

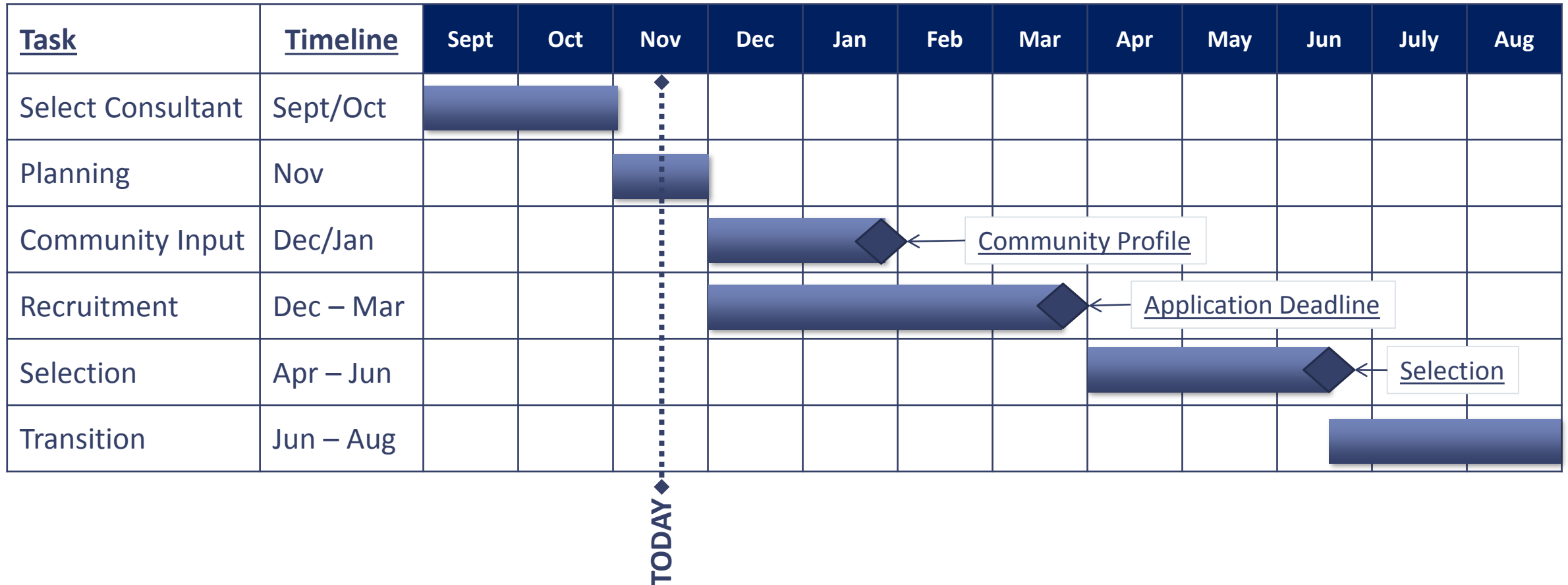


City School District of Albany Superintendent Search Update

NOVEMBER 17, 2016



Projected Phases and Timeline





Search Consultant

After reviewing proposals and interviewing candidates, the Board selected Bob Christmann and Bob Reidy from Western NY Educational Service Council to assist us with the search. Hired 11/3/2016.

WNYESC Assets

- Hundreds of successful searches in NYS including Rochester, Rome, Oswego, Oneonta, Tonawanda and NYC
- Commitment to strong community involvement
- Recognized expertise in recruiting strong candidates
- Strong network and commitment to active candidate recruitment

