



SCHENECTADY CITY SCHOOL DISTRICT

# We invite applications for the position of Superintendent of Schools



The Schenectady City School District Board of Education is seeking an experienced school leader with a focus on equity, inclusion, excellence in teaching and learning, engagement and efficiency. The next superintendent must work to ensure that all students, regardless of race or economics graduate ready to achieve their college, career and life aspirations through equitable access to programs, resources and high-quality instruction.

The Board is working with the Capital Region BOCES central administrative staff to conduct the superintendent search, a process that incorporates community and district staff involvement. More than 335 members of the Schenectady community participated in an online survey and focus groups to identify the strengths and areas for improvement in the school district and the leadership attributes for a successful superintendent. The feedback from the many students, teachers, support staff, administrators, parents and community leaders informed these qualifications. The new superintendent is expected to begin duties in January 2021.

The Board seeks to implement a smooth and seamless transition for the administrative leadership of the district. We appreciate your interest in our schools.

Sincerely,

**Schenectady City School District  
Board of Education**

## OUR SCHOOLS AT A GLANCE

<b>NEIGHBORHOOD ELEMENTARY SCHOOLS</b>		11
Students served:	K – 5th grade	
Total enrollment:		4,653
<b>MIDDLE SCHOOLS</b>		3
Students served:	6 – 8th grade	
Total enrollment:		2,200
<b>SCHENECTADY HIGH SCHOOL</b>		
Students served:	9 – 12th grade	
Total enrollment:		2,688
<b>2020-21 SCHOOL YEAR BUDGET</b>		\$204,653,930



# About the Schenectady City School District

Schenectady City School District is located in New York’s Capital Region with a population of approximately 69,000 residents in a geographic area of about 10 square miles located in Schenectady County.

The district enrolls approximately 10,000 students in grades K-12. The district features 17 school buildings—eleven elementary schools for students in grades K-5 and three middle schools for students in grades 6-8, Steinmetz Career and Leadership Academy, and Schenectady High School.

Students are served by a dynamic staff of nearly 2,000, including more National Board Certified Teachers than any other district outside New York City, non-instructional personnel, principals, instructional coaches, equity administrators, psychologists, social workers and school counselors.

Whether they are parents or grandparents, students or staff, local residents, business owners or government officials, all use the same word to describe the biggest strength of Schenectady City School District: diversity. Our extremely diverse district includes approximately 10,000 students who speak 30 different languages.

Schenectady students benefit from a solid academic program, including full-day Universal Pre-K and a number of unique offerings in the upper levels. The district offers hundreds of courses, electives and curriculum options designed to meet the needs and demands of a diverse student population. Schenectady offers more than 30 University in the High School Courses and Schenectady High School is one of just 94 IB Schools in New York State. Schenectady offers an award-winning fine arts program. All students in grades Pre-K through grade eight participate in art and music classes taught by certified teachers. The Sayles School of Fine Arts, which is housed within a 42,000 square foot wing at Schenectady High School, offers courses in art, music, theatre and dance.

Schenectady’s reputation as a close-knit community is embodied by the students themselves. Students participate in social inquiry and advocacy groups, create their own clubs, and celebrate diversity and cultural differences. We encourage a growth mindset in which students believe that they can do anything they are passionate about if they are willing to put in the effort.

Our district is committed to ensuring all learners have diverse opportunities for academic and social-emotional growth and achievement.



## OUR VALUES

- The Board’s “Everybody Counts. Everybody Learns” strategic plan cites EQUITY, COLLABORATION, and LEARNING as the district’s goals:
- We serve to provide all students, with access to diverse programs, resources, and high-quality instruction so they graduate ready to achieve their life aspirations.
- We nurture the whole child and listen to student voices so that students and graduates have a sense of pride and belonging.
- Students and graduates demonstrate kindness, cultural competence, and respect for diversity and each other.
- We engage and retain passionate, dedicated people who continuously learn and improve as guardians of equity and advocates for our students’ success.
- Our team represents the diversity of our community
- We deliver and receive excellent customer service.
- We highly value our families and the community; we welcome and invite their collaboration and partnership.
- Communication is inclusive, accessible, goes two ways, and is always based on high expectations within a supportive environment.
- We engage stakeholders to develop and improve inclusive systems and procedures.
- People know who to go to, for what, and receive a timely and fair response.
- We allocate resources to promote equitable access and outcomes for all.



# Candidate Qualifications

## OUR STRATEGIC PLAN NOW AND THE FUTURE

The district adopted a [strategic plan](#) in 2019 that seeks to make Schenectady City Schools a continually improving school district dedicated to excellence in teaching and learning, equity, engagement and efficiency.

The next superintendent of Schenectady City Schools must focus on nurturing the whole child and listening to student voices so that students and graduates have a sense of pride and belonging. The district will continue to implement [Trauma-Sensitive Schools](#) practices that include universal and specific approaches to ensure that students feel safe physically, socially and emotionally so that they can attend to learning.

