



Superintendent Search
February 27, 2025

HYA | HAZARD
YOUNG
ATTEA
ASSOCIATES

LEADERSHIP PROFILE REPORT EXECUTIVE SUMMARY

Process

- ❖ 18 Focus Groups
- ❖ 10 Individual Interviews
- ❖ 1 Community Forum

What do stakeholders value regarding the schools? What strengths do they desire to retain and build upon?

What are the issues this District currently faces, and will face in the next three to five years?

What personal and professional characteristics are expected in a new Superintendent?

Community Survey

- ❖ Administration
- ❖ Faculty
- ❖ Support Staff
- ❖ Parents
- ❖ Community
- ❖ Students

962 Total Participants

Strengths

- ❖ Community
 - Location
 - Welcoming City with a Small Town Feel
 - Diversity
- ❖ Staff
 - Involved and Invested
 - Dedicated
- ❖ Students
 - Opportunities
 - Access
 - Support

Challenges

❖ Financial

- Declining enrollment
- NYS fiscal oversight

❖ Low Morale

- Collective bargaining agreements
- Personnel changes

❖ Student Achievement

- Curriculum and resources
- Planning and accountability

❖ District culture

- Parent engagement
- Vision
- Roles and responsibilities
- Trust

SURVEY RESULTS

























District Strengths

- ❖ Technology is integrated into the classroom. (TL)
- ❖ Teachers personalize instructional strategies to address individual learning needs. (TL)
- ❖ The District engages with diverse racial, cultural and socio-economic groups. (CE)
- ❖ The District employs effective teachers, administrators and support staff in its schools. (M)
- ❖ District technology infrastructure is sufficient to support use of technology in the classroom. (M)

Top Rated Leadership Characteristics

- ❖ Effectively plan and manage the long-term financial health of the District (M)
- ❖ Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators (CE)
- ❖ Recruit, employ, and retain effective personnel throughout the District and its schools (M)
- ❖ Provide transparent communication (CE)
- ❖ Provide a clear, compelling vision for the future (VV)

Leadership Profile Details

	All (810)	Administrator - Building/Cao (27)	Community Member (99)	Parent Of Student Attending School (328)	Student (29)	Support Staff (108)	Teacher (219)
Effectively plan and manage the long-term financial health of the District	52%						
Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators	44%						
Recruit, employ, and retain effective personnel throughout the District and its schools	40%						
Provide transparent communication	38%						

DESIRED CHARACTERISTICS

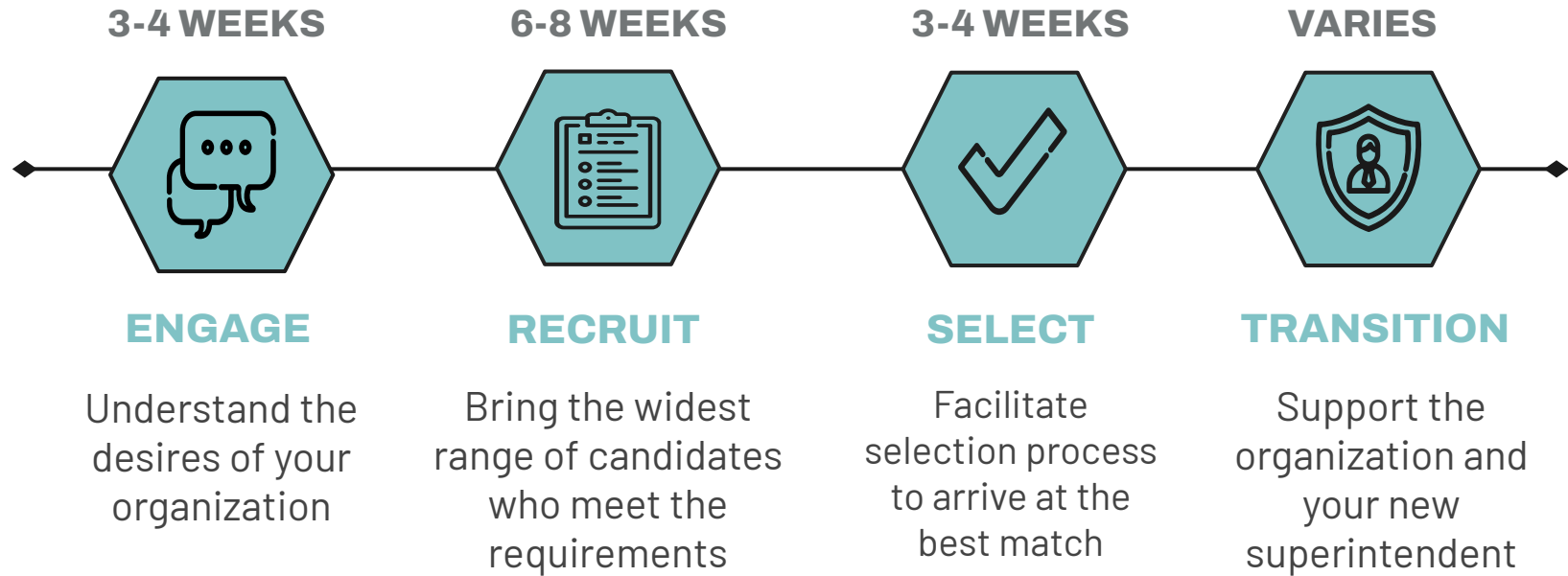
Experienced Leader

- ❖ Passionate and Committed to Student Achievement
- ❖ Uses Research and Data
- ❖ Experience with Educational Best Practices
- ❖ Visionary
- ❖ Innovative, Creative
- ❖ Courageous, Decisive
- ❖ Politically Savvy, Personable, Confident
- ❖ Experience as an Effective Leader

Relationship and Consensus Builder

- ❖ Outstanding Communicator
- ❖ Professional and Open Environment
- ❖ Transparent, Caring, Honest
- ❖ Values Student Voice and Uses Whole-Child Approach
- ❖ Develops Partnerships
- ❖ Collaborative
- ❖ Visible and Actively Engaged in the Community
- ❖ Proven Record of Developing Trust with Community and Staff

HYA'S SIGNATURE SEARCH PROCESS



Superintendent Search Next Steps

Slate presented to Board March 24

- ▶ **Board Initial Interviews March 29**
- ▶ **Board Finalists Interviews April 5**
- ▶ Board Selects Preferred Candidate April 5
- ▶ Background Checks (3rd Party) April 5-12
- ▶ Target for Public Announcement April 15

Superintendent assumes Responsibilities July 1, 2025

