

## ANNOUNCEMENT OF VACANCY

The Board of Education of the Vestal Central School District is seeking a highly qualified educational leader to fill the position of Superintendent of Schools. The search process will be conducted over the coming months with the successful candidate beginning employment on July 1, 2016.

The vacancy is due to the retirement of Mark LaRoach who has successfully led the district for the last six years.



Initial interviews with the Vestal School Board of Education are tentatively planned for March 2016. Second-round interviews will begin April 2016. During the second round, finalists will be invited to spend the entire day and evening in the school district for a personal tour and to meet staff and interview with the Board as well as a group representing teachers, administrators, paraprofessionals, support staff and community members.

### Contract and Salary

The Board of Education plans to offer a three-year contract with a salary ranging from \$160,000 - \$180,000 depending upon the preparation, qualifications, experience and record of the successful candidate. All qualified candidates are encouraged to apply.

## THE APPLICATION PROCESS

The Board has asked Castallo and Silky, Education Consultants, to assist with this search. Qualified applicants must submit the following by Friday, February 12, 2016:

- Letter of application
  - Current resume
  - NYS School District Administrator/Leader Certificate
  - Completed application\*
  - Updated university placement folder or graduate transcripts and 3 letters of recommendation
- \*The electronic version may be found at [www.castalloandsilky.com](http://www.castalloandsilky.com) by clicking on Forms and Documentation.*

All application materials should be submitted to: **Mr. Alan D. Pole, Educational Consultant**  
c/o Castallo and Silky, 4514 Whistler Circle, Manlius, NY 13104  
[polead@yahoo.com](mailto:polead@yahoo.com) • 315-692-4615 (Office) • 607-427-9681 (Cell)

All communications related to this search will be handled through our consultant. Applicants are requested not to contact any members of the Board of Education. The Board will make all decisions concerning the selection process, the evaluation of candidates, and the final appointment.

## THE SUCCESSFUL CANDIDATE

The Vestal Central School District is seeking an educational leader with a proven record of administrative accomplishments. The successful candidate should have the capacity to build trust and maintain confidence with the Board, staff and community.

The Board has identified several characteristics that would be most desirable in the new superintendent. They include:

- One who is an inspiring leader with vision.
- Ability to clearly identify problems and develop effective solutions.
- A strong commitment to advancing student achievement and success.
- Outstanding written and oral communication skills.
- A commitment to involving staff, parents, students and the community in shared decision-making.
- Ability to effectively communicate agenda in support of advancing District mission and goals.
- A strong representative of the district who builds community relationships.
- One who delegates responsibilities, but holds subordinates accountable.
- A positive, can-do attitude with a good sense of humor.
- Someone who shares credit for successes and accepts responsibility for negative outcomes.
- A reflective thinker; not impulsive.
- Unquestioned integrity.
- Likes children and loves upholding the duties of the Office of the Superintendent.

## OUR DISTRICT

The Vestal Central School District serves students in the Town of Vestal, Broome County, and a portion in Apalachin, NY, Tioga County, with five elementary schools, a middle school and a high school. Our enrollment of 3,350 students is supported by a faculty of 300 and a support staff of 370.

The district sustains a strong program of professional development focusing on the competencies of the Common Core Standards and current advancements in curriculum and instruction. Teams of teacher leaders in the areas of technology, literacy and math promote responsive learning environments that challenge and engage students. Innovations in technology integration are supported by teacher leaders in each building, who model the use of technology as a tool for learning, expression and community engagement.



The Vestal Central School District fully commits all resources to fulfilling its mission for each student to become ... "a critical thinker, a lifelong learner and a responsible, contributing citizen in a changing global society." To this end, the district recognizes the importance of civic engagement to a full academic program. Character education in the areas of student leadership, community service and diversity is developed throughout our K-12 program. The district invests in an extensive arts program. Musical productions and performances begin in the elementary schools and lead to formal productions at the middle school and high school level. Art education advances our students' awareness of diversity, global culture and self-expression. Co-curricular offerings and athletics are other opportunities for students to engage with their peers and contribute to our dynamic culture of engaged learning.

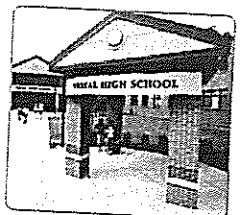
Our team of psychologists, speech therapists, writing and math workshop teachers, school counselors, physical and occupational therapists and teacher aides make sure we are meeting the critical needs of every student.

## FACTS ABOUT OUR SCHOOLS

Our schools are routinely recognized and honored internationally, nationally and within the state for excellence in all areas of achievement. There are numerous student leadership opportunities and extracurricular activities accommodating a wide range of student interests, and the school community maintains a strong commitment to service and volunteerism.

- Rated the number one school district in the Binghamton-Elmira area and 25th in New York State by "Business First" magazine for the fifth straight year.
- Glenwood and Vestal Hills Elementary Schools were identified as "High Achieving Reward Schools" by the New York State Education Commissioner in 2015.
- Vestal High School was a past "High Achieving Reward School" and is regularly listed by "Newsweek" in its Top 1,000 Schools in the US and is routinely ranked by "US News and World Reports" among the Best High Schools.
- On average, 90% of Vestal graduates enroll in higher education.
- Approximately 61% of seniors and 54% of juniors took at least one AP, IB, or Excelsior College course in 2014-15.
- Vestal offers 23 International Baccalaureate courses, seven Advanced Placement courses and five courses in its Project Lead the Way pre-engineering program.
- The District works in partnership with Binghamton University, Rochester Institute of Technology, SUNY College of Environmental Science & Forestry and SUNY Broome to advance student achievement.
- The District sponsors a total of 51 sports teams, and 363 student athletes earned Scholar Athlete awards with an average GPA of 94.808 for the 2014-15 school year.
- The mean SAT Reasoning test score for the Class of 2015 was 1620 points.
- With fiscally healthy fund reserves, the district consistently scores an Aa2 credit rating from Moody's and has been reported as "0" fiscal risk by the NYS Comptroller.
- Total budget for 2015-16 is \$75,086,114, with 62% local share, 30% NYS education aid and five percent applied fund balance.

