KCSD Superintendent Search Update

At this juncture, the Board has completed two full rounds of interviews with a group of qualified, accomplished candidates. We are now conducting reference checks to look more specifically into professional backgrounds, experiences, and leadership capabilities -- with the assistance of our consultant. This important phase of the process will help us prepare for the next stage.

Throughout the interviews, the Board has explored a broad range of topics, challenged candidates to articulate their leadership philosophies, and engaged in candid, thoughtful conversations about the opportunities, challenges, and expectations that come with leading Keystone Central School District.

Ultimately, we are looking for a leader who demonstrates professionalism, integrity, humility, and resilience; who earns trust, and who brings an unwavering commitment to student success. We need someone with the strategic vision, organizational leadership, and professional expertise to bring people together, strengthen the organization, and move Keystone Central forward with purpose and conviction.

As part of this process, we are looking for the next leader to drive genuine growth and continuous improvement in the following areas, which will be outlined in the superintendent evaluation process:

- **Student Growth and Achievement**
- **Financial Accountability and Budget Integrity**
- **Communication, Engagement, and Community Relations**
- **Human Resource Management**
- **Policy and Governance**

During the second round of interviews, we explored what each candidate's first 90 days would look like, and how they would establish their leadership presence, listen and learn, understand the district's culture, identify opportunities for improvement, establish a clear direction for the work ahead, and ultimately translate that information into decisive leadership, shared accountability, and measurable results.

The expectations are high, and for good reason. Keystone Central deserves a leader who recognizes both the responsibility and the extraordinary opportunity that come with this position. The next superintendent will have the opportunity to unite people around a shared vision, strengthen relationships, elevate student achievement, and help shape the district's future for years to come.