

**Grand Isle Supervisory Union**  
School Board **Special Meeting**  
Monday August 13, 2018 at 7:30 p.m.  
Location: North Hero Education & Community Center

**Agenda**

**Call to Order**

- |  |           |
|--|-----------|
| 1. Call to Order (M. Maltais)  | 7:30 p.m. |
| 2. Adjust the Agenda   | 7:30 p.m. |
| 3. Citizens and/or Staff to be Heard   | 7:30 p.m. |
| 4. Nomination of Special Education Director Candidate (M. Clark) (Action)  | 7:35 p.m. |
| 5. Defining the Search Process for Interim Superintendent (M. Maltais) ( <i>Discussion</i> )<br>Posting the Position | 7:45 p.m. |
| 6. Cash Flow Update (M. Clark) (Informational)   | 8:00 p.m. |
| 7. Adjourn   | 8:10 p.m. |

Note: Executive Session: If discussion warrants, and the Board so votes, some items may be discussed in Executive Session pursuant to VSA 1 §313(a)

***Discussion Items** - Issues the Board needs to discuss and deliberate, but upon which no action is taken at this meeting.*

***Action Items** - Issues that require the Board to make a decision by vote, may have been discussed over several meetings prior to this point.*

***Consent Items** - Routine matters that need no discussion by the Board, but require Board approval. They are grouped together as a single agenda item. Background materials are provided in the Board packet to be reviewed ahead of the meeting. If there are no concerns, they are approved with a single vote. Any member can request the Board remove an item to be discussed and voted on separately. This frees up time at meetings.*

***Information Items [Incidental Information]** - Matters the Board needs to know about, but for which no Board action is needed. The information flow is one way, from presenter to the Board. Questions for clarification are entertained as time allows.*



## Grand Isle Supervisory Union 8-13-2018 Special Meeting Report

### **Director of Special Education**

The Director of Special Education is a critical position in any supervisory union. This position has been vacant since July 1, 2018. The responsibilities for this position were covered by the Director of Curriculum and the Business Manager between July 1 and July 23, 2018, when the Superintendent position was also vacant. Since July 23 the responsibilities for the position have been covered by the Acting Superintendent. During this time a screening committee of professionals who work in support service and administrative roles was formed and interviewed six (6) candidates for the position in two different rounds. After the first round of interviews of four candidates, it was determined there were no viable candidates (two candidates withdrew, the committee determined one candidate was not a good match, the fourth candidate accepted the position of Acting Superintendent for the GISU). The screening committee determined that both candidates in the second round had the qualifications and aptitude to fill the role successfully, however, the committee was not able to come to a consensus regarding a recommendation of one candidate over the other.

Under Vermont statute a duty of the Superintendent is to "Nominate a candidate for employment by the school district or supervisory union if the vacant position requires a licensed employee; provided, if the appropriate board declines to hire a candidate, then the superintendent shall nominate a new candidate." (Title 16 Section 242)

To fulfill my duty, I reviewed and tabulated the results of the screening committee and then interviewed both candidates. Based on this work I am nominating Michelle Weaver for the position of Director of Special Education. I have included Ms. Weaver's SchoolSpring application with this packet. Substantial reference checks have been conducted.

Michelle has a strong track record of creating and managing systems in education. She has demonstrated a long track record of being student and family focused. I believe she will be a good fit for the Director of Special Education position and the Islands

In addition, my recommendation is that Ms. Weaver is specifically offered a contract for 2018-2019 school year position only and that we advertise the position in January with a hiring process in February. I would recommend a full hiring process which includes forming a committee led by the superintendent which includes: Teachers, Support Staff, Board Member(s), Parent(s), Administration, and possibly student representation. By moving forward in this way and at this time, we can be assured we have the best pool of candidates to fill the position in its permanent capacity.

### **Cash Flow**

I shared the following information with the Board Chairs on Wednesday August 10

#### **Audit and Cash Flow**

The positive news there is progress on the Audit. Rob and I have been told we will have a draft of the Single GISU audit on Friday. We will do whatever work on the GISU side to get this finalized as quickly as possible. We do not have a definitive date regarding the completion of the individual school district audits. This was going to be my question on the call between Rob, the AOE, the Auditor, and me today

however because of technical issues at the AOE our weekly call has been moved to Thursday. I will ask the question tomorrow. To the best of my knowledge, the Auditor has all of the material and data needed to complete these audits. Rob has made it a priority to get the auditors the information they need and will continue to do so.

