

June 20th, 2019

To Whom It May Concern:

I am writing to fully recommend Bob Christmann of the NY Leadership Group to guide your Executive Search process. As we began our Search process in the Fall of 2018 at the Pocantico Hills CSD we knew it was essential to execute a thorough and rigorous process. For our Board, this meant going beyond simply advertising the role, and hoping for the best.

We knew that it would be critical to engage the local community including stakeholders representing the full diversity of our district such as teachers, administrators, students, as well as support staff at various levels, along with parents and other district residents. We also knew it would be important for our search to be led by someone who would invest the time and care to understand the needs of our school and community- and to leverage this understanding to identify applicants who would best fit our needs.

We interviewed a number of different search firms as a first step in this critical journey for our Board and district. When we spoke with Mr. Christmann, we were immediately struck by his wisdom and personal authenticity. We sensed we would be entrusting our process to very capable and experienced hands.

And we were not disappointed. Mr. Christmann offered our Board an outstanding level of service delivered with impeccable insight, quality, and integrity.

I fully recommend his services, and am at your disposal to discuss our experience with him, at your convenience.

Warm Regards,

Al Pacile
Pocantico Hills Board President