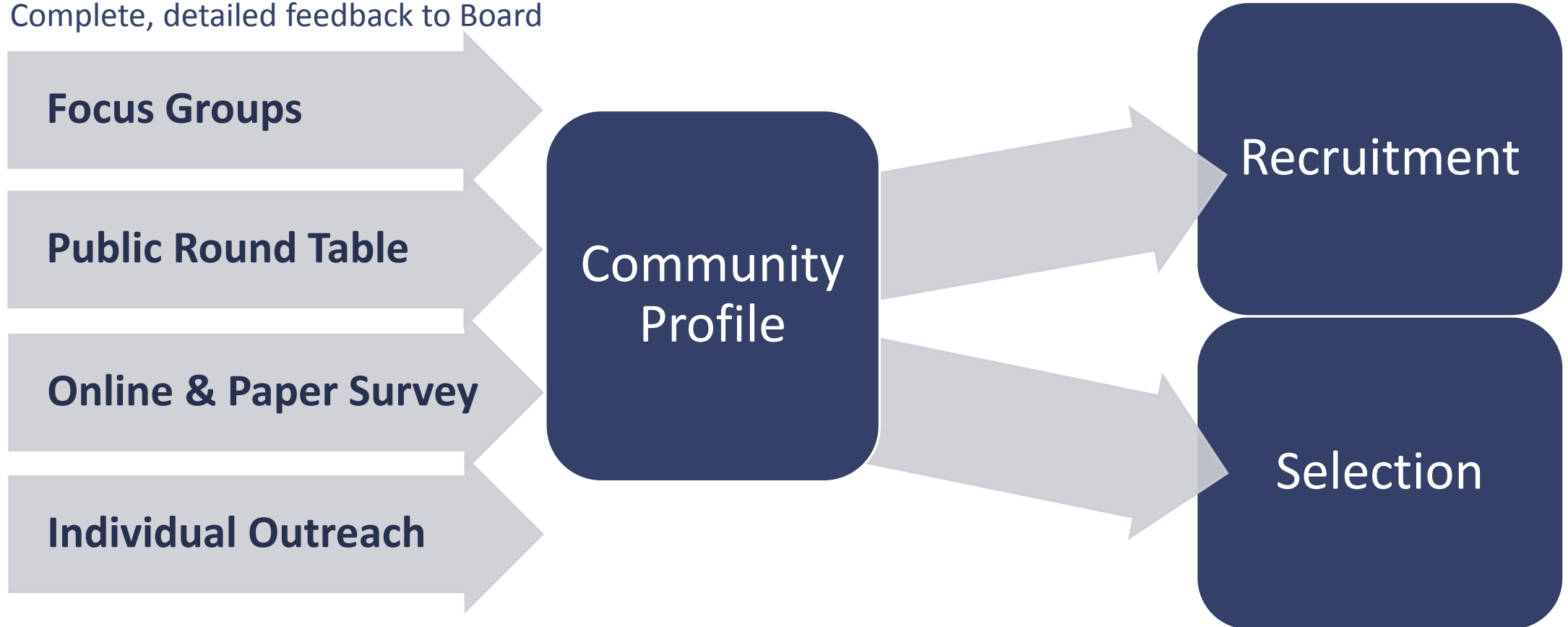
Consultant Role

- Administer search process at the direction of the Board
- Recruit candidates
- Collect and consolidate information
- No decision-making authority. All authority rests with the Board.