Until we have a completed FY 17 Audit the member districts will not be able to qualify for a Tax Anticipation Note (this is the traditional funding mechanism the member districts have used to fund the schools between the start of the fiscal year and when the towns transfer tax revenues to the school). In my experience getting a TAN it is a pretty straightforward process which can happen quickly if all necessary documentation is available.

Supervisory Unions are not able to borrow money and are primarily funded through the Assessments the Towns pay. Traditionally the first installments of assessments are paid by individual districts in July/August. These assessments have gone out to the individual districts however because of the cash flow problem created by the individual districts not being able to qualify for a TAN the individual districts are also not able to pay their GISU assessment which then creates a cash flow issue at the GISU level.

Rob has been working with the People's Bank so that individual districts can secure a different (not TAN) form of a short-term loan. The plan would be this short-term funding source would have competitive rates and fees with a TAN, however, the challenge is the documentation to secure this type of funding is more complicated and time consuming to produce. It is not typical that school districts use a short-term funding mechanism like this. There is no guarantee that this will come through.

Rob has also been talking with town clerks/treasurers about another plan in which they would transfer education tax funds they have already collected to the school districts earlier than they typically do. Generally, towns make this transfer in a large payment once the majority of tax funds have been collected locally. We are exploring this possibility in case short term funding is not available.

I can not overstate how serious this cash flow situation is. An example of this is the GISU has a payroll responsibility of approximately \$83,000 on Friday however on Tuesday only had approximately \$54,000 cash on hand. Fortunately, the North Hero School District's cash flow situation is in better shape, and the North Hero Board was able to authorize and pay its first installment of the GISU Assessment. This will result in the GISU payroll being met without issue this week. It will also ensure there is enough cash on hand to cover the August 24 payroll. Some bill payments are being held (postponed) as a result of the cash flow issue. However, all critical bills have been paid. The South Hero Treasurer is also working to pay the GISU assessment which will significantly help the GISU cash flow situation.

The only surefire key to ending the cash flow situation throughout the district is to work with Sullivan Powers to complete the audits and secure TANs. This a priority for both me and Rob. It is also important for you to know Rob and I have already begun talking about the process for the FY 18 Audit, and I expect the process to be much smoother.



# Director of Student Support Services

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## Profile

Application Date: Jul 24, 2018

<b>Name</b>	Michele Rene' Weaver		
<b>Other/Birth Name(s)</b>	Lonsberry	<b>Social Security #</b>	____-____-____
<b>Current Address</b>	P.O. Box 312 199 BridgeStreet Schoharie, NY 12157	<b>Permanent Address</b>	
<b>Phone Number</b>	518.231.0103		
<b>Email</b>	<a href="mailto:mweaver639@gmail.com">mweaver639@gmail.com</a>		
<b>Web Site</b>	None provided		

## Career Information

<b>Highest Degree</b>	Advanced Studies	<b>Credits Beyond Degree</b>	33
<b>Date Available To Start</b>	August 1, 2018		
<b>Currently under contract? Yes</b> If yes, where? Schoharie Central School District			
<b>Eligible to work in US without sponsorship?</b>	Yes		

## Additional Information

<b>Referral Source</b>	Other
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## Job Posting Information

<b>Job Title</b>	Director of Student Support Services	
<b>Job ID</b>	2964228	

## Background

Question/Explanation	Answer
Have you ever resigned from a prior position after a complaint had been received against you or your conduct was under investigation or review?	No
Have you ever been disciplined, discharged, or asked to resign from a prior position?	No
Has your contract in a prior position ever been non-renewed?	No
Have you ever not been nominated for re-employment in a prior position or ever had your nomination for re-employment not be approved?	No
Are you currently under contract or letter of intent? Through July 31, 2018.	Yes
Have you ever had a professional license or certificate suspended or revoked in any state, or have you ever voluntarily surrendered, temporarily or permanently, a professional license or certificate in any state?	No

After carefully reviewing the posting for Director of Student Support Services and researching the newly established Grand Isle Supervisory Union and local communities, I am forwarding my resume for consideration. I have the ability to support and maximize the opportunities associated with the unique identity of the Grand Isle SU. I recognize that each child is unique and would ensure that the SU continually provides an educational program which develops each child's capabilities to the fullest extent, in a safe, supportive atmosphere of understanding, respect and tolerance. With my comprehensive experience in special education and executive leadership roles, I feel confident that I would significantly benefit your SU in this position.

