

An Invitation to Apply for the Position of Superintendent of Schools



Oakfield-Alabama Central School District
7001 Lewiston Road
Oakfield, NY 14125

www.oahornets.org

Leadership Expectations

The successful candidate must have the ability to establish clear and open lines of communication among the staff, Board and community. As the educational leader of the community, the superintendent must possess well-formed educational values, the ability to clearly articulate the educational goals of the community and school system, and knowledge of modern management principles.

The Board expects the superintendent to achieve district goals by effectively allocating and utilizing school personnel and facilities. Primary qualifications include the demonstrated ability to effectively supervise staff, control costs, enhance schoolcommunity relations, and maintain and improve intra-school relations.

The successful candidate must be open, candid and honest in all relationships with the Board, employees and community. Working within the scope of Board policies, the superintendent will be expected to effectively communicate the district's goals, programs, progress and problems to students, staff and community.

Qualifications of Candidates

- Must hold or be eligible for New York State School District Administrator Certification.
- Has an understanding of school finance and business operations.
- Has a background in teaching and educational leadership, particularly in small, rural districts.
- Possesses integrity, honesty, and accountability, consistently acting in the best interests of students and staff.
- Prioritizes clear, open communication and actively listens to all stakeholders.
- Commits to long-term leadership and community involvement, fostering stability and trust.
- Champions academic excellence, improved student outcomes, and programmatic expansion—especially in areas like technology and advanced coursework.
- Focuses on recruitment and retention of staff, while fostering a positive environment.
- Promotes a positive school culture of trust and collaboration.

Announcement of Vacancy

The Board of Education of the Oakfield-Alabama Central School District announces a vacancy for the position of Superintendent of Schools. Applications for the position will be received until **January 27, 2026**. Candidates are asked to contact the search consultant with questions, please do not to contact individual board members. The successful candidate is expected to begin on **July 1, 2026**.

Selection Process

Candidates for this position should send a letter of application, resume and credentials to:

Office of the District Superintendent
Genesee Valley BOCES
80 Munson Street
LeRoy, NY 14482

Attention: Ms. Karen Walker

Email: gvsupersearch@gvboces.org

All materials must be received on or before January 27, 2026.

The Position

The Superintendent of Schools serves as the district's Chief School Administrator and as the Executive Officer of the Board of Education. Working with the Board of Education, the superintendent exercises leadership in all district operations, and articulates a vision for creating and maintaining a quality instructional program.

Conditions of Employment

Starting salary will commensurate with the successful candidate's education and experience within the range of **\$160,000-\$195,000**.

- The initial contract will be for a three-year period.
- The successful candidate must live in a location that allows them to attend to duties of the job with the expectation they will be engaged with the community.





The Community

The Oakfield-Alabama community, located in Genesee County, New York, is a vibrant rural area with deep agricultural roots and a strong sense of local pride. The two towns of Oakfield and Alabama merged their school districts in 1949, forming a unified community that spans more than 70 square miles. Much of the district's land is devoted to farming, and two of the largest farms in New York State are located within its borders. This strong agricultural foundation has shaped the region's economy, culture, and way of life, fostering a close-knit environment where neighbors support one another and community traditions are cherished.

Situated between Buffalo and Rochester, Oakfield-Alabama offers residents the perfect blend of country living and urban accessibility. Its central location allows many to commute easily to either city for work while still enjoying the open spaces and relaxed pace of rural life. Residents take pride in having "the best of both worlds" — the serenity of the countryside combined with convenient access to fine dining, theatres, museums, professional sports, year-round recreation, and shopping.

Education and lifelong learning are also valued throughout the Oakfield-Alabama area. Residents benefit from proximity to several respected higher education institutions, including Genesee Community College, the State University College at Brockport, and the State University College at Geneseo. Numerous colleges and universities in Buffalo and Rochester are also within a short drive, offering a wide range of educational and professional opportunities. Together, these features make Oakfield-Alabama a community that balances heritage and progress — a place where tradition thrives alongside access to modern resources and opportunities.



The District

The Oakfield-Alabama Central School District, established in 1949 through the merger of the Oakfield and Alabama school systems, is recognized for its commitment to academic excellence, innovation, and student-centered learning. The district takes pride in offering a welcoming and supportive environment where every student is encouraged to reach their full potential. Dedicated teachers, modern classrooms, and forward-thinking programs ensure that students are well-prepared for the demands of today's world.

Academic achievement is a top priority across all grade levels. The district emphasizes critical thinking, creativity, and collaboration through a strong core curriculum complemented by engaging electives and technology-rich instruction. Teachers work closely with students to develop individualized goals, ensuring that each learner has the tools and encouragement needed to succeed both in school and beyond.

Beyond the classroom, Oakfield-Alabama Central School District provides an impressive array of extracurricular opportunities designed to enhance personal growth and school pride. Students participate in competitive athletics, music and performing arts programs, and a variety of clubs and activities that promote leadership and teamwork. These programs play an essential role in developing well-rounded, confident, and community-minded graduates.

The district's strong partnerships with families and local organizations further strengthen its mission to educate the whole child. Oakfield-Alabama's commitment to academic rigor, character development, and community involvement continues to set it apart as a district where students are supported, inspired, and empowered to achieve their dreams.



"Home of the Hornets"