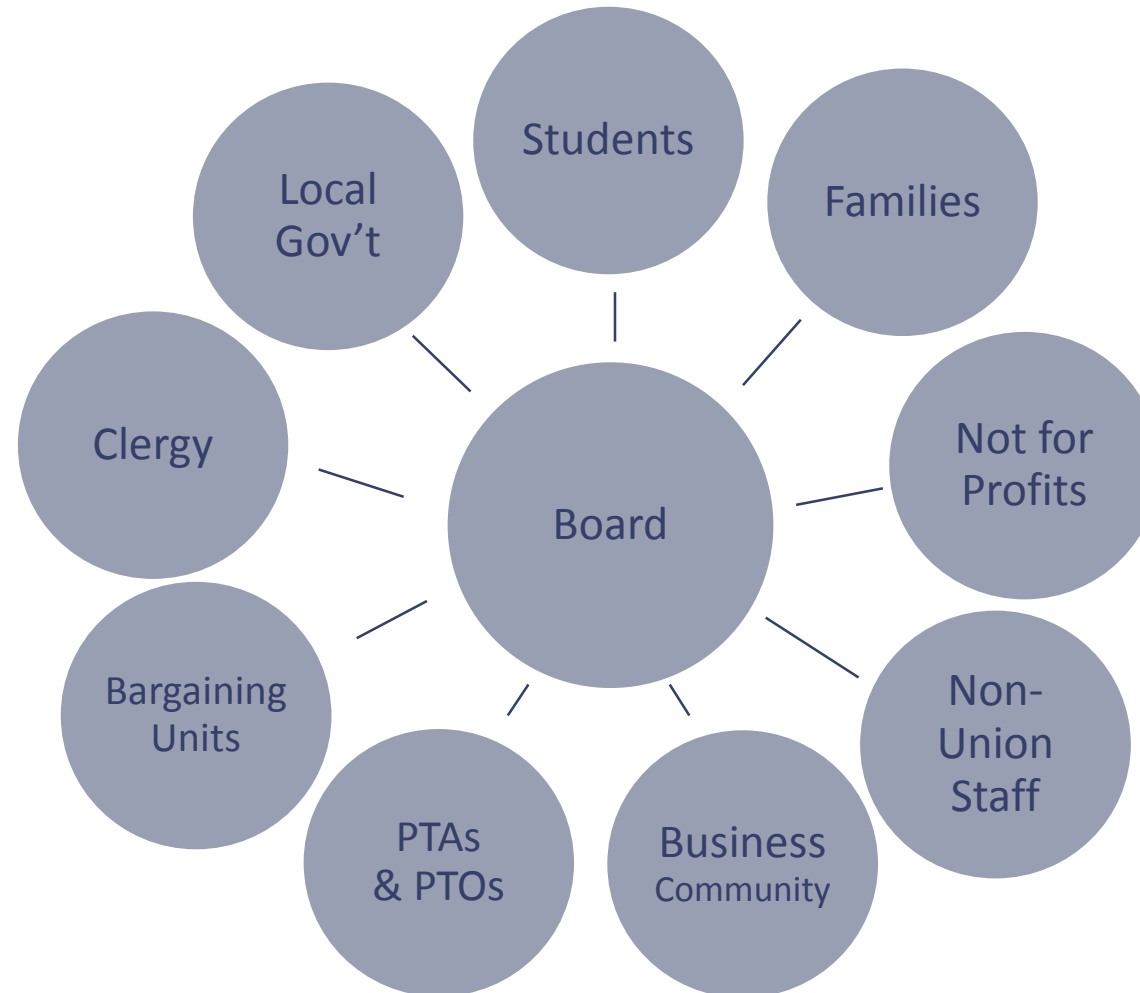


Community Input

Conducted by WNYESC
Complete, detailed feedback to Board

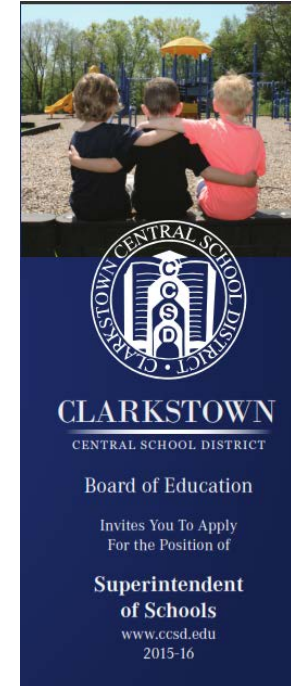


Stakeholders



Recruitment

- Brochure
- Paid advertising
- Organizational outreach
- Personal outreach



Brochure Covers from Albany's last search and two recent searches conducted by WNYESC



Recruitment

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- Personal outreach

School Superintendents Association (National)
Education Week (National)
NYS Council of School Superintendents
NYS School Boards Association
Others TBD.



Recruitment

- Brochure
- Paid advertising
- **Organizational outreach**
- Personal outreach

NYS BOCES Organizations
Harvard School of Education
College/University placement offices
National Alliance of Black School Educators
NYS Superintendents Association
Association of Latino Administrators and Superintendents
League of United Latin American Citizens
Urban Superintendents Association of America
Association of Black Educators of New York
NAACP New York State Conference
The New York Urban League



Recruitment

- Brochure
- Paid advertising
- Organizational outreach
- **Personal outreach**

Direct contact by WNYESC

Personal phone calls to potential candidates who match criteria from Community Profile

WNYESC has deep NYS and national network especially through their long relationship with National Superintendents Association and NYS School Boards Association



Selection

March 31:	Application deadline
April:	Select approximately 6 – 8 semifinalists Background checks
May:	Interview semi-finalists Select 2 – 3 finalists
June:	Interview finalists Select permanent superintendent



Transition

- **Contract negotiations**
- **Appointment**
- **Public announcement to Albany and prior district**
- **Stakeholder outreach**
- **Entrance plan**



Confidential Search

What is a confidential search?

