



THE NEW PALTZ CENTRAL SCHOOL DISTRICT

THE COMMUNITY

PROFILE OF THE NEW SUPERINTENDENT OF SCHOOLS

The New Paltz Board of Education is seeking an exceptional educational leader with a proven record of administrative accomplishments. The successful candidate must provide evidence of achievement in advancing equity and an ability to facilitate and lead difficult discussions related to race, religion, socio-economics, gender, and disability. They must establish a high level of internal and external trust in the school district while building a culture of strong mutual respect based on roles and responsibilities between the superintendent and board of education.

The New Paltz Board of Education has prioritized the following characteristics as those it seeks in its next school district leader:

- A proven problem solver who partners with staff and community to develop effective solutions
- An ability to cultivate a positive school culture
- Commitment to a whole-child approach
- Proven success in motivating a group of professionals as an equity-centered leader
- A contemplative, measured, and empathetic leader of unquestioned integrity
- Evidence of improving students' academic and non-academic success

The district serves 2,100 students in four schools: Duzine (K-2), Lenape (3-5), New Paltz Middle School (6-8) and New Paltz High School (9-12). With 760 students, the high school offers 37 college-level courses, an exceptionally high number. Students can also choose from 19 A.P. courses, four world languages and Project Lead the Way. New Paltz High School has consistently been ranked as one of America's top high schools according to U.S. News and World Report. Other highlights include a new high school-based Wellness Center for student and faculty use and outstanding art, music and drama programs. The high school is consistently identified by the NYSED as a Reward School. Also provided are a full range of athletic programs including 26 varsity and 11 junior varsity sports and over 35 clubs and organized extracurriculars.

The middle school has also launched Project Lead the Way in grades 6-8 and features open enrollment in advanced grade 7-8 science and math classes. Middle school students have access to innovative technology opportunities including grade level robotics programs and are in the midst of a one to one Chromebook roll-out. Wellness has been incorporated across the curriculum and the middle school has recently

initiated monthly school-wide community building groups. Middle school students have access to 13 modified sports and a recently renovated state-of-the-art library facility. For over a decade, New Paltz Middle School students have been recognized for one of the most successful blood drives in the Hudson Valley.

Both Duzine and Lenape Elementary Schools currently utilize a balanced literacy approach. Responsive classroom is implemented in every classroom across both buildings as part of a multi-faceted social-emotional learning program. There is an emphasis on the arts, environmental education, and multi-cultural learning experiences. Lenape has also begun a 3-year program of providing all students with Chromebooks and uses research-based response practices. Duzine builds a very strong K-2 foundation for future academic success through its commitment to developmentally appropriate approaches to learning. Duzine Elementary was recognized by the NYSED as an exemplar for play-based learning. Staff were featured in a state-wide guidance video. Duzine and Lenape staff includes three full-time reading teachers and a part-time RTI Specialist. Students have access to interventions such as Reading Recovery and multisensory phonics instruction.

Founded by the French Huguenots in 1678 on the traditional land of the Lenni-Lenape people, the Village of New Paltz has the oldest street of original houses in the United States. In addition to its historical significance, New Paltz provides premier hiking, cycling, rock climbing and sightseeing opportunities for both residents and tourists. A vibrant downtown buzzes with restaurants in an extensive variety of cuisines, unique shops and eclectic antique stores, all surrounded by picturesque mountain views. SUNY New Paltz and the Denizen Theatre provide residents and visitors with live theatre, and art galleries draw visitors year-round. On the weekends, the Ulster County Fairgrounds hosts numerous food festivals, craft fairs, and community events. There is easy access to the culture of New York City eighty miles to the South. New Paltz offers an exceptional quality of life unmatched by many areas in New York State. In addition to its physical beauty and cultural opportunities, New Paltz is a community of engaged and caring people.

Located in the center of New Paltz, SUNY New Paltz is a highly-regarded four year college. Other nearby institutions of higher education include Vassar, Marist, and Bard Colleges, the U.S. Military Academy at West Point, the Culinary Institute of America and SUNY Ulster, SUNY Orange and SUNY Dutchess.