As an educational leader, I work diligently to be a collaborative and thoughtful leader while managing the organizational budget, overseeing curriculum development, working collaboratively with internal and external constituencies, facilitating productive relationships among staff members and focusing on each student's experience to ensure the program's participants have the opportunity to reach their fullest potential. I am a people-oriented person and believe that it is essential to be open, honest and trustworthy. From my experience, trust is not automatic, it does not come from one's title or position, but rather it is earned. Respect fosters respect. I believe when individuals feel respected, they are inclined to participate, to do their best and contribute in whatever way they can.

I believe all students can learn and it is crucial to have high expectations. I expect myself, students and staff to reach their fullest potential. I lead by example, my words and actions espousing my beliefs. Utilizing research-based curriculum and interventions, I am able to support teachers and students to make improvements and reach new heights in their educational journey.

My background has afforded me the opportunity to hone my educational and leadership skills. From directing special education program implementation and establishing solid relationships to driving staff development and ensuring timely task execution, my background has consistently been characterized by my steadfast dedication to achieving personal and organizational goals. My proven record of meeting goals, along with my formidable communication and time management capabilities, position me ready to excel in this role.

I hope to bring my record of proven success in managing the diverse and ever-evolving demands of the field of special education to Grand Isle SU. Although I have worked in various learning environments, my heart lies with a rural community advocating for students with special needs. I flourish in a district where the school is the heart of the community and the community is the heart of the school. I strongly believe that the communities of Grand Isle SU epitomize that belief. I take a holistic approach toward ensuring programmatic success – familiarizing myself with all aspects of operations and making efforts to truly get to know the students and staff members with whom I work. I hope to build upon my skills as an established educational leader at Grand Isle, and I am confident that my broad experience in education will help your organization to face any challenges in the coming years and continue a trend toward improvement, refinement, and lasting success.

I have strong conflict resolution and critical thinking skills and am able to handle issues with professionalism when they arise. My tenure at Middleburgh ended as a direct result of that professionalism. In August of 2017, my mother was diagnosed with stage IV cancer. I approached the BOE and asked to be released from my contract. I did not seek a leave of absence as I was concerned about the future direction of the district and my role in supporting that vision. Forty percent of the BOE was new and was seeking a new direction at the district level. I resigned so the district could pursue new leadership that epitomized their vision. By resigning, the district was able to move forward and I was able to expend my time and energy with my mother. I wholeheartedly believe that family should always come first, and continually reiterate that belief with staff.

I am extremely interested in the position of Director of Student Support Services at Grand Isle SU. I am a skilled and qualified professional with extensive experience in Special Education and Educational Administration. I firmly believe that my qualifications, leadership experiences, and proven success would be an asset to your organization, but more importantly to the children you serve. I will certainly surpass your expectations for this role. I am eager to learn more about the challenges facing your organization and discuss how I will make a difference. I would be honored to further discuss my qualifications, ideas and passion with you.

Sincerely,  
Michele R. Weaver

# Michele Rene' Weaver



## Education

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### **State University of New York at Cortland**

Cortland, New York, New York

Certificate of Study (Postgraduate)

**Major:** Educational Administration

**GPA:** 3.770

**Credit Hours:** 30

Attended January 1990 to May 2000

Degree conferred August 2001

**Transcript**

(863KB)

### **College of Saint Rose**

Albany, New York, New York

Master of Science in Education

**Major:** Learning Disabilities

**GPA:** 3.800

**Credit Hours:** 30

Attended September 1984 to May 1987

Degree conferred May 1987

### **State University of New York - College at Buffalo**

Buffalo, New York, New York

Bachelor of Science

**Major:** Mental Retardation, **Minor:** Elementary Education

**GPA:** 3.600

**Credit Hours:** 122

Attended September 1979 to May 1983

Degree conferred May 1983

## Experience

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### **Schoharie Central School District**

Feb 2018 - Jul 2018

Dir of Curriculum and Pupil Personnel Services

Schoharie, New York 12157

~Oversee and coordinate all aspects of the special education program, including staffing, budget design and implementation, policies and state and federal regulations

~Advocate for students to ensure each have equal access to a Free and Appropriate Education (FAPE) in a safe and nurturing environment

~Coordinate the work of the Committee on Special Education and prepare recommendations for the assignment of pupils for special services for the approval of the Superintendent and Board of Education

~Act as 504 Coordinator and as such conducting a review of process and procedures

~Prepare and provide professional learning opportunities for administrators, teachers and paraprofessionals.

