



An invitation to apply for the position of
SUPERINTENDENT OF SCHOOLS
Greenville Central School District
Greenville, New York

The Board of Education of the Greenville Central School District is seeking a highly-qualified and experienced educational leader for the position of Superintendent of Schools. Following a successful 36-year career at Greenville CSD, Superintendent Tammy Sutherland will be retiring after leading the district for six years.

The new superintendent will take office on or about February 1, 2022. The Board of Education plans to offer a 3-year contract with a hiring salary range of \$165,000–\$185,000 depending upon the qualifications, experience and record of the successful candidate. Residency close to the district is preferred to allow for active participation in school and community events.

APPLICATION and SELECTION PROCESS

The Board is being assisted by Alan D. Pole, a consultant with Castallo & Silky Education Consultants of Syracuse, New York. Interested candidates should send a cover letter, resume, completed application, a copy of the candidate's School District Administrator/School District Leader certification and university placement folder to:

Alan D. Pole, Education Consultant
c/o Castallo & Silky
4514 Whistler Circle
Manlius, New York 13104
Phone: (607) 427-9681
Email: polead@yahoo.com

Applicants may email the application AND mail the last page with signature to the above mailing address. A copy of the application can be found at www.castalloandsilky.com.

com by clicking on Forms and Documentation. In lieu of a university placement folder, candidates are required to submit copies of all graduate transcripts and at least three current letters of recommendation.

The deadline for the receipt of application materials is October 29, 2021. Candidate interviews will be conducted in December 2021.

All communication related to this search will be handled through the consultant. Applicants are requested not to contact members of the Board of Education. The consultant will screen applications and make recommendations to the Board regarding candidates. The Board of Education is committed to a confidential search process until finalists are selected.

DISTRICT PROFILE:

Greenville Central School is an International Baccalaureate World School located in the Town of Greenville, New York. The school district is situated 22 miles southwest of Albany and encompasses eleven (11) townships in both Albany and Greene Counties over approximately 135 square miles.

District Enrollment: 1,079

- Scott M Ellis Elementary (Pre-K - 5): 474
- Middle School (6-8): 258
- High School (9-12): 347

Total Employees: 277 (230 full time; 47 part time)

Budget for 2021-2022: \$32.9 million

District Website: www.greenvillescd.org



CANDIDATE PROFILE

The Board of Education is seeking a visionary leader with the qualifications to lead a district with strong community support that is committed to continuous improvement. Characteristics of a successful candidate include:

Instructional leadership:

- Vision for education in a changing and global environment
- Knowledge of pedagogy and evidence-based research
- Collaborative decision maker who engages with staff, Board, and community
- Manages and interprets data including for evaluations and student achievement
- Excellent implementation skills using cycle of continuous improvement
- Understanding of how technology can support the district at all levels

Financial acumen:

- Strong financial, management, and educational budgeting experience
- Understands financing options to stabilize cash flow and variability of annual expenditures
- Maintains strong relationships with financial, insurance, and risk management advisors
- Prudent and proactive mindset

Ability to lead and inspire:

- Recruits, mentors, and retains staff
- Articulates vision, develops plans, builds consensus, inspires confidence and transparency
- Innovative and decisive

Excellent communicator:

- Exceptional oral and written communication skills
- Active listener who can be visible and engage effectively with all constituencies
- Clearly communicates complex information



Students investigating the food preferences of slugs.

DISTRICT HIGHLIGHTS:

- **International Baccalaureate (IB) Certificates and Diploma:** The IB program offers students a rigorous two-year academic curriculum in individual or multi-core subjects.
- **Advanced Placement (AP) courses:** AP courses are offered in English Literature, Language and Composition, World History, European History, U.S. History, Macroeconomics, Calculus, and Statistics.
- **Partnerships with local colleges:** Offers students the opportunity to take college courses.
- **Questar III Career and Technical Education Programs:** Students

are given an opportunity to explore career options from a real-world perspective.

- **Well-Established FFA programs:** Provide students multiple opportunities for leadership, personal growth, and success through career pathways in agriculture and technology. Our new horse arena is a place for equine enthusiasts to showcase their horses.
- **New Outside Collegiate-like Athletic Field Complex:** Our athletes are enjoying a brand new track, tennis courts, baseball/softball fields, and upgrades to the soccer fields.