

## Candidate Qualifications

The Canisteo-Greenwood Central School District is seeking an experienced educational leader committed to leading the district in the continued attainment of excellence. The following qualifications have been identified as vital for the new superintendent:

- **Certification** – possesses a valid New York State certificate as a School District Administrator or School District Leader.
- **Academic Leadership** – able to demonstrate improvement toward goals for student achievement; able to develop, implement and assess academic plans; and able to demonstrate how he/she has used student achievement data to improve assessment.
- **Fiscal Leadership** – able to understand and communicate the district’s financial condition and direction, experience developing a school district budget and engaging stakeholders in establishing budgetary priorities.
- **General Leadership and Vision** – has the ability to develop a comprehensive vision for the district and lead diverse teams of stakeholders in implementing this vision.
- **Relationship with the Board of Education** – able to articulate effective communication strategies with the Board of Education.
- **Communications** – has experience developing and implementing district-wide communication strategies and evidence of strong communication skills with parents and the community.
- **Personal Characteristics** – has experience making difficult decision that benefit students and the district.
- **Collective Bargaining** – ability to lead “at the table” negotiations from the management perspective.

## Salary and Contract

The Board of Education is offering a three-year contract, with a starting salary in the range of \$125,000 to \$150,000 per year, dependent upon experience and educational preparation.

## Board of Education

Board Member	Term Expires	Years of Service
Michael Nisbet	2020	9
Doug Brown	2019	10
Marcy Bradley	2018	9
Fred Thompson	2018	8
Bruce MacKellar	2019	7
Jason M. Mullen	2019	4
Michael J. Lehman	2020	3



84 Greenwood Street  
Canisteo, New York 14823  
(607) 698-4225

An invitation to apply for

# Superintendent of Schools



Canisteo-Greenwood  
Central School  
District

[www.cgcsd.org](http://www.cgcsd.org)

**Search Reopened!**

November 2017

## Invitation to Apply

The Board of Education of the Canisteo-Greenwood Central School District is reopening its search for the position of Superintendent of Schools and is now accepting applications. The Board has engaged the services of the educational consulting firm of Castallo and Silky to assist with the search process. Interested individuals are invited to submit a letter of interest, resume, application, professional placement file and/or three current letters of recommendation, academic transcripts and NYS SDA/SDL certification.

The application may be accessed by going to [www.castalloandsilky.com](http://www.castalloandsilky.com) and clicking on Forms and Documentation.

Please mail materials to:

### Mr. Alan D. Pole, Educational Consultant

c/o Castallo & Silky  
4514 Whistler Circle  
Manlius, NY 13104

Email: [polead@yahoo.com](mailto:polead@yahoo.com)

Please contact Mr. Pole at 315-692-4615 (O) or 607-427-9681 (C) with any questions related to the search. All communications related to this search will be handled through the consultant. Applicants are requested not to contact any member of the Board of Education.

## Tentative Timeline

December 22, 2017 \_\_ Deadline for applications  
January 20, 30 & February 1, 2018 \_\_ Semi-finalist interviews  
February 8, 13 & 15, 2018 \_\_\_\_ Finalist interviews and selection of candidate  
March 30, 2018 \_\_\_\_\_ Appointment of new Superintendent  
July 1, 2018 \_\_\_\_\_ Anticipated start date

## About the District

The Canisteo-Greenwood Central School District encompasses 192 square miles and 11 townships in Steuben and Allegany Counties. Regular education and special education are offered to approximately 1,000 students in Pre-K through grade 12.



The District, which is the product of an annexation in 2004, educates its students in one PreK-grade 7 Elementary/Middle School and one grades 8-12 High School. A Board of Education of seven members oversees the operation of the District.

The Canisteo-Greenwood District has a technology-rich environment with interactive white boards in all instructional spaces and more than 1,000 computers available to students, faculty and staff, with grade 3-12 issued 1:1 devices. In 2014, we completed a \$6.8 million capital project and will be seeking a new capital project during the next year.

The district is operating with a budget of approximately \$23,306,620 and receives approximately 75 percent of its funding through state and federal sources.

### Employees

Professional/Instructional	103
Non-Instructional	90

### Student enrollment:

Elementary	412
Middle	220
High School	376

## The School Community

The Canisteo-Greenwood Central School District is located in the southern portion of Steuben County known as the Southern Tier. The district encompasses miles of rural land in the scenic Canisteo Valley.

The district is in close proximity to the cities of Rochester (one hour) and Buffalo (two hours).

Also nearby are a number of tourist attractions including the Finger Lakes wineries and the Corning Museum of Glass.

Educational facilities within easy driving distance include Alfred University and Alfred State College, SUNY Geneseo, Elmira College and St. Bonaventure University.

Major employers in the area include Alstom, St. James Mercy Health, Corning Inc., Transitair Inc. and Bombardier Transportation.

## District Mission Statement

The Canisteo-Greenwood Central School District believes the primary purpose of an effective school is teaching for learning.

We believe that all students can learn and achieve at optimum levels of academic performance, regardless of their previous academic performance, family background, socio-economic status, race or gender.

The District will foster positive growth in social/emotional behaviors and attitudes.

*The Canisteo-Greenwood Central School District does not discriminate in employment or in the educational programs and activities which it operates on the basis of age, sex, race, sexual orientation, national origin, color, religion, disability or on any other basis in violation of federal or state law.*