Six regional hospitals provide top medical services: Vassar Brothers, Northern Dutchess, St. Luke's, St. Francis and Catskill and Orange Medical Centers.

Major airlines are serviced at Stewart International Airport (20 miles), LaGuardia (80 miles), JFK (90 miles), and Newark Liberty (90 miles).

Following SUNY New Paltz, the largest employers in the area are the Mohonk Mountain House Resort Hotel and United Healthcare.



The New Paltz Central School District is an Equal Opportunity Employer.

ANNOUNCEMENT OF VACANCY

The Board of Education of the New Paltz Central School District is seeking a highly qualified leader to become its next Superintendent of Schools. The search process should be completed by early May with the successful candidate beginning employment July 1, 2020.

THIS IS A CONFIDENTIAL SEARCH PROCESS

As a result, the names of all candidates will be known only to the members of the New Paltz Board of Education. Only the successful candidate will be named publicly and only after a signed contract between the parties is completed.

The consultant will carry out the task of screening applicants and recommending to the board of education a group of potential semi-finalists. Candidates must not contact board members directly. The New Paltz Board of Education will make all decisions concerning the selection process, the evaluation of candidates and the final appointments.

The first round of interviews will be conducted mid-late March, 2020 over several evenings. The second round of interviews with the board members will occur in April, 2020.

APPLICATION PROCESS

TIMELINE

- Materials deadline: February 28th, 2020
- Anticipated appointment: May, 2020
- Anticipated start date: July 1, 2020

PROCEDURES

Candidates must submit all of the following by February 28th, 2020:

- Completed application (available at www.newpaltz.k12.ny.us or www.nysleadershipgroup.com)
- Letter of interest and resume
- New York State SDA/SDL Certificate
- Reference letters (3)

MATERIALS SHOULD BE SENT TO:

Robert W. Christmann,
Executive Director and Lead Consultant
New Paltz Central School District
New York State Leadership Group
SUNY Buffalo State
306 Bacon Hall
1300 Elmwood Avenue
Buffalo, New York 14222
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716-777-0451

THE BOARD OF EDUCATION

MEMBERS

Diana Armstead

Probation Officer

Glenn Lapolt

High School History Teacher

Michael O'Donnell

Data Science & Management

Sophia Skiles

Theater Artist/College Educator

Bianca Tanis

Elementary Special Education Teacher

Teresa Thompson

Restaurant Owner/Operator

TERM DATE

2018-2021

2018-2021

2015-2021

2016-2022

2019-2022

2017-2020

FINANCIAL DATA

Total Budget 2019-2020	\$63,640,000
NYS Aid 2019-2020	\$16,025,099
Total Debt Service	\$47,450,000
Debt Service Payment 2018-2019	\$3,834,300

BUDGET HISTORY

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

CONTRACT & SALARY INFORMATION

The New Paltz Board of Education plans to offer a three-year contract with an initial salary range of \$190,000 - \$210,000 based on qualifications, experience and a previous record of success. A benefits package will also be included in the contract.

Required experience includes teaching and building level administration. Superintendent experience is preferred, but not required.

DISTRICT RESIDENCY
IS NOT REQUIRED.

New Paltz CENTRAL SCHOOL DISTRICT



BOARD OF EDUCATION

INVITES YOU TO APPLY
FOR THE POSITION OF

SUPERINTENDENT OF SCHOOLS

2020

IMPORTANT DATES

APPLICATION
DEADLINE

**FEBRUARY 28th,
2020**

ALL REQUIRED DOCUMENTS
MUST BE SUBMITTED BY
3:00 P.M. ON FEBRUARY
28TH, 2020

FIRST ROUND
OF INTERVIEWS

**MID MARCH
2020**

BOARD MEMBERS
ONLY

SECOND ROUND
OF INTERVIEWS

**APRIL
2020**

BOARD MEMBERS
ONLY