



Waterville
CENTRAL SCHOOL DISTRICT

AN INVITATION TO APPLY FOR THE POSITION OF
SUPERINTENDENT
OF SCHOOLS 2025





APPLICATION DEADLINE

MARCH 27, 2025

Competitive salary commensurate with experience. Salary range starting at \$175,000. Excellent benefits package.

DISTRICT DATA

Number of Students
764

Number of Staff
154

Instructional & Non-Instructional

Component District of the OHM BOCES

FINANCIAL DATA

Current Budget
\$22,297,968

State Aid Ratio
Foundation Aid sharing ratio 78.7%
Transportation Aid ratio 90%
BOCES Aid ratio 79.7%

True Tax Rate
\$13.502

True Value
\$448,476,282

Assessed Value
\$186,317,531

Local Tax Levy
\$6,055,269.21

Amount of State Aid
\$15,493,720

ANNOUNCEMENT OF VACANCY IN THE OFFICE OF SUPERINTENDENT OF SCHOOLS

The Board of Education of the Waterville Central School District invites interested, highly-qualified educators to submit applications for the position of Superintendent of Schools. The successful candidate should be available to assume the position on or about July 2025.

THIS IS A CONFIDENTIAL SEARCH FOR ALL APPLICANTS, FROM RECEIPT OF APPLICATION THROUGH APPOINTMENT TO THE SUPERINTENDENCY.

SCREENING & SELECTION

The Board is being assisted in the selection by Patricia N. Kilburn, Ed.D., District Superintendent of the Oneida-Herkimer-Madison BOCES, who will work with the Board to screen applicants and make recommendations regarding candidates. The Board will make all decisions concerning the selection process, the evaluation of candidates and the final appointment. **Individuals are discouraged from contacting board members about their candidacy for this position.**

All application materials should be submitted by

March 27, 2025

as a single PDF document to:

Patricia N. Kilburn, Ed.D., District Superintendent
watervillesuptsearch@oneida-boces.org

APPLICATION AVAILABLE ONLINE AT:
www.oneida-boces.org/administrative-jobs

Detailed application instructions available at:
www.oneida-boces.org/supersearch

THE DISTRICT

The Waterville Central School District is a student-focused educational community committed to academic excellence, innovation and the holistic development of every learner. Serving 764 students across 74 square miles, the district includes Memorial Park Elementary School, Waterville Jr./Sr. High School and a bus garage. With a legacy spanning more than 150 years, Waterville CSD continues to grow through strategic investments in education, infrastructure and community partnerships.

At Memorial Park Elementary School, students build a strong literacy foundation starting in pre-K, supported by small class sizes, personalized instruction and the Science of Reading. The Positivity Project promotes character development and social-emotional learning, ensuring an environment where all students thrive. Waterville Jr./Sr. High School offers eight Advanced Placement courses, NYSED-approved Agriculture Career and Technical Education (CTE) program, and a robust athletics and extracurricular program, providing opportunities for academic and personal growth.

Waterville graduates are well-prepared for college, careers and the military, with many pursuing higher education or returning to serve the community as business owners, civic leaders and educators. The Waterville Central School District Foundation and Brothertown Scholarship further support students by funding scholarships and innovative learning programs. With a tradition of academic achievement, character development and community engagement, Waterville CSD continues to inspire lifelong learning and success.

The District's continued focus on curriculum development, professional growth, and strategic planning ensures that Waterville students are equipped to excel in a dynamic, ever-changing world.

THE COMMUNITY

Nestled in the heart of central New York's Mohawk Valley, the Waterville Central School District spans southern Oneida County and part of Madison County, just 14 miles south of Utica and 50 miles east of Syracuse. With convenient access to New York State Routes 12 and 20, Waterville offers the perfect blend of suburban and rural living.

The community is primarily residential, enriched by a network of small businesses and dairy farms. Many residents commute to employment opportunities in the business and industrial hubs of the greater Utica/Rome area, while enjoying the area's tranquil surroundings. Waterville boasts a central location that provides the benefits of a tight-knit community alongside access

to the amenities of larger suburbs and metropolitan areas.

Education and culture thrive here. The region is home to esteemed institutions such as Hamilton College, Colgate University, Utica University, SUNY Polytechnic Institute, Mohawk Valley Community College, Herkimer College and SUNY Morrisville. This wealth of educational resources supports lifelong learning for residents and students alike.

Waterville residents enjoy an exceptional quality of life, with easy access to the Adirondacks' stunning lakes and mountains, the Catskills and an array of recreational activities including skiing, hiking, snowmobiling, golfing and fishing. Nearby destinations like Oneida Lake, Otsego Lake

and historic Cooperstown provide additional opportunities for exploration and leisure.

