



Niskayuna

Central School District

Birchwood
Craig
Glenclyff
Hillside
Rosendale
Van Antwerp MS
Iroquois MS
Niskayuna High School

We invite applications *for the position of* **Superintendent of Schools**

*The Niskayuna Central School District Board of Education is seeking a forward-looking, student-focused leader to be our next superintendent of schools. This individual will work with all members of our school community to guide our school district in pursuit of our newly established vision: **An equitable community of lifelong learners.***

The Board is working with the District Superintendent of the Capital Region BOCES to conduct a confidential process for the superintendent position. This process will be informed by the extensive community input we have gathered about our district and the characteristics desired in our next leader.

It is an exciting time to come to Niskayuna. We have a new vision and mission, and a strategic plan that emphasizes strengthening academic programs and school culture. We are moving forward with a comprehensive approach to diversity and equity, and a significant capital project that will transform middle-level education and athletic facilities for generations of students to come.

We seek an empathetic and collaborative educator who will learn and grow with our community. We thank you for your interest.

Sincerely,

*The Board of Education of the
Niskayuna Central School District*



www.niskayunaschools.org

Empower • Persevere • Innovate • Connect

Get To Know Us!
Superintendent Search Video

Watch a video to learn more about who we are by scanning this code with your phone or by visiting www.tinyurl.com/niskysearch.



About the Niskayuna

Central School District

Niskayuna is a vibrant, suburban school district with five neighborhood elementary schools, two middle schools and one high school.

Yesterday

The Niskayuna Central School District was founded by citizens who wanted to ensure a high quality education for the community's children. It was centralized in 1953, and became known for educational excellence across the region and beyond.

In 1983, Niskayuna High School was among the first schools to be recognized through the federal "Schools of Excellence" program at a White House ceremony.



In 2006, voters approved a nearly \$95 million building renovation and expansion project that provided a much-needed update to school facilities and incorporated energy-efficient infrastructure, as well as security and technology improvements.



Today

Teachers, support staff, families, community members, administrators and board members work to prepare students for future success, putting opportunities for them at the heart of decision-making.

A rigorous academic program at all levels culminates at the high school, where students have access to Advanced Placement, honors, and college-credit bearing courses. Community support has sustained exceptional programs in all areas, including world languages, music and art, and athletic and extracurricular activities.

The district's strategic plan calls for ongoing review of academic programs, ensuring that curriculum and instructional practices are regularly updated so students are prepared for an ever-changing world. In recent years, investing in social-emotional learning and support and involving

Niskayuna Schools at a Glance

Schools: 8

Elementary Schools:
Birchwood, Craig, Glenclyff,
Hillside, Rosendale

Middle Schools:
Iroquois & Van Antwerp
Niskayuna High School

Total Student Enrollment: 4,224

K-5: 1,912
6-8: 1,079
9-12: 1,335

Faculty & Staff

Administrators: 22
Teachers: 335
Support Staff: 285

2021-22 Budget: \$93,057,512

student voice in decision-making have been major areas of focus.

Tomorrow

This past summer, a team of stakeholders came together to develop a new district vision, *An equitable community of lifelong learners*. The mission they created to go along with it is *EPIC: Empower, Persevere, Innovate Connect*. Construction on the first phase of an \$80 million capital project will begin this year. The reconfiguration of our middle schools, which will happen through the facilities work, will bring with it new opportunities for academic program growth and community building. After all, student learning and bringing the community together are what Niskayuna has been about from the start.

What others say...

- Annually among "America's Top High Schools" (Newsweek, No. 26 in the nation in 2014)
- Highest Graduation Rates in the Area (New York State Education Department, 2019-20 data)
- No. 3 School District in the Greater Capital Region for Academic Performance (Albany Business Review, 2021)
- Two National Blue Ribbon Schools (U.S. Department of Education)
- Two Recognition Schools (New York State Department of Education, 2019-20)
- A Best Community for Music Education (NAMM Foundation)
- 30 Scholar-Athlete Teams (2019, New York State Public High School Athletic Association)

Candidate Profile

The following characteristics will be vital to the success of the candidate who becomes the next superintendent of the Niskayuna Central School District.

- **EXCELLENT COMMUNICATOR:** The ability to build strong relationships through communication and trust. Someone who actively seeks input from others, listens intently, communicates well, and connects with people individually and in groups, both internally and externally. Skilled at putting the larger issues facing education and our school system into context to work side-by-side with community members to solve problems and capitalize on opportunities.
- **COLLABORATIVE:** The willingness and ability to work in partnership with the board, staff and community. Someone who will include a broad range of stakeholders in decisions and processes, build consensus and follow through on decisions and commitments.
- **INNOVATOR:** A lifelong learner who can work with the board of education and the school community to pursue educational excellence while understanding how decisions affect students, teachers and learning, and the capacity for innovation.
- **INTEGRITY:** Possess and demonstrate honesty, good judgment, high moral standards and a

respectful and caring demeanor, so that others will know that their efforts, ideas, work and perspectives are valued and essential to the healthy operations of the district.

- **EXPERIENCED:** Classroom, building-level and central office leadership experience in the areas of curriculum and instruction, diversity, equity and inclusion, social-emotional learning and educational technology. Someone who appreciates and considers the district's community and culture when making positive change.
- **FINANCIAL AND OPERATIONAL ACUMEN:** Knowledge and experience in: school district budgeting and finance; business operations, management and internal controls; the use of data to support sound decision making; and overall district management.



