

OPPORTUNITIES

The Board and various focus groups identified the following as the greatest opportunities for the new Superintendent:

- A supportive Board of Education that understands its role and the power of an effective governance team
- Options to engage and partner with businesses, colleges/universities, community, parents, staff and students on systematic improvement initiatives
- Ability to capitalize on “Poughkeepsie Pride”
- Great kids who are eager for new and improved opportunities to be successful in school and beyond
- A dedicated staff who seek leadership
- A district and community eager for an engaged and effective leader

CHALLENGES

The Board and various focus groups identified the following as the most pressing challenges facing the new Superintendent:

- Academic performance including graduation rates
- Lack of systems and strong, positive organizational norms
- Conditions of facilities and grounds
- A future focused financial plan
- Student needs related to diversity and poverty
- Community, parent, staff and student engagement

VACANCY NOTICE

Superintendent Of Schools
Poughkeepsie City School District
Poughkeepsie, New York

Salary: Up to \$235,000 depending on qualifications

Application Deadline: May 10, 2019

First round interviews are scheduled for May 31st and June 1st. Selected candidates will be invited for second interviews June 10th-13th.

All interviews will be confidential with only the Board and consultants knowing the candidates' names.

START DATE: August 1, 2019

**MUST POSSESS NYS SDL OR SDA
CERTIFICATION IN ORDER TO RECEIVE
CONSIDERATION**



SEARCH CONSULTANTS:

Dr. Thomas Ramming
Dr. Teresa Lawrence

INQUIRIES AND INFORMATION:

Please send an email to
wnyesc@buffalo.edu

PROFILE OF THE NEW SUPERINTENDENT OF SCHOOLS

The Poughkeepsie City School District is seeking candidates with effective administrative experience in an urban school district, experience leading change and a track record of building positive internal and external relationships. Candidates must be able to demonstrate an unwavering commitment to students from diverse backgrounds and with varied needs. Experience in achieving results through the development of relationships/trust and the proven ability to successfully utilize “systems thinking” are highly desirable.

The Board of Education and various focus groups have identified the following as the most desirable characteristics for the next Superintendent:

- **Unquestioned integrity**
- **Superintendent and/or central office administrator experience**
- **Principal and teaching experience**
- **Systems thinker**
- **Invested in the schools, students and community**
- **Action oriented and goal driven**
- **Culturally sensitive**
- **Student centered**
- **Inclusive, accessible and collaborative**

In order to receive consideration, candidates must provide evidence of New York State School District Administrator or School District Leader certification. This is a confidential search with only the consultants and Board of Education knowing the names of candidates.

THE BOARD OF EDUCATION

The Board is comprised of five members whose names and term-expirations are listed below.

Dr. Felicia Watson, President	2021
Doreen Clifford, Vice-President	2020
Michelle Martinez-Leffert, Member	2021
Debra Long, Member	2020
Randall Johnson, Member	2019

2018-19 FINANCIAL DATA

Total Budget:	\$99,806,415
True Value Tax Rate:	
Homestead:	\$15.93
Non-Homestead:	\$21.25
State Aid:	\$68,545,091
Total Debt Service:	\$33,944,155
Annual Debt Service Payment:	\$3,293,339



CONTRACT & SALARY INFORMATION

The Board of Education plans to offer a 3-year contract with a salary of up to \$235,000 depending on preparation, qualifications, experiences and the performance record of the selected candidate. Superintendent experience is preferred but all candidates with district and building level administrative experience in an urban district are encouraged to apply.

District residency is preferred; school and community engagement are essential. EOE

POUGHKEEPSIE CITY SCHOOL DISTRICT



POUGHKEEPSIE HIGH SCHOOL



BOYS VARSITY BASKETBALL

Memory Makers Studios

THE POUGHKEEPSIE CITY SCHOOL DISTRICT BOARD OF EDUCATION

INVITES YOU TO APPLY
FOR THE POSITION OF

SUPERINTENDENT OF SCHOOLS

2019

<https://www.poughkeepsieschools.org>

THE COMMUNITY

Known as “The Queen City of the Hudson”, the City of Poughkeepsie sits on the east bank of the Hudson River and features the historic *Walkway over the Hudson*. The area is recognized for its natural beauty, historical sights, arts, entertainment and nearby colleges and universities. Regional recreational opportunities include golf, fishing, hiking, skiing and minor league baseball. Cultural sights in the area include the Franklin D. Roosevelt Home and Historic Site, Vanderbilt Mansion, Culinary Institute of America, the Mid-Hudson Children’s Museum and Bardavon 1869 Opera House. Many fine restaurants are found throughout the region.

Poughkeepsie is approximately 75 miles north of New York City and 75 miles south of Albany. It is the Dutchess County seat and considered part of the New York Metropolitan area. The 2010 census reported a population for the City of 37,736 and nearly 300,000 for the County. The racial makeup of the City was 52.8% White, 35.7% Black or African American, 10.6% Hispanic or Latino, 1.6% Asian, 0.4% Native American and 9.4% other. Those living below the poverty line made up 22.7% of the total population.