~Responsible for the completion and oversight of district grants - IDEA, UPK, Title grants, etc..

~Work collaboratively with student support services, Guidance Department, building Instructional Support Teams (IST).

~Conduct formal observations in accordance with the local collective bargaining agreement. Complete informal classroom visits and provide feedback on lesson design and delivery.  
~Provide guidance and coordination of services for homeless families as delineated by the McKinney-Vento Act..

**Reason for leaving:** Currently employed on an interim basis. My contract runs through June 30, 2018.

**Supervisor:** Mr. David Blanchard (518.295.6600)

**Experience Type:** Public School, Full-time

It is **OK** to contact this employer

### **Middleburgh Central School District**

Jan 2008 - Aug 2017

Superintendent

Middleburgh, New York 12122

Collaborated with administrators, teachers, support staff, parents and students to improve teaching and learning

Instituted organizational reforms to establish culture of transparency, collaboration, and problem solving

Responsible for organizational development, management and oversight for district w200 employees

Responsible for Fiscal Operations and Budgeting of a \$23,000,000 organization. Fulfilled the role and responsibilities of school business manager several periods during tenure.

Responsible for recruitment, hiring, retention and evaluation of teachers, administrators and support staff.

Directly responsible for entitlement and competitive grants

Negotiated 20 contracts and individual employee agreements

Provided oversight to the reorganization of the district. Worked with consultant and shared decision-making team to research models and analyze local data to make a recommendation to the BOE. Developed action plan for the transition and implementation of the realignment.

Successfully secured 3 year old Pre-K grant and expanded Pre-K enrollment from 36 to 72

Collaborated with another district to establish and implement a shared business office model

Collaborated with other districts to share services: transportation runs, business manager, food service director, courses and program offerings

Provided oversight and leadership during the aftermath of Hurricane Irene. Coordinated 1,000 volunteers. Directly responsible for all small and large FEMA projects. Secured a grant for mental health support for students, staff and community members. Worked extensively with legislators and local officials on rebuilding the community and district.

Planned for and successfully carried out a \$4,100,000 Capital Project

Responsible for engineering significant shifts in special education, literacy and dropout prevention.

Coordinated district-wide professional development, including needs assessment, design and implementation of programs, and evaluation of offerings

**Reason for leaving:** Resigned effective August 31, 2017. Two, out of the five Board of Education members were newly appointed in 2016-17. My contract was extended in June 2016 through June 30, 2019. The BOE wanted to go in a new direction. I wanted what was best for the district. A BOE that has a different vision than the superintendent is detrimental to the district. I resigned in the best interest of the district. It also afforded me the opportunity to spend time with a family matter.

**Supervisor:** Pamela Standhart - BOE president (518.827.3600)

**Experience Type:** Public School, Full-time

It is **OK** to contact this employer

### **Oppenheim-Ephratah Central School District**

Jul 2002 - Jan 2008

Principal

St. Johnsville, New York

PK-12 Principal

- Instructional leader responsible for the educational needs of 400 students and supervision of 60 faculty and staff
- Collaborated with teachers, parents and staff to improve overall quality of the educational program for students in the district
- Responsibilities included: interviewing and hiring staff, observation and evaluation of teachers and staff, student discipline, daily communication with parents, developing building goals, development of master schedule, building safety, budget
- Collaborated and helped develop the District's APPR plan, mentoring program, SAVE legislation, AIS and other school policies and procedures
- Researched, developed and collaborated with staff on establishing a middle school model.
- Helped secure funding via a Comprehensive School Reform (CSR) grant for \$270,000. Collaborated in the implementation and monitoring of a school reform model, Learning Focused Strategies (LFS), within the district
- Increased students reading at grade level by implementing five-block Balanced Literacy in PreK -6th grade
- Completed content mapping and creation of prioritized curriculum for all disciplines and grade levels
- Supervised teachers through Curriculum Alignment Process, School Improvement Plans, benchmark exams and data analysis
- Directly responsible for all federal, state and local grants
- Coordinated, scheduled and monitored all state assessments, as well as local benchmarks. Increased the number of students meeting the State benchmarks on NYS Assessments
- Implemented Capturing Kids Hearts (Positive Behavioral Intervention and Supports) and wrap-around services

**Reason for leaving:** Resigned from Oppenheim-Ephratah Central School District to become superintendent at Middleburgh Central School District.

