

### Mission

Inspired by a tradition of excellence and a spirit of continuous improvement, the Spackenkill School District will provide all of our students with the academic and social skills necessary to pursue their goals and become responsible citizens in an interdependent global community.

### Vision

All Spackenkill graduates will be lifelong learners who are inspired to pursue their dreams and contribute to the global society.

### BOARD OF TRUSTEES

Thomas Keith Jr. • President  
James Willoughby • Vice President  
Jill McMahon  
Dave Webster  
Melissa Dominick  
Nancy Melilli • Clerk of the Board

### APPLICATION

Please download ([www.dcboces.org](http://www.dcboces.org)) and complete the application and mail along with:

- completed application
- letter of interest
- resumé
- academic transcripts
- copies of administrative certificates
- 3 letters of reference

### TO:

Spackenkill Superintendent Search  
Dr. Richard M. Hooley, Consultant  
5 BOCES Road  
Poughkeepsie, NY 12601  
Email: [SUFSDSearch@dcboces.org](mailto:SUFSDSearch@dcboces.org)

**Deadline: 4 p.m. February 29, 2016**



## An Invitation to Apply for the Position of Superintendent of Schools

*A Tradition of Excellence with a Vision for Tomorrow*

## Invitation to Apply

The Spackenkill Union Free School District is seeking a highly qualified and experienced leader for the position of Superintendent of Schools. The vacancy is due to the retirement of Dr. Lois Powell, who served as Superintendent for twelve years. The Spackenkill Board of Education will make all decisions concerning the selection process, the evaluation of candidates, and the final appointment.

## Timeline

### JANUARY 2016

- Post the opening, application and related information
- Public Forum - January 20<sup>th</sup>

### FEBRUARY 2016

- Deadline for applications - February 29<sup>th</sup>

### MARCH 2016

- Screen applicant information
- Interviews scheduled and conducted

### SEPTEMBER 2016

- Superintendent begins employment



## Facts & Figures

2015-16 Budget. . . . . \$43,434,194  
Enrollment. . . . . 1,470  
Staff. . . . . 298  
Area. . . . . 6 square miles

Schools	Enrollments
Nassau Elementary (K-2)	255
Hagan Elementary (3-5)	324
Todd Middle School (6-8)	325
Spackenkill High School (9-12)	539

# The District

Known for its long tradition of excellence and high standards, the Spackenkill Union Free School District is a K-12 public school district located in the western part of Dutchess County, New York. It was established in 1866, and it has grown from a one-room schoolhouse to four schools serving some 1,500 students. The district prides itself on being a small community, where families know each other, enhancing the spirit of a shared vision.



# Terms

The Spackenkill Board of Education will offer a three-year contract with a salary of up to \$195,000 based on experience, education and background. The benefits package will be competitive with others in the region. Residency in proximity to the District to meet expectations for full participation in the community and attendance at evening and weekend events is required.

- Earned Doctorate Preferred
- SDA Required
- Tenured Teaching Experience Preferred
- Building Leadership and/or District Leadership Preferred
- Experience as a Superintendent Preferred

# Candidate Characteristics

*The Board of Education of the Spackenkill Union Free School District is seeking applicants in a confidential search for the position of the Superintendent of Schools. The successful candidate will have the intelligence, experience, leadership, integrity and resilience to direct an outstanding school system toward its goals of continuous improvement in high achievement and academic excellence.*

The ideal candidate:

- Is a hands-on, collaborative leader who will sustain positive relationships and be highly visible in the community
- Is an innovative visionary who is able to express substantive goals and articulate clear steps for their implementation
- Understands and uses data and outcomes effectively to guide continuous improvement, possesses a strong background in curriculum, and supports a well-rounded education
- Is a good listener and communicates effectively in written and spoken language
- Is able to clearly identify problems and develop effective solutions
- Is a reflective decision maker who acts with conviction considering the needs of children and all possible options
- Employs practical and innovative strategies to address finances and ensures the effective use of all resources
- Understands and works effectively within New York State Education Law and SED regulations, and sustains a strong voice

# Community

The beautiful community of Spackenkill is located in the Town of Poughkeepsie, midway between New York City and Albany on the eastern side of the Hudson River. This convenient location provides easy access to major arteries, airports, rail travel and shopping. New England is nearby as are the Catskill and Adirondack Mountains.

The scenic Mid-Hudson Valley is one of the most concentrated historic landmark regions in the United States. It includes the Franklin D. Roosevelt Library and Museum, Eleanor Roosevelt's Retreat at ValKill, West Point, the Vanderbilt and Mills Mansions, Locust Grove - the Samuel Morse Historic Site, as well as Revolutionary War battlegrounds and early Dutch Heritage sites. The Valley's 800 square miles of fascinating sites, lively events and breathtaking vistas draw visitors from around the world.

Vassar, Marist and Bard colleges are near the Spackenkill School District, as well as the internationally acclaimed Culinary Institute of America, Dutchess Community College and State University of New York at New Paltz. Culturally, the area offers a variety of performing arts opportunities, including the distinguished Hudson Valley Philharmonic Orchestra, college theatres, summer theatres, the legendary Bardavon 1869 Opera House and the Mid-Hudson Civic Center in Poughkeepsie.

In addition to the many historic sites, the area offers ample opportunities for outdoor recreation including The Walkway Over the Hudson State Historic Park and an extensive network of rail trails. Other recreation options include golf, tennis, skiing, camping, boating and fishing.

# Points of Pride

Winner of the 2014 Silver Performance Excellence Award from Partners in Performance Excellence, a Baldrige Enterprise Member. No other New York State district has won this award in over 20 years.

Three-year winner of Best Communities for Music Education Award from the NAMM Foundation.

Spackenkill is ranked first place in Dutchess County and in the top 5% in New York State for Fiscal stability.

Spackenkill students advance to state and national levels routinely in numerous competitions including: Odyssey of the Mind, Science Olympiad, Mathematics Competition, etc.

In the 2014-15 school year, 15 out of 18 varsity athletic teams earned the New York State Public High School Athletic Association's Scholar-Athletic Team designation.

Spackenkill boasts four consecutive section championships for the girls' tennis and soccer teams.

More than 50% of certified staff have been with the Spackenkill District for 10 to 19 years.

Low average class sizes:  
K-8 (20-25 students)  
High School (about 25 students)

A wide variety of electives, extra-curricular clubs and athletics.