About the Position

The Board of Education will offer a three-year contract with a regionally competitive salary, commensurate with the preparation, qualifications, experience and record of the successful candidate, as well as an attractive benefits package.

The Board expects the new superintendent to be involved in school and community events and activities. Residency is not required but will be strongly encouraged and incentivized.

Application Timeline

Application materials must be postmarked by Oct. 31, 2021.

- Anticipated appointment in January 2022
- Anticipated start date March 1, 2022

Application Procedures

Candidates should submit the following by Oct. 31, 2021:

- Cover letter, completed application (*found on pages 5-6 of this document*), a current resume and a list of five professional references
- All certificates, including New York State School District Administrator certificate

Materials should be sent to:

Anita Murphy,
 District Superintendent
 Capital Region BOCES
 900 Watervliet-Shaker Road
 Albany, NY 12205
 (518) 862-4901

To email the District Superintendent:
sharon.kisby@neric.org



Our Community & Our Region

Niskayuna is an active suburban community with approximately 23,000 residents. While essentially a residential community, it is home to major employers, including General Electric Global Research Center, Knolls Atomic Power Laboratory, Environment One, and SI Group.

General Electric, New York State agencies, hospitals and health care providers, high-tech businesses and numerous colleges and universities are also major employers in the region, with the institutes of higher education providing educational, cultural and recreational opportunities as well. Many civic groups enhance the larger community and address the needs its diverse population.

Both Niskayuna and the neighboring city of Schenectady host weekly farmers' markets and Schenectady is home to a growing number of culinary and entertainment options. This includes Proctors Theater which brings high profile music and comedy acts, as well as Broadway productions to just minutes from Niskayuna each year.

In nearby Saratoga Springs, you will find more restaurants, shopping and the renowned Saratoga Performing Arts Center. Albany is home to the New York State Capitol, museums and musical and sporting events at the Times Union Center. From our area, New York City, Boston, Montreal, the Adirondacks, the Berkshires, Lake George, and the Catskills can be visited in a day or a weekend.

Board of Education

Kimberly Tully, President
 Sarah Rogerson, Vice President
 Brian Backus
 Greta Jansson
 Aliya Saeed
 Howard Schlossberg
 Jennifer Zhao

District Offices

(Located in a wing of Van Antwerp Middle School)
 1239 Van Antwerp Road
 Niskayuna, NY 12309

Geographic Location

The Niskayuna Central School District is located in New York's Capital Region, about 20 miles from the City of Albany.

The district covers 20 square miles. Approximately 80 percent of the district is in the Town of Niskayuna in Schenectady County. The remaining portions of the district are in the Town of Glenville (Schenectady County), the Town of Clifton Park (Saratoga County), and the Town of Colonie (Albany County).

The district borders the City of Schenectady to the west, and the Mohawk River to the north and east, where a beautiful stretch of the Mohawk-Hudson Bikeway provides a popular biking and walking trail. This is part of the Erie Canalway Trail that runs from Buffalo to Albany.



Application for the position of District Superintendent of Niskayuna Central School District



GENERAL DIRECTIONS

Submit completed application form and materials requested below postmarked no later than **October 31, 2021**
to: Anita Murphy, Capital Region BOCES, 900 Watervliet-Shaker Road, Albany, New York 12205.

- A. Cover letter
- B. Resumé
- C. A copy of all certificates, including your New York State School District Administrator Certificate.
Other credentials, including academic transcripts, will be requested later in the process.

PERSONAL INFORMATION

Last Name _____ First _____ Middle _____

Home Phone _____ Cell Phone _____

E-mail _____

Home Address _____

Town/City _____ State _____ Zip _____

Present Position _____

Name of District or Organization _____ Enrollment _____

Employer Address _____

Town/City _____ State _____ Zip _____

Type of Certificates Held _____

EMPLOYMENT HISTORY

List all career experience in reverse chronological order beginning with your present position.
Please include both school and non-school experience. Use an additional page if necessary.

Institution and Location	Position	Date of Employment	Years
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

PROFESSIONAL PREPARATION

Undergraduate	Institution and Location	Major/Minor	Degree
	_____	_____	_____
	_____	_____	_____

Graduate	Institution and Location	Major/Minor	Degree
	_____	_____	_____
	_____	_____	_____
	_____	_____	_____
	_____	_____	_____

REFERENCES

List at least five professional references

Name _____	Title _____
Present Address _____	Home/Business Phone _____
.....	
Name _____	Title _____
Present Address _____	Home/Business Phone _____
.....	
Name _____	Title _____
Present Address _____	Home/Business Phone _____
.....	
Name _____	Title _____
Present Address _____	Home/Business Phone _____
.....	
Name _____	Title _____
Present Address _____	Home/Business Phone _____
.....	

Have you ever been found guilty of professional misconduct in any state? **Yes** **No**

Have you ever had a teaching/administrative certificate revoked or suspended? **Yes** **No**

Have you ever been denied tenure? **Yes** **No**

Have you ever been convicted of or pled guilty to a criminal violation, a misdemeanor, or a felony (other than minor traffic violations)? **Yes** **No**

If yes to any of the above questions, explain: _____

Are you a citizen of the United States? **Yes** **No**

I hereby affirm that the statements made in this application are true to the best of my knowledge and belief.

SIGNED _____ **DATE** _____