support the important work of our schools.

STUDENTS
TO STUDENTS:
We will provide the necessary support for you to receive an education that helps you become critical thinkers, effective communicators, collaborators, creative problem solvers and caring individuals who positively contribute to a diverse global environment.

FACULTY STAFF ADMINISTRATION
TO FACULTY, STAFF, AND ADMINISTRATION:
We will support you and our collective pursuit of excellence through ongoing professional learning that is high quality, relevant, meaningful, and allows us to evolve and expand our practices.

COMMUNITY
TO THE COMMUNITY:
We will reflect upon our work, seek feedback, always strive for improvement, and ask you to engage in meaningful discussions about our programs and all that we do to create and support an equitable, inclusive, fiscally responsible school system.

COMMITTED TO RYE SCHOOLS
Adopted October 2014

Challenges Facing the District

- Balancing academic rigor with student wellness;
- Building trust, fostering relationships with the school community, and continuing the focus on the Rye Commitment;
- Developing a long-term roadmap for academic success and continuous improvement;
- Ensuring consistent communication across various stakeholders, including Guidance, teachers, and the community;
- Expanding extracurricular opportunities to meet the needs of students with varying interests;
- Growing demands in Special Education and meeting the changing needs of students;
- Implementing new programs and NYS curriculum standards while balancing curriculum priorities within constraints of instructional time;
- Long-term financial sustainability, including impacts from the NYS aid package;
- Maintaining and/or upgrading facilities in consideration of current Bond work;
- Recruiting, hiring, and retaining quality administrators, teachers and staff;
- Transitioning to a new superintendent.

Summary Characteristics of the Next Superintendent From Interviews, Focus Groups, and Open Forums

All groups consistently spoke of the importance of the next Superintendent having the following desired characteristics:

- Able to delegate effectively
- Ability to build relationships
- Accessible, visible, and approachable
- Advocate for students
- Dedicated to Rye City, its traditions, and values
- Empathetic and energetic
- Engages with the community
- Excellent listener and communicator
- Has a positive outlook
- High level of professional trust
- Hire and retain talent
- Humble
- Innovative



Summary Characteristics of the Next Superintendent From Interviews, Focus Groups, and Open Forums cont.

- Makes decisions based on what's best for the students
- Makes people feel valued and listens to various perspectives
- Manage expectations
- Personable and professional
- Regular, clear, and transparent messaging to the community and stakeholders
- Strong leadership qualities, particularly in instructional leadership
- Strong verbal and written communication skills
- Supportive of District staff
- Trustworthy
- Uses and understands the value of data and makes data-driven decisions
- Visionary and forward thinking



Survey Results

Survey Results

| Group | Number of Participants |
|--|-------------------------------|
| Board of Education Members | N/A |
| Superintendent | N/A |
| Administrators | 5 |
| Faculty | 44 |
| Support Staff | 11 |
| Students | 66 |
| Parents/Guardians with students in the Public Schools | 298 |
| Community Member without students in the Public Schools | 29 |
| Total | 453 |

District Strengths*

- District schools are safe. (TL)
- Technology is integrated into the classroom. (TL)
- The District employs effective teachers, administrators and support staff in its schools. (M)
- Facilities are well maintained. (M)
- District technology infrastructure is sufficient to support use of technology in the classroom. (M)

□ Key
TL = Teaching and Learning
M = Management

*in ranked order

Top Rated Characteristics Constituents Desire in a New Superintendent*

- Recruit, employ, and retain effective personnel throughout the District and its schools (M)
- Demonstrate a deep understanding of educational research and emerging best practices and implement strategies (VV)
- Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators (CE)
- Establish a culture of high expectations for all students and personnel (VV)
- Provide transparent communication (CE)

* Key

CE = Community Engagement

M = Management

VV = Vision and Values

***Respondents were asked to select 4 statements they deem most important in selecting a new superintendent.**

Desired Characteristics

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Desired Characteristics

After seeking input from its Board members, parents, staff, students and the community via focus groups, interviews, and an online survey, the Rye City Board of Education seeks a strong strategic leader who is:

- A collaborator who encourages professional development for staff, and supports a culture of teamwork;
- Able to navigate parents' expectations and concerns;
- Approachable, empathetic, and skilled at making people feel valued by listening to diverse perspectives and fostering a collaborative environment;
- Dedicated to Rye City and its traditions and values;
- Exceptional communicator, capable of delivering regular, clear, and transparent messages to all stakeholders;
- Exhibits strong instructional leadership, and consistently makes informed, strategic decisions, and holds others accountable;
- Focuses on the well-being and equitable development of all students, advocates for social-emotional support, understands their evolving needs, and is able to adapt and solve problems effectively in a rapidly changing educational landscape;
- Honest, humble, compassionate, and energetic, with the ability to maintain a calm demeanor and sense of humor in challenging situations;

Desired Characteristics (Continued)

- Listens to various perspectives and works effectively with the administrative team, teachers, and staff to foster a supportive, inclusive, and growth-oriented environment;
- Possesses a forward-thinking vision for the District's growth, while maintaining high academic standards and momentum;
- Professional, personable and maintains a high degree of professional trust;
- Strong relationship-oriented leader who has a track record of recruiting, hiring and retaining talented staff;
- Visible and actively engages the broader school community including administrators, teachers, staff, students, parents and community members.

The successful candidate will:

- Be certified as a superintendent, or capable of gaining certification, in New York State;
- Demonstrate a sincere commitment to the long-term success and well-being of the District.

Next Steps

- Recruiting
- Interviewing
- Selecting

Thank you!