



East Rochester Schools, District Office

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Website: <http://www.erschools.org>

February 27, 2020

East Rochester Faculty and Staff:

The search for the Superintendent of Schools continues on schedule. The members of the Board of Education are committed to finding the very best educator to lead the District in the challenging years ahead.

On February 3, Dr. Howard Smith and Mr. Michael DeMott, consultants from School Leadership, LLC conducted stakeholder group meetings in the school community. They met with the five Board-designated groups including high school students, building and District administrators; faculty and staff; representatives of the Alumni Foundation and community residents in an open forum. In total, 57 people participated in these sessions. In addition, the consultants reviewed the analysis of an online survey which was active for 30 days and which enlisted responses from 136 individuals, including 176 narrative comments.

Based upon the input received and reported on from the focus group meetings and from the analysis of the information collected from the online survey, the Board, at its February 25 regular Meeting, accepted the Specification Development Report and adopted specifications for the position. These specifications will be used by the consultants to advertise for and screen applicants, as well as by the Board as it makes decisions about those expressing interest in the position.

As a result, the Board has determined that the ideal candidate will be:

- ✓ A respected and successful educator with classroom teaching and building and/or central office administrative experiences, who has demonstrated the ability to collaborate and communicate effectively with all constituencies, making decisions grounded in the best interest of students and the school community.
- ✓ A school administrator with an understanding of the finance and human resource functions who can advise, oversee and/or conduct related activities providing ongoing leadership by charting a reasonable and thoughtful approach to challenges in both areas facing the District.
- ✓ A creative thinker and visionary who will work with the Board of Education and the school community to facilitate a strategic planning process for determining priorities and focus for the work of the staff.

- ✓ A proven instructional leader who will embrace cultural as well socio-economic diversity and one who will work closely with staff to provide multiple learning opportunities for students and lead sensible improvements and innovations in curriculum and instruction building upon the academic successes of the District.
- ✓ An energetic educator of the utmost integrity and character who will become an integral part of the school community, be regularly visible and will lead in an atmosphere of mutual respect and accountability.

In April and May, Dr. Smith and Mr. Daniel White, Monroe One BOCES District Superintendent, will be vetting all applicants and assisting the Board in the selection of those designated to semi-finalist and finalist standing. Later in May, the Board will be interviewing candidates it designates as semi-finalists and soon thereafter, will be meeting with candidates selected from that group as finalists for the position. The full schedule of activities is at the District website and calls for the appointment of the Superintendent in June with an anticipated start date on or about September 1, 2020.

On behalf of the Board, I would like to thank those of you who attended a focus group session and/or completed the online survey. Please know that your input has proved invaluable as we continue the important work of selecting the next Superintendent.

Should you have any questions about the status of the search, please feel free to contact me. I will continue to update the community as we move forward.

Sincerely,



Jennifer Majewski Lesinski, President
Board of Education