

Chappaqua Central School District

Superintendent Search Leadership Profile

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Learning About the District

- Review of previous reporting by Dr. Fowler
- Consultants' Visits to District on October 25, October 26, and November 3, 2010
- Meetings with approximately 100 individuals and small groups
 - Each Board member individually
 - Each Central Office administrator individually
 - Principals of all six schools
 - Parents and Parent Association leaders
 - Chappaqua Congress of Teachers leaders
 - Other teachers and support staff
 - Two open, public community meetings for all residents
- On-line survey returns from 80 individuals (very limited response rate renders all but the most general conclusions statistically invalid)

Strengths of the District

- Exceptional academic reputation and expansive program, K-12
- Size of the district
- Overall quality of building and district leadership
- Supportive, highly educated, and concerned community that values quality education
- Strong physical plants
- Highly regarded faculty and terrific students
- Availability of resources and community economic support
- Effective and well regarded Board of Education

Issues, Needs, and Concerns

- How will this high-performing, resource-abundant district handle the fiscal constraints that are affecting educational funding locally and nationally?
- Impact of ongoing cost-cutting on programs, staffing, and other conditions
- The unique challenges of excellence
- Better internal communications to address dichotomy of perceptions of different levels
- Visionary leadership that will continue to raise the bar

Desired Characteristics and Attributes of New Superintendent

- Capacity to provide effective educational and instructional leadership
- Someone who can handle the demands of a high-expectation, demanding community
- Take the time to learn about schools and then exert the courage of his or her convictions to lead necessary change and add value
- Creative problem solver, intellectually capable, willing to lead, ability to listen and connect
- Be fully “present” and highly visible
- Able to establish appropriate boundaries
- Ability to say “no” when appropriate

Search Process Summary

- Position advertised twice in Education Week and posted on-line
- Advertised with various professional organizations and websites (AASA, NYSSBA, NYSCOSS, HYA)
- Personal mailings to top superintendents nationally
- Active direct recruitment
- Slate of Candidates to Board of Education by mid-January
- Board interviews late January/Early February
- Appointment in early spring effective July 1, 2011