- Stakeholder input shapes the criteria used to recruit and select candidates.
- The selection of semi-finalists, finalists, and the final candidate is done by the Board of Education.
- Public announcement to both districts is made after the contract with the new district is signed.
- This is a different than Albany's last superintendent search. In that "open" search the stakeholder community participated directly in screening and interviewing. The Board was still responsible for making the final decisions.

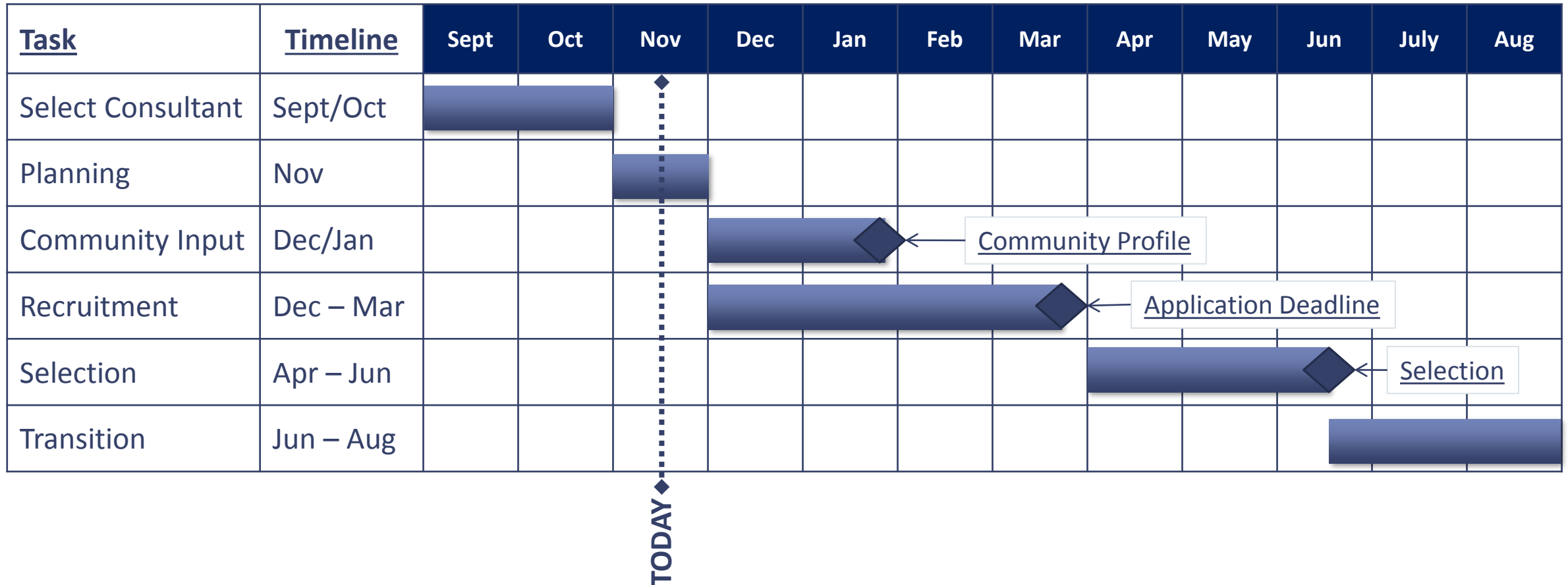
Why a confidential search this time?

- There is a highly competitive environment for successful superintendents with experience in urban settings.
- Confidentiality is critical to successful superintendents.
- The strongest candidates are likely successful in their current district and may decline to participate in "open" searches to avoid jeopardizing relationships and employment in their current district.
- Districts who have used both report better quality and quantity of candidates in the confidential search.
- Search consultants report that the number of candidates for open searches is substantially down in recent years.

For these reasons, the Board has committed to a confidential search.



Projected Phases and Timeline





How to get involved & stay informed

- **Take the survey**
- **Come to the Round Table Discussion (Date TBD – expected January)**
- **Visit www.albanyschools.org for information and updates**
- **Follow the district on SNN (“District News” category), Facebook and Twitter.**
- **Attend or listen to recorded board meetings for updates – recordings are available through the Board section at www.albanyschools.org**
- **Contact WNYESC with questions/suggestions:**

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