

# DISTRICT SUPERINTENDENT & CEO ANNOUNCEMENT OF VACANCY AT CiTi BOCES



BUILD YOUR FUTURE

APPLICATION AVAILABLE AT: [CITIBOCES.ORG](https://citiboces.org)



# WHO WE ARE

In 1948, the New York State legislature established “Boards of Cooperative Educational Services” (BOCES) to provide shared educational services and programs to school districts in New York State. In 1949, CiTi BOCES, then known as “Oswego County BOCES,” began serving school districts in the Oswego County region.

Today, CiTi BOCES is one of thirty-seven BOCES statewide committed to the delivery of high-quality, cost-effective programming for the benefit of students. Serving nine component school districts in the Oswego County area, CiTi BOCES provides students with opportunities to learn through pathways in Career & Technical Education, Exceptional Education, P-Tech, Alternative Education and Adult Education.

In addition to our educational programs, CiTi BOCES brings cultural experiences to local school districts. We provide educators with professional learning opportunities and access to the latest technology for their students.

We also strive to enhance the lives of our residents by providing adult education offerings, such as High School Equivalency (GED), continuing education, enrichment classes and adult literacy lessons.

- » **Annual BOCES Budget: \$80,412,358**
- » **Component School Enrollment: 17,000**
- » **BOCES Program Enrollment: 1,444**
- » **BOCES Staff: 500**

## BOARD OF EDUCATION

John Shelmidine, <i>President</i>	Amy Shaw
Dave Cordone, <i>Vice President</i>	Rob Southworth
Brian Haessig	Meghan Welling
Nicole Nadeau	Allison Douglas
	Chad Farmer



## THE POSITION & CANDIDATE

The District Superintendent & Chief Executive Officer of the CiTi BOCES serves the students, educators and school districts of our region in two important capacities. First, as District Superintendent, the selected candidate will act as the New York State Education Commissioner’s official representative at the local level. Second, as CEO of the CiTi BOCES, the successful candidate will be the BOCES Superintendent, and will lead, develop and oversee shared service opportunities for the benefit of students residing within a nine component school district area.

As District Superintendent, the selected candidate will be one of thirty-seven District Superintendents statewide who work directly for the Commissioner. District Superintendents are responsible for certain statutory, regulatory and policy initiatives determined by the Commissioner. They provide regional leadership, consult with boards of education, assist local boards of education with superintendent searches, mentor superintendents of school, and more generally assist local school districts with their education initiatives.

As CEO of the CiTi BOCES, the selected candidate will act as the superintendent of the BOCES in a manner that is very similar to a local superintendent of school. The CiTi BOCES CEO will report to a nine member Board of Cooperative Education Services. As required by NYS Education Law, the District Superintendent & CEO of the CiTi BOCES will be appointed by the CiTi BOCES Board, only after receiving the Commissioner’s formal approval.

## PROGRAMS AND SERVICES

INSTRUCTIONAL	SERVICES
Adult Education	Management Services
Career and Technical Education	Instructional Support Services
Exceptional Education	Instruction Technology Services
P-TECH	Synergy Virtual School
Alternative Education	Migrant Education Services



# CANDIDATE QUALIFICATIONS & DESIRED ATTRIBUTES

The selected candidate will be an outstanding educator, with significant prior experience as a school district or BOCES leader. The selected candidate's personal and professional background will be marked by honesty, integrity, and educational excellence.

## PERSONAL CHARACTERISTICS

**Leadership** – Lead by example, utilize the strength of the team, value and acknowledge staff, delegate authority, mentor, and support others.

**Personal Attributes** – Exhibit people skills, active listener, dedicated, good sense of humor, approachable, honest, and respectful.

**Service Orientation** – Promote high energy, commitment, and creativity, with relentless drive and patient persistence to support agency goals.

**Skilled Collaborator** – Capable of engaging educational and workforce development stakeholders to create strong partnerships, evidence of successful management of long-term multi-agency projects.

**Student Centeredness** – Focus on the needs of all students, and committed to the needs of diverse learners, with a belief that all students can succeed.

**Visionary Thinking** – Possess the ability to anticipate needs and be strategic, innovative, transformational, entrepreneurial, and forward thinking.

**Visibility** – Be visible, engaged, and a collaborative education leader in the community.

## PROFESSIONAL KNOWLEDGE

**Education Knowledge** – Well-versed in New York State's P-20 educational systems, including education law requirements and regulations, policy, standards, and assessments.

**Experience** – Strong working knowledge of BOCES, experience working in a BOCES highly preferred; evidence of successful collaboration with volunteer boards.

**Business Acumen** – Aware of the operational and financial aspects of BOCES, including how to be cost effective and efficient while being a responsible steward of taxpayer dollars.