The following characteristics will be vital to the success of the next superintendent of the Schenectady City School District.

**A GUARDIAN OF EQUITY.** An honest, trustworthy instructional leader committed to providing fair and impartial academic and extracurricular opportunities to ensure continuous growth and high achievement for all students, regardless of race or socioeconomics.

**CHANGE AGENT.** An innovative thinker with a proven track record of implementing systemic change—someone who is willing to have courageous conversations and lead systemic change across all facets of the district.

**COLLABORATION.** The willingness and ability to work in partnership with the board, staff, students and the community; to include a broad range of stakeholders in decisions and processes; to build consensus; to follow through on decisions and commitments; to delegate; and to appreciate and understand the district’s community, history and rich diversity.

**INTEGRITY.** An individual who possesses and demonstrates honesty, good judgment, high moral standards and a respectful and caring demeanor, so that others will know that their efforts, ideas, work and perspectives are valued and essential to the healthy functioning of the district.

**EXCELLENT COMMUNICATOR.** The ability to listen well, seek input from others, communicate with intention, connect with people individually and in groups, and foster the exchange of ideas.

**CULTURALLY RESPONSIVE.** Demonstrates the ability to lead a district in a cross-cultural or multicultural setting, encouraging staff and students alike to relate course content to his or her cultural context.

**FISCAL AND BUDGETARY ACUMEN.** Overall knowledge and experience in: school district budgeting and finance; business operations, management and internal controls; technology instruction, communication and district management; and the use of data to support sound decision-making.



## ABOUT THE POSITION

The Board of Education will offer a three-year contract with a regionally competitive salary, commensurate with the preparation, qualifications, experience and record of the successful candidate, as well as an attractive benefits package. The Board expects the new superintendent to be involved in school and community events and activities.

## APPLICATION TIMELINE

- Application materials must be postmarked by **August 15, 2020.**
- Anticipated appointment in **November 2020.**
- Anticipated start date of **January 2021.**
- Applications received after August 15 may or may not be given consideration.

## APPLICATION PROCEDURES

Candidates should submit the following by **August 15, 2020:**

- Completed application
- Cover letter, current resume and a list of five professional references
- All professional certificates

## MATERIALS SHOULD BE SENT TO:

**Anita Murphy**

District Superintendent  
Capital Region BOCES  
900 Watervliet-Shaker Road  
Albany, NY 12205  
(518) 862-4901

sharon.kisby@neric.org



# Our community and our region

- ✓ Schenectady City School District is located in the center of New York's Tech Valley region, a short drive from the State Capital of Albany, and day trip from the Adirondacks, Boston, New York City, and Montreal.
- ✓ The school district was formed in 1854 and has the second largest population of any school district in the Capital Region.

## DIVERSITY IN OUR DISTRICT

- ✓ Our extremely diverse district includes approximately 10,000 students who speak 30 different languages.
- ✓ Our district offers hundreds of courses, electives, and curriculum options designed to meet the needs and demands of a diverse student population. We have several educational partnerships with local organizations including Proctors Theatre, Schenectady County Community College, Empire State Youth Orchestra, and The Museum of Innovation and Science (MiSci), to name a few.

## RECREATION ABOUNDS

- ✓ Named after New York City's Central Park, Schenectady's Central Park is the crown jewel of the county's parks. The park features the Rose Garden, Music Haven Stage, public pools, Iroquois Lake, tennis courts, a dog park and a disc golf course. The park is open year round and is home to many local festivals, concerts and road races.
- ✓ Recreation abounds in the district. The Schenectady YMCA offers health and fitness activities and classes, swimming and community events in a bright, modern facility. Maple Ski Ridge offers downhill skiing, tubing and festivals. There are nearby trails for hiking, biking and bird watching, and an aquarium for learning about wildlife.
- ✓ Schenectady is home to a municipal golf course and numerous courses are a short drive away.
- ✓ Sports activities for children include Schenectady Little League, Youth Basketball League, ski areas, AYSO Soccer, Pop Warner Football.
- ✓ Fine arts and entertainment at the world famous Proctors Theatre, The Light Opera Company and Civic Players.

## RICH LOCAL HISTORY

- ✓ The Stockade Historic District features dozens of Dutch and English Colonial houses from the 18th and 19th centuries. It is New York state's first historic district, designated in 1965 by the Department of Interior and named after the historic stockade that originally surrounded the colonial settlement.
- ✓ Proctors Theatre is an arts center built in 1926 as a vaudeville/movie theater.
- ✓ Union College, adjacent to the GE Realty Plot, is the oldest planned college campus in the United States.
- ✓ The General Electric Realty Plot, located near Union College, was one of the first planned residential neighborhoods in the US in the late 19th and early 20th centuries.

## BOARD OF EDUCATION

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## DISTRICT OFFICE

108 Education Drive  
 Schenectady, NY 12303