**Supervisor:** Dan Russom - superintendent (518.762.3200)

**Experience Type:** Public School, Full-time

It is **OK** to contact this employer

### **Oppenheim-Ephratah Central School District**

Sep 1999 - Jun 2002

Assistant Principal/CSE Chair

St. Johnsville, New York 13452

PK-12 Assistant Principal/CSE Chairperson

- Established a comprehensive after school program for students in grades 1-12
- Established and provided oversight to a district-wide multi-disciplinary Child Study Team, including all procedural aspects, forms and Instructional Support Plans
- Supervised and coordinated District's K-12 Special Education Program, including training on: instructional strategies, writing effective IEPs, inclusion, administration and interpretation of achievement tests, etc.
- Responsible for filing all PD, ST3 and STAC forms
- Researched, developed and collaborated with staff on establishing an alternative self-contained middle level classroom for at risk students
- Researched, developed and collaborated on the implementation of a school wide character education program – Life Lessons
- Responsible for all aspects of discipline- utilized mediation, mutual respect and other techniques where consequences altered behaviors

**Reason for leaving:** Appointed principal effective July 1, 2002 in the same school district.



**Supervisor:** Dan Russom - superintendent (518.762.3200)

**Experience Type:** Public School, Full-time

It is OK to contact this employer

### **Herkimer County Community College**

Sep 1989 - Oct 1999

LD Specialist/Adjunct Instructor

Herkimer, New York

Learning Disabilities Specialist

- Researched, developed and coordinated on the implementation of a comprehensive post-secondary disability program, including all procedural aspects, forms and informational handouts, as well as directly providing instructional component
- Directly responsible for coordinating all services for over 200 disabled students annually, including Phase I development, liaison efforts, mentoring, advocacy, etc.
- Provided academic advisement, curricular recommendations and social emotional supports for students. Maintained annual statistical information on all disabled students including retention, grade point averages, graduation rates, utilization of services, etc.
- Prepared budget for the Office of Special Services, including the procurement of grants, adaptive equipment, technology and augmentative services for disabled students
- Wrote 504 Plan and the ADA plan for the institution

**Reason for leaving:** Left to take an administrative position in a public school.

**Supervisor:** Marjorie Moore (315.866.0300)

**Experience Type:** Other, Full-time

It is OK to contact this employer

### **Fort Plain Central School District**

Sep 1984 - Sep 1989

Special Education Teacher

Fort Plain, New York

Special Education Teacher

~Responsible for all instruction in core subjects, as well as ancillary subjects for students in an intermediate self-contained classroom 15:1

~Designed and implemented various classroom management systems, in addition to individual behavior intervention plans for students that behavior's warranted

~Worked with students with various disabilities

~Developed teacher-made materials, evaluations, task analysis, accommodations and modifications for mainstreamed students, and long range planning

~Created Individualized Education Plans (IEPs) for students, completed assessments' goals, and progress monitoring affiliated with each plan

~Collaborated on the development of a three year comprehensive curriculum guide for primary through junior high special education self-contained programs

~Curriculum project entailed compacting general education curriculum and ensuring students in self-contained classrooms were exposed to gen ed standards so students could be mainstreamed as appropriate

~Provided in-service on special education topics for teachers and staff

~Taught workshops on disabilities, mainstreaming, parental rights and advocacy for parents

~Summer work:

Worked as a teacher in the medical unit of Rome Developmental Center for medically inclined severely and profoundly retarded students

Worked in summer program for students with mild disabilities.

Worked as a gifted and talented teacher and taught various workshops for students K-12.