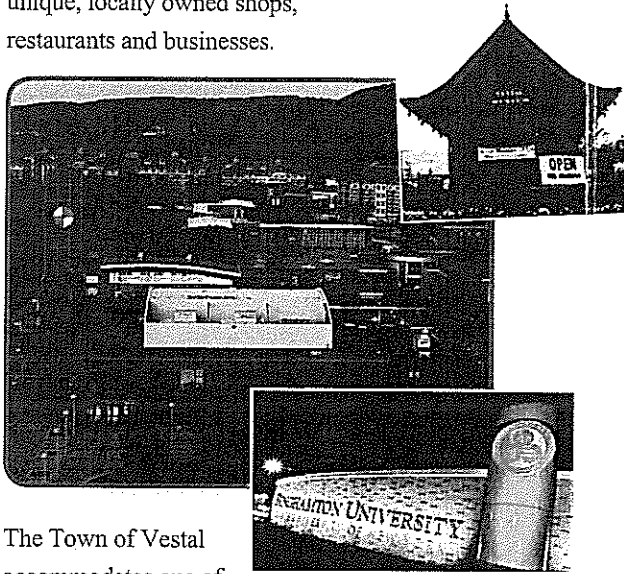
- For the past three years, the district has had spending plans approved by voters with a 70% pass rate, and in November, voters approved the establishment of a capital reserve fund with a 75% "yes" vote.



## OUR COMMUNITY

The Town of Vestal is a friendly, family-oriented community of over 28,000 residents located in Broome County, just west of the City of Binghamton.

With convenient access to Interstates 81, 86 and 88, Vestal enjoys the amenities of suburban living along with the wide open spaces of rural life. The community offers safe, affordable housing with a variety of many quality-of-life options easily available, including first-rate health and medical facilities, recreational centers, retail outlets and unique, locally owned shops, restaurants and businesses.



The Town of Vestal accommodates one of the stars of New York State's public university system, Binghamton University. Regularly voted best value for public universities by "The Princeton Review," Binghamton University is an asset to the community, and the Vestal Central School District actively cultivates collaborations with this institution, as well as others in the area, including SUNY Broome. Also within a short driving distance from Vestal are Cornell University, Elmira College, Ithaca College and Syracuse University.



The Greater Binghamton area surrounding Vestal also boasts a rich cultural heritage, and a strong devotion to the arts and music. From the Cider Mill Playhouse, Tri Cities Opera, Schorr Family Theater and a plethora of youth and adult symphonies, the arts thrive in this area. A couple miles to the east is the Roberson Museum and Science Center and, to the west, is its affiliated observatory, Kopernik Space Education Center.

The area's rich cultural diversity supports a myriad of community programs, activities, clubs and restaurants. Bordering Vestal is Endicott, the "Little Italy" of the Binghamton region, and down the highway are neighborhoods that embrace an eastern European heritage. And then there is the spiedie. This area specialty claims its own festival, the annual Spiedie Fest & Balloon Rally, which attracts thousands of visitors every year.

In the sports arena, professional baseball and hockey teams, the AA Binghamton Mets and the AHL Binghamton Senators, call the area home. The Dick's Sporting Goods Open, part of the PGA Champions Tour, is hosted at the EnJoie Golf Club in late August. For the amateur enthusiast, the region has a multitude of quality health clubs, golf courses and recreational leagues for all ages.

With the majestic Susquehanna River intersecting with the Chenango River in downtown Binghamton, you can imagine that the area's parks are outstanding. Nearby is Chenango Valley State Park and just across the border in Pennsylvania Salt Springs State Park is a hidden gem. All provide breath-taking opportunities to savor nature at her best. Community parks in the towns of Endicott, Johnson City and the City of Binghamton holds treasures of a bygone era, six beautiful carousels donated between 1919 and 1934 by shoe manufacturer and area philanthropist George F. Johnson. The carousels are all operational, and children always ride for free.

## OUR BOARD OF EDUCATION

Michon Stuart, President

Jerry Etingoff, Vice President

Rick Bray

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Sylvia Place

Tony Turnbull



### OUR MISSION

*The Vestal Central School District believes each student is unique and can learn. The District's mission is to provide instruction, programs, strategies and challenges in a caring, positive learning environment. Each student will become a critical thinker, a lifelong learner and a responsible, contributing citizen in a changing global society. The Board of Education, staff, parents, students and community share a commitment to this mission.*



The Vestal Central School District's Board of Education respectfully invites you to apply for the position of **SUPERINTENDENT OF SCHOOLS**



# VESTAL CENTRAL SCHOOLS

*Creating lifelong learners*

[www.vestal.stier.org](http://www.vestal.stier.org)

Challenge Support Foster Invest



Application Deadline:  
**FEBRUARY 12, 2016**