

The Board of Education has begun its search for a new Superintendent, voting at the October meeting to enlist the aid of Western Suffolk BOCES in the search process. Western Suffolk BOCES is experienced in this process, which will be led by Dr. Michael Mensch, Deputy Superintendent and Paula Klingelhofer, Executive Director.

Community and staff members provided their input on a survey for our last Superintendent in 2012. Areas such as rating the importance of a potential candidate's qualifications and personal characteristics, as well as his/her abilities and experience with school staffing, instruction, board relations, district operations and finance were polled. There were 971 responses. A summary of the survey results is attached. Representatives from a variety of district stakeholder groups will have an opportunity to meet the Search facilitators to provide additional input. The Board of Education will seriously consider this input as well as the Community Survey results in their selection of the new Superintendent.

Recruitment efforts will be extensive, with interested candidates submitting application information through January. Interviews are expected to begin in February and continue through several rounds which will conclude no later than May.

| Smithtown CSD Superintendent Search | |
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| Summary Results, February 12, 2012, 971 Responses | |
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| Respondents Answer Options | Response Percent |
| a resident of the Smithtown CSD with child(ren) currently in its schools. | 55.0% |
| a resident of the Smithtown CSD without children currently in its schools. | 36.1% |
| a member of the Smithtown CSD teaching/professional staff. | 11.4% |
| a member of the Smithtown CSD support staff. | 6.5% |
| a member of the Smithtown CSD administrative staff. | 2.0% |
| a student attending the Smithtown CSD schools. | 1.4% |
| a member of a site-based management team in Smithtown CSD. | 1.2% |
| a member of the Smithtown CSD Board of Education. | 0.5% |
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| Rank Ordered Categories | Rating Average |
| Q.7. How important are each of the following personal characteristics? | 4.44 |
| Q.3. How important are the following abilities and experiences in staff relations? | 4.40 |
| Q.2. How important are the following abilities and experiences in the area of instruction? | 4.33 |
| Q.6. How important are the following experiences with district operations and finance? | 4.22 |
| Q.4. How important are the following abilities and experiences in Board - Superintendent relations? | 4.00 |
| Q.5. How important are the following community relations factors? | 3.99 |
| Q.1. How important are each of the following qualifications? | 3.75 |
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| Rank Ordered Characteristics, Experiences, Abilities: | Rating Average |
| Demonstrates high moral and ethical standards. | 4.63 |
| Believes in and expect accountability from all employees in their areas of responsibility. | 4.61 |
| Demonstrates leadership in ensuring safe environments for students and staff. | 4.47 |
| Models commitment to character traits expected in students. | 4.45 |
| Understands effective teaching practices. | 4.44 |
| Demonstrates patience, understanding, consideration and courtesy. | 4.42 |
| Keeps current on educational trends. | 4.40 |
| Earns respect and standing among professional colleagues. | 4.37 |
| Has worked in New York public education and possess a thorough knowledge of state/federal laws and regulations pertaining to the public schools. | 4.36 |
| Understands New York State learning standards. | 4.36 |
| Effectively monitors and implements staff performance evaluations. | 4.36 |
| Demonstrates leadership in long-range, facility and strategic planning. | 4.36 |
| Able to delegate effectively. | 4.36 |
| Understands academic accountability and student assessment. | 4.33 |
| Understands school finance and banking policies. | 4.33 |
| Demonstrates strong human relation skills. | 4.32 |
| Effectively provides instructional leadership. | 4.31 |
| Demonstrates effective communication of school budgets to the community. | 4.31 |
| Keeps the board informed on issues, needs and operation of the district. | 4.30 |
| Understands business and management affairs of the district. | 4.27 |
| Has good public speaking and written communication skills. | 4.25 |
| Provides leadership in a suburban school district. | 4.22 |
| Utilizes strategies to address academic standards and student diversity. | 4.19 |
| Has background in school budget development. | 4.15 |
| Has been a successful principal. | 4.11 |
| Promotes a feeling of teamwork with the board. | 4.09 |
| Has been an effective classroom teacher. | 4.03 |
| Maintains a high profile in the community and schools. | 3.99 |
| Has knowledge and successful experience with school law. | 3.96 |
| Has experience in collective bargaining. | 3.89 |
| Has been a successful central office administrator. | 3.82 |
| Builds effective relationships between business, industry and district. | 3.73 |
| Builds effective relationships with government officials. | 3.67 |
| Has experience working with an elected board. | 3.62 |
| Has been a successful superintendent. | 3.40 |
| Holds a doctorate degree. | 2.80 |