

PROFILE OF THE NEW  
SUPERINTENDENT OF SCHOOLS  
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The Pocantico Hills Board of Education is seeking an educational leader with a proven and documented record of administrative accomplishments. The successful candidate must build trust with board members, staff, parents and community members through a highly effective communications skillset and a collaborative management style.

The next superintendent must demonstrate as their first priority the academic, social and emotional growth and development of Pocantico’s students. Building on the district’s strong foundation of success, the successful candidate will continue to develop positive relationships with all stakeholders, with the mission of improving the district’s culture while being an ambassador of Pocantico’s success to parents and the local community.

The Board of Education has identified several characteristics as paramount in its next school district leader:

- A collaborative decision maker
- A leader dedicated to the academic achievement and personal growth of all students
- An outstanding communicator and experienced community builder
- An expert in both curriculum development and instructional practice
- A purpose-driven leader who cultivates strong relationships with and invests in the needs of all faculty, staff and students
- A strong and supportive presence in both classrooms and the community

*The Pocantico Hills Central School District is an Equal Opportunity Employer.*



THE POCANTICO HILLS CENTRAL SCHOOL DISTRICT  
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This very special and unique PK-8 school district serves approximately 325 students. In the last 5 years, the number of students has grown by 15%. The district was founded by John D. Rockefeller, Jr. with a deed for 6 acres of land to build the original building. In 1969, another 15 acres was added by the Rockefellers for a major building expansion which helped create the current middle school.

Parents are passionate about the high quality of services that the district offers children and residents. A full day pre-kindergarten program is available to all residents. A comprehensive literacy program is based upon the Columbia University Reading & Writing workshop model. Both French and Spanish immersion are taught beginning in kindergarten. Open enrollment allows all seventh and eighth graders to accelerate in Math and Living Environment programs. STREAM focused classes include 3-D Modeling and Innovation and Design in grades 7-8. A multi-cultural Music program begins in pre-kindergarten.

A school-wide initiative supporting social emotional learning is built upon the work of the Yale Center for Emotional Intelligence. A new therapeutic support center addresses the emotional needs of all students. Lap tops are available for all students in grades 5-8 and lap top carts and iPads are available to all elementary grade students. Curricular connections including the Rockefeller Archive Center, Historic Hudson Valley, Stone Barn Center for Food and Agriculture and the Jacob Burns Film Center, among others, which supplement student learning. Visiting Authors, cultural

arts presentations, distance learning experiences and a district wide chess program add to the richness of the instructional opportunities.

Following graduation in Grade 8, each student makes the individual choice to attend high school in one of the three following districts: Tarrytown, Pleasantville or Briarcliff.

Led by a staff of 58 excellent, dedicated and caring individuals, the district succeeds every day in providing the students with the skills and knowledge that they will need to be successful at the high school level and in their future careers. One of the strengths of the district is having socio-economic as well as ethnic and cultural diversity. Students themselves point with pride to the importance of having a diverse and multi-cultural community.

An active and supportive Foundation and PTA, numerous extracurricular activities, student clubs and a modified athletic program further provide unique student experiences.

Beginning in 2015-2016, the district has twice been selected by the SED to be a “Designated Reward School”. Students are regularly selected to received All-County Chorus, band and orchestra awards, as well as NYSSMA awards. In 2015-2018, students have achieved the highest levels in Math Olympiad Competitions.

THE COMMUNITY  
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The Pocantico Hills School District is located in a beautiful region of Southern Westchester County. Neighboring the Villages of Tarrytown and Sleepy Hollow, the area comprises river, lakes and forest settings. Settled by the Dutch, the area has a rich history including as part of the Underground Railroad.

Due to the gorgeous views along the Hudson River, numerous notable figures chose to build mansions in the area, which have since become well-known attractions. Foremost is the John D. Rockefeller Jr. Estate, Kykuit, which connects to the 6000 acre Rockefeller State Park Reserve. Mr. Rockefeller deeded part of his land to form the school district. The Sunnyside Mansion was home to author Washington Irving and Lyndhurst Mansion stands along the Hudson as one of America’s finest Gothic Revival mansions.