**Reason for leaving:** Took a position at local college.

**Supervisor:** Walt Wheeler (518.993.4000)

**Experience Type:** Public School, Full-time

It is OK to contact this employer

**Canastota Central School District**

Sep 1983 - Aug 1984

Special Education Teacher

Canastota, New York

Special Education Teacher

- Responsible for all instruction and management of junior high students with various disabilities
- Established a self-contained junior high special education program, including all instructional components, State Education compliance issues, mainstreaming and scheduling

**Reason for leaving:** Relocated to the Mohawk Valley.

**Supervisor:** Craig King (315.697.2025)

**Experience Type:** Public School, Full-time

It is OK to contact this employer

## ***Superintendent***

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### PROFESSIONAL AND COMMUNITY AFFILIATIONS

- New York State Council of School Superintendents - conference committee
- American Association of School Administrators
- Rural Schools Association of New York State
- Capital Region BOCES Superintendents – Cabinet member and Special Education Committee
- Capital Area School Development Association (CASDA) - presenter at various workshops
- Capital Region BOCES Assistant Superintendents
- Schoharie County School Superintendents - past chairman and presenter
- Middleburgh Sports Booster Club
- Middleburgh Rotary Association - education committee, fall festival committee
- Schoharie County Flood Committee

### MAJOR PRESENTATIONS

- Board of Education Training Workshops - Superintendent Board Relationship
- Panel Participant - rural schools and shared services
- Various presentations on learning disabilities

**State University of New York at Cortland (Cert. Study (Post))**

**Certificate of Study (Postgraduate)**

[View attached transcript](#) (863KB)

## Test Scores

No tests taken or reported

## Certifications

Title	State	Expires	License #	Document
School District Administrator	New York	Never Expires	1144370	<a href="#">View (807KB)</a>

**NOTE:** You must be online to view attached certification documents.

## Language Skills


No language skills received or reported

## Extracurricular Activities

Below are activities this applicant is willing and qualified to lead as a coach, supervisor or other role listed.

<input type="checkbox"/> Academic Teams	<input type="checkbox"/> Drill Teams	<input type="checkbox"/> Sailing
<input type="checkbox"/> Athletic Director	<input type="checkbox"/> Fencing	<input type="checkbox"/> Shooting
<input type="checkbox"/> Athletic Trainer	<input type="checkbox"/> Field Hockey	<input type="checkbox"/> Skiing
<input type="checkbox"/> Band	<input type="checkbox"/> Flying	<input type="checkbox"/> Sky Diving
<input type="checkbox"/> Baseball	<input type="checkbox"/> Football	<input type="checkbox"/> Soccer
<input type="checkbox"/> Basketball	<input type="checkbox"/> Golf	<input type="checkbox"/> Softball
<input type="checkbox"/> Cheerleading	<input type="checkbox"/> Gymnastics	<input type="checkbox"/> Speech
<input type="checkbox"/> Chess	<input type="checkbox"/> Hockey	<input type="checkbox"/> Student Government
<input type="checkbox"/> Chorus	<input type="checkbox"/> Lacrosse	<input type="checkbox"/> Surfing
<input type="checkbox"/> Class Advisor	<input type="checkbox"/> Marching Band	<input type="checkbox"/> Swimming
<input type="checkbox"/> Club Advisor	<input type="checkbox"/> Model United Nations	<input type="checkbox"/> Tennis
<input type="checkbox"/> Crew/Rowing	<input type="checkbox"/> Newspaper/Journalism	<input type="checkbox"/> Track and Field
<input type="checkbox"/> Cross Country	<input type="checkbox"/> Photography	<input type="checkbox"/> Video/Film Production
<input type="checkbox"/> Dance Teams	<input type="checkbox"/> Polo	<input type="checkbox"/> Volleyball
<input type="checkbox"/> Debate	<input type="checkbox"/> PTA	<input type="checkbox"/> Water Polo
<input type="checkbox"/> Diving	<input type="checkbox"/> Robotics	<input type="checkbox"/> Wrestling
<input type="checkbox"/> Drama	<input type="checkbox"/> Rugby	<input type="checkbox"/> Yearbook

## References

<b>Name:</b>	Lynn Lisy-Macan	<b>Relation:</b>	Co-worker	<b>Known Since:</b>	Jan 2008
<b>Title:</b>	Retired Superintendent				
<b>Employer:</b>	Cobleskill-Richmondville Central School District 448 Barnerville Road Howes Cave, New York 12092	<b>Contact:</b>			<b>Letter below</b> Submitted by applicant
<b>Name:</b>	David Blanchard	<b>Relation:</b>	Supervisor	<b>Known</b>	Aug