Employment is centered around education (including higher education), health care, technology, retail and hospitality.

Nearby colleges and universities include Vassar College, Dutchess Community College, SUNY College at New Paltz, American Culinary Institute and Marist College.

Vassar Brothers Medical Center is located in the City while nearby health facilities include the MidHudson Regional Hospital, Northern Dutchess Hospital and Kingston Hospital.

Nearby Stewart Airport offers multiple options for domestic and international travel. Albany, LaGuardia, JFK and Newark airports are all within two hours by car and offer options for travel around the globe.

A variety of houses of worship exist within the region.

THE POUGHKEEPSIE CITY SCHOOL DISTRICT

The Mission of the Poughkeepsie City School District is to ensure that every child will receive a high-quality education in every classroom. Students will benefit from a safe learning environment that provides empowering experiences supporting their academic, emotional, physical, and social development.

The Board of Education is strongly committed to this Mission and seeks an experienced leader who can make the Mission a reality for every student.

THE DISTRICT IS COMPRISED OF EIGHT SCHOOLS HOUSING STUDENTS IN GRADES PRE-K TO 12. THESE SCHOOLS AND THEIR RESPECTIVE STUDENT POPULATIONS ARE:

EARLY LEARNING CENTER	PRE-K & K	353
CLINTON ELEMENTARY	GRADES 1-5	341
KRIEGER ELEMENTARY	GRADES 1-5	561
MORSE ELEMENTARY	GRADES 1-5	547
WARRING ELEMENTARY	GRADES 1-5	365
POUGHKEEPSIE MIDDLE SCHOOL	GRADES 6-8	914
PACE*	GRADES 7-12	60
POUGHKEEPSIE HIGH SCHOOL	GRADES 9-12	1164

*Poughkeepsie Academic and Career Excellence Alternative School

In addition to the superintendent, the District employs five assistant superintendents, 25 building and central office administrators, a grant coordinator, 424 teachers, and 567 full- and part-time support staff.

RECENT HAPPENINGS ACROSS THE DISTRICT

- My Brother’s Keeper students traveled to California for a national conference featuring President Barack Obama
- Students participated in the New York State Puerto Rican/Hispanic Conference for the last two years
- Collaboration with Vassar College, Dutchess Community College, Marist College and SUNY College at New Paltz for professional development, student teaching and internships
- Poughkeepsie Farm Project Grant recipient for school-based healthy food program
- NYS Empire Extended Learning Time Grant recipient, serving all District students in afterschool academic enrichment activities
- Successful community collaborations including Parent Partners & Pancakes; Martin Luther King, Jr. Peace Walk & Celebration; and 30-Days to Change the World
- Student Government officers participated in Code of Conduct review
- Pre-referendum planning for necessary repairs, renovations and potential new construction to upgrade facilities
- Currently planning SmartBond application for wireless upgrades, network improvements and student media recording studios

- Restructuring Special Education programs, staffing and processes to meet NYSED mandates
- Curriculum writing initiated to meet NYS Next
- Generation Learning Standards
- Planning to initiate bilingual classes 2019-20

RECENT HAPPENINGS WITHIN THE SCHOOLS

High School

- Boys basketball team crowned 2019 Class A State Champions
- 100% of the players on the girls team maintained an average of 90 or higher
- Honors Breakfast 2019 recognized 107 students who maintained four-year average of 80 or above and 35 students who maintained a four-year of 90 or above
- E-Tech program with community partners allows students to take advanced math and science courses
- Culture Shock Creative Arts Troupe collaborated with local media company to film scenes for a movie
- Active Junior ROTC Program
- Students looking forward to spring “crew” on the Hudson which is hugely popular and fully funded by the District

- 71% of graduates plan to attend a 4- or 2- year college or university (16-17 NYS School Report Card)



PACE

- Student Government officers were selected to meet with local State Assemblyman
- Students created an Anti-Bullying video that was shared with schools throughout New York State
- Students drove a positive shift in culture and climate resulting in improved attendance and student performance

Middle School

- Removed from NYSED Receivership status in June 2019
- Student Government representatives selected to meet with State legislators in Albany
- Provide mentors for students of Hispanic origin, particularly Mexican students, in collaboration with the Mexican Consulate and professional volunteers

Elementary Schools

- The Early Learning Center hosted a book signing and read aloud with Anna Bardus, author of Munch! Crunch! Snacks & Lunch
- Clinton Elementary alumni returned to the school to inspire students to set their sights on college
- Krieger Elementary 5th grade students successfully completed a Gang Resistance And Education and Training program and have made the personal commitment to be GREAT citizens, avoid gangs and not participate in violence
- Morse Elementary recently hosted a Literacy Night where parents learned about skills for building their child’s literacy skills
- Warring Elementary students had their artwork displayed at Vassar College