
OFFICE OF THE SUPERINTENDENT

TO: COOPERSTOWN CENTRAL SCHOOL DISTRICT FACULTY, STAFF, STUDENTS, PARENTS/CAREGIVERS, AND THE WHOLE CCS LEARNING COMMUNITY

FROM: WILLIAM CRANKSHAW

SUBJECT: STATUS OF JSHS PRINCIPAL SEARCH

DATE: JANUARY 24, 2019

CC: WENDY LANSING

We are at a point at which I can inform you about the status of the search for our next Junior-Senior High School Principal. The initial process was very well conceived and vetted, with broad advertisement regionally, state-wide, and nationally. Our committee of stakeholders made a strong commitment to the process, and did a beautiful job in their service to the school community. Our goal all along was to have selected a Principal by February 4, 2019 – a dynamic leader who would be able to begin the job by July 1, 2019.

First, let me take this opportunity to thank those who served on the committees for the Junior-Senior High School Principal search for their time, thoughtful questions, talents and interest in the student experience at Cooperstown Central School. The process was well-delivered by each one, and I might say we learned a good deal from the process as each individual expressed their questions to the candidate and participated in helpful discussion following each interview.

The interview process was developed with participation from the following stakeholders in two different, but tandem committees.

**CORE STAKEHOLDER
COMMITTEE**

Students
Parents/Caregivers
Faculty
Support Staff
Board Members

**LEADERSHIP TEAM
COMMITTEE**

Supervisors
Building Level Leadership
District Level Leadership
Directors

An initial candidate pool of eighteen (18) candidates with various backgrounds were reviewed by the CCS Board of Education Personnel Committee and the Superintendent. Six were chosen to be invited to interview with each committee. Three of these candidates, or

half, were unable to follow-through on the interview for various reasons. Therefore, each committee interviewed the three remaining candidates.

It was soon apparent and agreed upon by consensus among both committees that only one of the three candidates would be a viable option to interview with the entire board in a second-round interview as part of the original process. We had originally hoped for at least two candidates for the second round with the Board.

Despite a productive interview, the single second-round candidate could not persuade the Board of Education, nor me, that he was the right fit for the needs of the CCS Learning Community.

On January 23, 2019, the Board of Education and I met to discuss the next steps for selecting a JSHS Principal. The result of this discussion sets a new direction for us as we continue our search for a JSHS Principal.

We have decided to re-open the search for suitable candidates in the next few weeks, with the goal to have a successful appointment by April or May, 2019 of a Principal who will begin her/his leadership role at the JSHS beginning July 1, 2019. We will, once again, use the committee process, inviting those who have previously served the first time, and adhere to the same good model schedule we used. A timeline will be shortly forthcoming.

My thanks go to those committee members and to our Board of Education who have devoted serious and valuable time to the interview process. This time, we simply could not settle on a decision that we felt, with certain confidence, could offer our students, our faculty, our team, and our community the leader our secondary school deserves.

Should, for some reason, our renewed search not yield a successful candidate for Principal, we will explore other options – primarily that of hiring an interim Principal for a term until we do find the best permanent educational leader for the role.

We have been very fortunate this year to have as our Interim Principal, Mr. Jim Brophy. We will forever be indebted to his selfless dedication to the students and staff of CCS at the Junior Senior High School when we have needed him most.