The Tarrytown Music Hall offers a year-round program of Broadway style musicals, family friendly shows and world-renowned artists. The new multi-billion-dollar Mario Cuomo (Tappan Zee) Bridge crosses the Hudson and connects the district (in Westchester County) to Rockland County and beyond. The district’s close proximity to major highways, parkways, and commuter rail lines easily connect the area to New York City. The express Metro North train from Tarrytown arrives in Grand Central Station in less than 35 minutes.

Several local hospitals, including Westchester Medical Center and Phelps Memorial, provide access to high quality medical services.

The Westchester County Airport, just 15 miles away, is a transportation gateway for local residents and supplements New York City’s International Airports including LaGuardia (30 miles) and JFK (40 miles).

Entering the Pocantico Hills School District region, one cannot help being struck by its incredible physical beauty.

ANNOUNCEMENT OF VACANCY

The Board of Education of the Pocantico Hills Central School District located in Westchester County, New York seeks a highly qualified leader to be its Superintendent of Schools. The search process will be completed by mid-March 2019.

Robert W. Christmann is assisting the Pocantico Hills Board of Education with the selection process.

THIS IS A CONFIDENTIAL SEARCH PROCESS

The names of the candidates will be known only to the five (5) members of the Pocantico Hills Board of Education. Only the successful candidate will be named publicly and only after a contract is signed between the parties.

The consultant will be responsible for screening candidates and recommending a group of potential semi-finalists to the Board of Education. Candidates must not contact any board member directly. The Pocantico Hills Board of Education will make all the decisions related to the selection process, the evaluation of candidates and the final appointment.

A first round of interviews will be scheduled for February 11-14, 2019 over several evenings. The second round of interviews will be conducted over three nights on February 25-28, 2019.

APPLICATION PROCESS

TIMELINE

- Materials deadline: January 11, 2019
- Anticipated appointment: March 5, 2019
- Anticipated start date: July 1, 2019

PROCEDURES

Candidates must submit the following by January 11, 2019:

- Completed application (available at [www.pocanticohills.org](http://www.pocanticohills.org) or [www.nysleadershipgroup.com](http://www.nysleadershipgroup.com))
- Cover letter and resume
- All NYS certificates including SDA or SDL

MATERIALS SHOULD BE SENT TO:

Robert W. Christmann, Executive Director and Lead Consultant  
Pocantico Hills Central School District  
New York State Leadership Group  
SUNY Buffalo State  
306 Bacon Hall  
1300 Elmwood Avenue  
Buffalo, New York 14222  
[chrstrw@buffalostate.edu](mailto:chrstrw@buffalostate.edu)  
716-777-0451

THE BOARD OF EDUCATION

MEMBERS	TERM DATE
Alfred Pacile, President	2017
Fred Rickles, Vice-President	2010
Susan Burlazzi	2018
Charlie Minton	2015
Kasama Star	2017

FINANCIAL DATA

Total Budget 2018-2019	\$31,031,090
NYS Aid 2018-2019	\$1,245,808
Incarcerated Youth Aid	\$2,310,000
Principal Payment	\$720,000
Debt Services Payment 2017-2018	\$1,617,404

BUDGET HISTORY

Every proposed school district budget in the last five (5) years was approved with an average acceptance rate of 72%.

CONTRACT & SALARY INFORMATION

The Pocantico Hills Board of Education plans to offer a three- year contract with a minimum salary of \$240,000 based on qualifications, experience and a previous record of success. A benefits package will also be included in the contract.

Preferred experience includes a prior superintendency and/or central office position. Required experience includes teaching and principal and/or building level administrative positions.

DISTRICT RESIDENCY IS NOT REQUIRED.



POCANTICO HILLS CENTRAL SCHOOL DISTRICT



BOARD OF EDUCATION

INVITES YOU TO APPLY FOR THE POSITION OF

SUPERINTENDENT OF SCHOOLS

2019

IMPORTANT DATES