Cultural opportunities abound in the area. The Stanley Center for the Performing Arts and Munson bring nationally and internationally acclaimed performers to the region. The Utica Zoo, the new Utica Children's Museum and vibrant community organizations contribute to the rich cultural fabric. Shopping, fine dining, specialty boutiques and theaters offer variety and charm, while the area's faith communities provide spiritual connection and support.

Waterville is more than a place to live—it's a community where professional aspirations and personal growth flourish, all within a beautiful and welcoming environment.



EXPERIENCE & QUALIFICATIONS

The ideal candidate for the position of Superintendent of Schools will be an experienced and visionary leader with demonstrated success fostering academic excellence, and community engagement. They should possess exceptional communication and interpersonal skills, demonstrating a genuine commitment to transparency and collaboration. This leader has a proven track record of actively listening to and respecting the perspectives of students, staff, parents and community members, creating a welcoming and supportive environment for all.

The successful candidate should be an experienced educational leader, including expertise in curriculum development, community engagement and fiscal management. The Board seeks a student-centered superintendent who consistently prioritizes the success, safety and well-being of every student, ensuring that all students receive the support they need to thrive.

The candidate should hold or be eligible for New York State Certification as a School District Administrator (SDA) or School District Leader (SDL) and demonstrate a long-term commitment to the district, fostering meaningful change and sustainable growth.

THE SUCCESSFUL CANDIDATE WILL POSSESS:

- A clear and inspiring vision for the District, utilizing innovative, proactive leadership to drive positive change in a small, rural environment.
- Excellent communication skills, ensuring transparency by effectively engaging with staff, students and families.
- A strong commitment to supporting and advocating for teachers and staff, fostering a positive work environment that promotes retention and excellence.
- Deep community involvement and empathy, including actively addressing the needs of students and families to build a welcoming and inviting school culture.
- Unwavering integrity and accountability, making fair, responsible decisions that prioritize the best interests of the District and its students.
- A steadfast commitment to providing the necessary resources and support to promote the learning and well-being of students and educators.
- Genuine empathy and compassion, focusing on understanding and addressing the challenges faced by students, families and staff.
- Strong decision-making skills, with a demonstrated ability to make informed, consultative choices that carefully consider the impacts on all stakeholders.
- A commitment to long-term leadership and providing stable and consistent guidance that supports ongoing growth and continuity within the District.



HIGHLIGHTS

Academic Excellence: Eight Advanced Placement courses, 27 dual-credit opportunities and Teacher Leaders representing elementary and secondary grade levels and subject areas.

Technology Integration: 1:1 Chromebook program, advanced computer labs and distance learning opportunities.

Social-Emotional Focus: The Positivity Project for pre-K-6, four certified therapy dogs, and a Connected Community School site supporting students and families.

Expanded Language Offerings: Spanish instruction for all students pre-K-12, Mandarin Chinese beginning in grade 6 and ASL for grades 7-12.

Agricultural Education: A NYSED-approved Agricultural CTE program, including a state-of-the-art greenhouse and nationally-affiliated FFA program.

Broad Extracurricular Activities: A variety of clubs and organizations, including Prize Speaking, musicals, skiing, FFA and Student Government, plus a three-season interscholastic athletic program with 14 sports.

Pre-K and Early Literacy: A state-funded pre-K program for 36 four-years-olds and evidence-based reading instruction aligned with the "Science of Reading."

Community Partnerships: A NYSDOH-approved, school-based health center with medical, dental and mental health services provided on-site, plus partnerships through the Connected Community Schools initiative.

Green Initiatives: Geothermal wells, Farm-to-School programs and school gardens promoting environmental sustainability.

Comprehensive Facilities: A 52-acre campus featuring state-of-the-art athletic facilities, an artificial-turf field and a fitness center open to students, staff and the community.

BOARD OF EDUCATION

Daniel Nichols
President

Justin Barth
Vice-President

Ken Boone

Peter Casatelli

Tim Jones

Steve Stanton

Katelyn Worwa

MISSION STATEMENT

The Waterville Central School District, a partnership of students, staff, families and community is dedicated to educating the whole-child for personalized success.

VISION STATEMENT

Imagining, designing, and creating best futures!

VISIT THE WATERVILLE CENTRAL SCHOOL DISTRICT ONLINE AT:
www.watervillecsd.org



Waterville Central School District 381 MADISON STREET | WATERVILLE, NY 13480