				Since:	2015
<b>Title:</b>	Superintendent				
<b>Employer:</b>	Schoharie Central School District PO Box 430 136 Academy Drive Schoharie, New York 12157	<b>Contact:</b>	[REDACTED]		<u>Letter below</u> Submitted by applicant
<b>Name:</b>	Robert Herodes	<b>Relation:</b>	Supervisor	<b>Known Since:</b>	Oct 2007
<b>Title:</b>	Retired Board of Education Member				
<b>Employer:</b>	Middleburgh Central School District 166 Grove Street Middleburgh, New York 12157	<b>Contact:</b>	[REDACTED]		<u>Letter Attached</u> (1.4MB) Submitted by applicant

Recommendation for Michele Weaver  
October 2017

It is with great pleasure that I write this letter of recommendation for Michele Weaver as she applies to become the next Superintendent of Schools within your district. I have known Michele for ten years, and within nearly seven of those years we both served as superintendent within districts located in Schoharie County. I have the utmost respect for Michele as a leader and as a person.

In the professional realm, Michele has demonstrated her ability to meet the demands of a position that entails great responsibility, resilience, optimism and strategy. Within smaller districts, superintendents routinely take on more tasks than their counterparts in larger districts, due to a lack of the "layers" of personnel and resources. This is particularly true in Michele's case while serving as superintendent. Given her background, Michele has strong knowledge and grounding in the instructional realm, and represents a lead learner, one who is keenly focused upon the learning outcomes of all students. She understands and demonstrates the ability to create systems, within which folks throughout the district are able to take on leadership roles and maximize the talents that they bring to the organization. Michele also demonstrates her ability to mentor and coach those around her, as she wants her team to feel both challenged and accomplished within their work. She provides specific and individualized praise and feedback, and does not micromanage people or their tasks. However, she also monitors, as she completely understands that ultimately, she is accountable. Essentially, she develops reciprocal accountability, which is centered upon shared vision and mission.

Additionally, Michele brings a depth of knowledge that is rare to find within the current candidate pools for superintendent. During her tenure, there were several times when she was without a Business Official, as often the districts in the county train leaders who then get recruited to larger more suburban or urban districts that have the ability to pay greater salary to their leaders. During these times, Michele took on the financial duties in addition to all others, and completed that work effectively. There are few candidates who have experience and expertise/accomplishments in both the academic and financial realms.

On a personal level, Michele is what many would call a "kid magnet". It is obvious watching her that she gravitates to and cares about students, and they gravitate to her as well. Michele seeks to work in districts where she is able to know and interact with students on a daily basis. She has a wonderful, witty sense of humor that assists in keeping the morale of those around her up, and helps particularly when to "going gets tough." She is one of the hardest working professionals I know – giving endless hours and efforts to the work. Her moral compass is in the right place, and making a positive impact is what drives her continually.

In 2011, Schoharie County experienced devastating flooding as a result of tropical storms Irene and Lee. Michele's district was significantly impacted. I will never forget the bold and unending leadership that Michele provided throughout the response and recovery periods. Within that, she gained experience working with state and federal agencies, and in completing building projects in a quick and efficient manner. Many superintendents never have this direct experience. It is truly in dire times such as that period, that leaders demonstrate their sense of hope, belief and commitment. In a word, Michele was extraordinary.

As you can see, I have deep respect and admiration for Michele Weaver. I have always been proud to call her my colleague. Any district would be fortunate to secure her services as their superintendent. Do yourselves a favor and invite her into your process – you will all come out winners when you select Michele!

If you have any questions or need additional information, please do not hesitate to contact me.

Respectfully,

Michele Weaver

Schoharie Central School District  
PO Box 430, 136 Academy Drive, Schoharie, New York 12157

October 26, 2017

It is with great pleasure that I write this letter of recommendation for Mrs. Michele Weaver as a candidate for the Superintendent position within your district. As a Superintendent of Schools in the Schoharie Central School District I worked closely with Mrs. Weaver for the past three years. I have consulted with and collaborated with Mrs. Weaver frequently in an attempt to improve our districts. I have great respect for Mrs. Weaver as a leader. She is knowledgeable of regulations, has an amazing work ethic, a great passion for education, a drive and dedication to meet the needs of her students and a tremendous ability to reason through sensible solutions to difficult issues.

