



Bolivar-Richburg Central School District

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

Superintendent Search

February 15, 2024

Bolivar-Richburg School 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 February 1, Dr. Howard Smith and Mr. Michael DeMott, consultants from School Leadership, LLC conducted stakeholder group meetings in the District. In six (6) sessions they met with forty-two (42) participants which included high school students; administrators; teachers; confidential staff and supervisors; support staff; and community residents in an open forum. In addition, the consultants reviewed the analysis of an online survey which enlisted responses from ninety-seven (97) individuals.

Based upon the input received and reported on from the stakeholder group meetings and from the analysis of the information collected from the online survey, the Board, at its February 13 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 with classroom teaching and building and/or district-level administrative experiences, preferably in or with knowledge of a rural community similar to Bolivar-Richburg. District residency is preferred, but not required as long as residence is within reasonable proximity of the District.
- ✓ A creative thinker and visionary, who will first learn the culture and history of the District and then facilitate a focus of teachers and administrators on student development and the improvement of student achievement, including special education programming, through a strategic planning initiative which involves all stakeholders in the community.
- ✓ A respectful listener and communicator who will demonstrate the importance of visibility and accessibility to students, teachers, support staff, parents and other residents and will display good public relations skills both within and outside of the Bolivar-Richburg community in support of its schools.
- ✓ An administrator with experience in or knowledge of school finance, in particular as it relates to budgeting during a time of steady or declining enrollment, and facilities planning, including the implementation of a major capital project.

- ✓ A savvy educator with experience and knowledge of the human resource function including, but not limited to personnel and contract management and staff recruitment, hiring, retention, supervision and evaluation.
- ✓ An educator of the utmost integrity who will lead in an atmosphere of mutual respect, collaborative decision-making, transparency, and accountability while establishing a balance among competing interests and maintaining an open and trusting relationship with the Board of Education

In March and April, the consultants will be vetting all applicants and assisting the Board in the selection of those designated to semi-finalist and finalist standing. In May, 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 on the District website and calls for the appointment of the Superintendent in June with an anticipated start date no later than September 1.

On behalf of the Board, I would like to thank those of you who attended a stakeholder 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,

Amanda McDonnell, President
Board of Education