



# Victor Central School District

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Board of Education

July 8, 2019

Victor Central School District Community:

The search for the Superintendent of Schools continues on schedule. The members of the Board of Education are committed to finding the very best educator to lead the District in the challenging years ahead.

On June 11 and 12 Dr. Howard Smith and Mr. Allan Berry, consultants from School Leadership, LLC conducted focus group meetings with stakeholders in the school community. Over the two days and in 11 different sessions they met with 97 participants which included high school students; building and District administrators and supervisors; support staff; teachers; and community residents in an open forum. In addition, the consultants reviewed the analysis of an online survey which was active for 30 days and which enlisted responses from 352 individuals.

Based upon the input received and reported on from the focus group meetings and from the analysis of the information collected from the online survey the Board, at its July 1 Special Meeting, accepted the Specification Development Report and adopted specifications for the position. These specifications will be used by the consultants to advertise for and screen applicants, as well as by the Board as it makes decisions about those expressing interest in the position.

As a result, the Board has determined that the ideal candidate will be:

- ✓ A successful educator and proven decision-maker, with classroom teaching and building administrative experiences, who has demonstrated the ability to listen carefully, think thoughtfully, and communicate respectfully with all constituencies.
- ✓ A proven team builder with a demonstrated record of trust and collaboration who will provide clear and consistent leadership for and will develop strong relationships with the Board of Education, the staff, and the multiple constituencies within the larger Victor community.
- ✓ A visionary leader, who will learn the District and its communities and then facilitate a strategic planning process among the stakeholders which will help establish focus and priorities for the work of the staff.
- ✓ A proven instructional leader who will analyze the current instructional program, with an emphasis on special education and pupil services offerings, and then embrace cultural as well as socio-economic diversity, working with a



supportive and well-respected staff in order to build on the strong academic reputation of the District.

- ✓ A financially astute educator, with experience developing and implementing capital projects, who is politically savvy and will advocate for increased funding at the state and federal levels, as well for appropriate spending and the related increase in property taxes at the local level, in order to better support the current mission of the District, "To Teach, To Learn, To Support, To Improve, To Achieve".
- ✓ An educator of the utmost integrity who will lead in an atmosphere of mutual respect, collaborative decision-making, and accountability while establishing a balance among competing interests.

In October, Dr. Smith and Mr. Berry will be vetting all applicants and assisting the Board in the selection of those designated to semi-finalist and finalist standing. In November, the Board will be interviewing candidates it designates as semi-finalists and, soon thereafter, will be meeting with candidates selected from that group as finalists for the position. The full schedule of activities is at the District website and calls for the appointment of the Superintendent in December with an anticipated start date as soon thereafter as practical.

On behalf of the Board, I would like to thank those of you who attended a focus group session and/or completed the online survey. Please know that your input has proved invaluable as we continue the important work of selecting the next Superintendent.

Should you have any questions about the status of the search, please feel free to contact me. I will continue to update the community as we move forward.

Sincerely,



Debbie Palumbo-Sanders, President  
Board of Education