Mrs. Weaver has an exceptional ability to build consensus. Her skills in bringing people together make her an exceptional leader. I was involved in several meetings with Mrs. Weaver as we had shared staff between our districts. Sharing staff can be a challenge and Mrs. Weaver always approached the situation with a collaborative mindset. She pulled her team together to review district practice and policies and assisted me with looking at our policies to arrive at better outcomes for staff and students. MRS. Weaver also worked collaboratively on a competitive grant. She contacted our district to ask if we wanted to participate in a food services grant with her district. She wrote the grant and sent it to my attention for signatures.

There are several things that stand out to me when I reflect on Mrs. Weaver as a Superintendent and colleague. She is a great advocate for her district. She has established strong relationships with Assemblyman Peter Lopez and Senator Seward. She has great relationships in the Schoharie County community. She has an amazing ability to understand school finance and budgeting. Most importantly she really works hard and seeks to get to know the needs of her students. Mrs. Weaver knew all her students, not just their names but she gets to know them as learners

Mrs. Weaver was integral in facilitating a strong relationship between all of our Schoharie County Superintendents. She was clearly a leader amongst leaders. Her ability to maintain positive relationships amongst teachers and teacher leaders enabled necessary changes in the district. She has great vision for assessing the needs of her district and developing appropriate programs to meet the needs of students, even when faced with budget constraints.

As a colleague of Mrs. Weaver, I have been impressed with her dedication to her students and to the staff that report to her. She is child-centered, intelligent, and extremely hard working. She holds herself to the highest professional standards. Mrs. Weaver is highly respected by her colleagues because she's exceptionally knowledgeable of regulations and how to make the regulations work well for students.

It is without reservation that I recommend Mrs. Michele Weaver for your consideration. I'm confident that her leadership skills and vision would lead your district toward greatness.

Respectfully,

David M. Blanchard  
Superintendent of Schoharie Central School District

Michele Weaver

Lynn Lisy-Macan, PhD  
Retired Superintendent, Cobleskill-Richmondville CSD



## Attachments

Below are all attachments, including any appearing in the sections above. Click on the Attachment Title to view the file. **NOTE:** You must be online and logged in to your SchoolSpring employer account to view attachments.

Type	Title	Size
Certification	<a href="#"><u>School District Administrator</u></a>	807KB
Recommendation	<a href="#"><u>Maura Green Recommendation Letter</u></a>	299KB
Recommendation	<a href="#"><u>Robert Herodes Recommendation Letter</u></a>	1.4MB
Recommendation	<a href="#"><u>Terrence Gillooley Recommendation Letter</u></a>	956KB
Recommendation	<a href="#"><u>Pamela Standhart Recommendation Letter</u></a>	738KB
Recommendation	<a href="#"><u>Lynn Lisy-Macan Recommendation Letter</u></a>	812KB
Recommendation	<a href="#"><u>David Blanchard Recommendation Letter</u></a>	44KB
Resume	<a href="#"><u>Adams-Cheshire Regional School District resume</u></a>	188KB
Transcript	<a href="#"><u>State University of New York at Cortland Transcript</u></a>	863KB

## Applicant Statement & Authorization

"I certify that the facts contained in my application and any additional material submitted are true and complete to the best of my knowledge. I understand that intentional falsification of statements, incomplete or misleading information on this application or additional material will result in automatic removal of my application from further employment considerations, and, if employed, shall be grounds for immediate dismissal. When it is determined that an employee or prospective employee failed to disclose or fully disclose his or her background through misunderstanding or inadvertence, I understand that such failure will be considered a significant factor in employment or termination considerations."

"If employed, I also understand that although my employment may commence prior to the completion of the criminal records check process, continued employment would be contingent upon a satisfactory criminal records check."

"I authorize investigation of all statements contained herein. I also give permission to the references and previous employers listed on the application and any attachments to provide to you any and all information concerning my employment and any other pertinent information they may have. I agree to release all parties from all liability for any damage that may result from furnishing such information to you."

"I understand that, if offered the position, I will be required to verify my employment eligibility as required by law, including the completion of an I-9 Form."

**Digital Signature of Applicant** Michele Weaver **Date** Jul 24, 2018

**SchoolSpring ID** 8019990 **Time** 07-24-2018 15:36:25 -0500 GMT

Michele Weaver