**Effective Communication** – Skilled in representing the district in oral, written, and multi-media presentations and in written correspondence and reports.

**Government Knowledge** – Understand the political arena, able to advocate for component districts and Citi BOCES, able to advise and work with legislators on education issues.

**Qualifications** – A successful educator with leadership experience and a proven track record of data-driven decisions improving student achievement, community engagement, and school district climate and culture.

**Credentials** – NYS Certification as a School District Administrator (SDA) or NYS Certification as a School District Leader (SDL).

## SEARCH PROCESS

- Applicant submits all application materials to Scott A. Budelmann, Search Consultant by the January, 10, 2025 Deadline.
- Search Consultant conducts confidential screening interviews.
- Citi BOCES Board selects candidates for one or more rounds of confidential board interviews.
- Citi BOCES Board selects the finalist(s) to be interviewed by the Commissioner.
- When a finalist is approved by the Commissioner, the Commissioner provides the Citi BOCES Board with an order and approval to hire.
- Citi BOCES Board appoints the District Superintendent & CEO.
- The Anticipated Start Date is April 21, 2025.
- Qualified and Interested candidates must submit letter of interest, current resume, and completed application to:

**Scott A. Budelmann, Search Consultant**  
**Madison-Oneida BOCES**  
**4937 Spring Road**  
**Verona, NY 13478**

All communications and all inquiries relating to the search must be directed to the Search Consultant. Candidates are prohibited from contacting the Citi BOCES Board or any of its members during the search process.

## TERMS OF EMPLOYMENT

The Board of Education is prepared to offer a three-year contract from the date of employment to the successful candidate. The Board is prepared to pay a salary up to the statutory cap for BOCES District Superintendents and benefit package, commensurate with the scope of this leadership position and the experience of the candidate. Prospective candidates are encouraged to discuss compensation and benefit terms with Search Consultant.

Citi BOCES and the State Education Department are Equal Opportunity Employers.



SCAN TO ACCESS  
DIGITAL APPLICATION

The Center for Instruction, Technology & Innovation does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs, activities, employment, and admissions, and provides equal access to the Boy Scouts and other designated youth groups.



# ABOUT OSWEGO COUNTY



Oswego County was established in 1816 through an act of the New York State Legislature. It is comprised of two cities, 10 villages and 22 towns across 968 square miles of land. With state and interstate highways, waterways and a municipal airport that sees over 25,000 take-offs and landings each year, Oswego County is easily accessible for residents and visitors alike.

Situated between Great Lake Ontario, the Tug Hill Plateau and Oneida Lake, the county's unique geography provides a variety of year-round recreational opportunities. Reel in a record-breaking catch on the famous Salmon River. Fire up the snowmobile to ride hundreds of miles of trails covered in lake effect snow. Kick back on a white sandy beach to take in a breath-taking sunset.

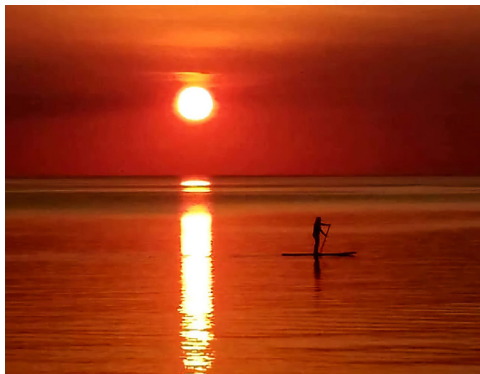
With great outdoors, notable history, family-friendly festivals and welcoming hospitality, it's always a great time to visit Oswego County, New York!

## NATURAL HIGHLIGHTS:

- » Lake Ontario
- » Oswego Canal
- » Oneida Lake
- » Tug Hill Region

## HIGHLIGHTS:

- » Close proximity to Syracuse University, LeMoyne College and SUNY Oswego.
- » SUNY Oswego is a public university with a population of about 7,000 students, offering more than 120 undergraduate, graduate and professional-based programs.
- » Citi BOCES is centrally located in New York State and within driving distance of all major cities.
- » Rich heritage with local museums, historic sites and library.
- » Outdoor enthusiast paradise with scenic waterfalls, flowing rivers, dense forests, recreational hiking paths and fishing and hunting sanctuary.
- » Special events and attractions including the Oswego County Fair, Harborfest, Breweries, orchards, golf courses, speedways, children's museum, theaters, spas and restaurants.



  
Center for Instruction,  
Technology & Innovation

## KEYS TO THE CITI

Is this **SAFE?**

Is this done with **INTEGRITY?**

Is this **KIND?**

Is this **HELPFUL?**

Our Mission

## BUILD YOUR FUTURE

Our Core Values

We embrace innovation & creativity. We make student-based decisions with honesty, respect & integrity. We collaborate, focused on quality service, expertise & student success.