

# Bolivar-Richburg Central School District



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*"The foundation of every nation is the education of its youth." ~ Diogenes*

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January 8, 2024

Dear BRCS Community,

I'm writing to update you on our search for a new school Superintendent. During the December 19, 2023 Board of Education meeting we took an important step in this process by retaining School Leadership LLC ([www.leadsschools.us](http://www.leadsschools.us)) to assist in the selection process. School Leadership LLC is a regional education consulting firm having completed over one hundred superintendent searches in the New York State and New England areas since its inception in 2004. Dr. Howard Smith will be working with the Board and Mr. Leichner to plan for the search, which will include community input into the process. Dr. Smith is the former superintendent of the Williamsville and East Aurora School Districts and consults with School Leadership LLC and Webster Szanyi, LLP, the latter a Buffalo and East Aurora based law firm representing many school districts in the western New York area.

As you know the Board of Education appointed Mr. Chuck Leichner as the Interim Superintendent back on July 1, 2023. We are fortunate to have him with us as he comes to the District with a wealth of administrative experience and we look forward to working with Mr. Leichner throughout our search for a new District leader.

The Board recently met with Dr. Smith and the search activities and schedule was discussed at that time. The Search Timetable will soon be posted on the District homepage at the newly created "Superintendent Search" tab. The first steps in the process will be to gather data from the staff and community through an online survey, as well as by consultant meetings with Board-designated stakeholder groups, all intended to build the leadership profile. The stakeholder groups will include students, teachers, administrators, support staff, parents and other community residents. Announcements regarding the stakeholder group meetings will be forthcoming.

During the stakeholder group meetings, the consultants plan to collect information about the District, about perceived leadership challenges and about the desired personal characteristics and professional experiences those participating would like to see the next Superintendent possess. The online survey is intended to do the same. Individuals unable to attend a stakeholder group meeting or wishing to provide information for the Board of Education to consider can share their thoughts using the online survey. The following link will remain active until February 2, 2024.  
[www.surveymonkey.com/r/bolivarsupt](http://www.surveymonkey.com/r/bolivarsupt).

Once all the responses from the stakeholder groups and the online survey are analyzed, Dr. Smith will prepare a summary report for the Board which will include recommended specifications for the position. It is anticipated that in mid-February the Board will receive the report and adopt those specifications which will then be used as a basis for decision-making in the search for our next Superintendent of Schools.

Updates regarding the search will continue to be posted and all updates will be archived at the "Superintendent Search" tab at the District homepage. In the meantime, should you have questions about the status of the search, please feel free to contact me.

Sincerely,

Amanda McDonnell, Board of Education President