



FABIUS-POMPEY CENTRAL SCHOOL DISTRICT

We invite applications for the next Superintendent of Schools



The Fabius-Pompey Central School District Board of Education is seeking an experienced school leader committed to improving the district's technology infrastructure, leading the district through the many instructional, operational and fiscal challenges ahead. The next superintendent must work collaboratively to ensure open, honest two-way communication with all members of the school community and fully invest in the district's caring, close-knit culture.

The board of education is working with the Capital Region BOCES central administrative staff to conduct the superintendent search. The process incorporates community and staff participation in focus group discussions and solicits feedback in an online survey administered from July to August 28, 2020. Strengths of the district, areas for improvement and leadership attributes for a successful superintendent of schools were identified. The feedback from the students, teachers, administrators, parents and community leaders informed the qualifications for the position. The new superintendent is expected to begin duties in July 1, 2021.

We appreciate your interest in our school district.

Sincerely,

Fabius-Pompey Central School District Board of Education



About the Fabius-Pompey Central School District

The Fabius-Pompey Central School District is located in central New York, just 25 minutes southeast of the City of Syracuse. Residents of this area enjoy all the desirable aspects of rural living yet have easy access to the many cultural and shopping advantages of a large metropolitan center. While some residents are engaged in agricultural occupations, the District also serves as a residential community for many who commute to Syracuse for more urban occupational interests. There is continuing growth in new homes within the School District.

The central location of the Fabius-Pompey Central School District provides a proximity to several institutions of higher learning including Syracuse University, Colgate University, Le Moyne College, Auburn Community College, Onondaga Community College, SUNY College of Environmental Science and Forestry, and the State University Colleges at Cortland and Oswego.

Approximately 648 students attend the Fabius-Pompey Central Schools. The Fabius-Pompey Elementary School, located at 7800 Main Street in Fabius, houses grades K through 5. The Middle School-High School is at 1211 Mill Street in Fabius, and serves grades 6 through 12. The District also participates in numerous services offered through the Onondaga-Cortland-Madison BOCES. These include various classes for pupils with disabilities and offerings in occupational education. In addition, the District also participates in BOCES programs for computer services, curriculum development, performing arts, educational communications, environmental education, and staff development.

The Fabius-Pompey Elementary School stresses the development of basic skills through a developmentally based curriculum. Self-contained classrooms serve as the primary mode of organization and scheduling and range from Kindergarten to 5th grade. The school offers art, music, library skills, and physical education to its students, as well as the introductory use of computers. While heterogeneous grouping is mainly used, programming is provided to students with special needs through a highly qualified support staff. The staff consists of teachers specially trained in speech, mathematics, language arts, computers, special education, and enrichment education. Supplemental learning centers are located throughout the building emphasizing in-class support services.

The Middle School offers departmentalization in grades 6, 7, and 8. Students may select an accelerated program in grade 8. Fabius-Pompey High School serves students in grades 9 through 12 by offering a full academic and extracurricular program at both the Middle School and High School levels. The traditional core courses are offered as well as sequences in technology, foreign languages, art, and music. High School students can pursue advanced level courses in Biology, Physics, Environmental Science, Mathematics, English, Foreign Languages, U.S. History & Government, and Economics. A variety of elective courses are also available.

Programs and staff are available to meet the special needs of students. The proficiency and professionalism of the instrumental music program is widely acknowledged. In addition, the school fields competitive athletic teams for boys and girls at the varsity level in such sports as soccer, basketball, volleyball, baseball, and softball.

DISTRICT SNAPSHOT

- **Total enrollment:** 648 students
- **Current operating budget:** \$19,650,414
- **Fund balance:** \$3,360,918
- **Two buildings:** The elementary school and the middle school-high school

The district recently completed a \$7.5 million update to facilities. In the spring of 2021, a one million capital project will add security enhancements and upgrades.





Candidate Qualifications

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

VISIONARY: A creative, encouraging and lifelong learner who has the ability to work with the Board of Education and the school community to articulate and pursue a vision for the direction of the district for the immediate future and beyond, and who is willing to make a long-term commitment to the close-knit community.

INSTRUCTIONAL LEADERSHIP: A keen understanding of educational excellence, pedagogy and current research, with the experience and foresight to understand how decisions affect students from early childhood through graduation, teachers and learning, and the capacity for innovation and positive change.

GLOBAL CITIZEN: Someone who encourages exposure to a wide array of cultures and life experiences beyond Fabius-Pompey.

COLLABORATION: The willingness and ability to work in partnership with the board, staff and community; to include a broad range of stakeholders in decisions and processes; to build consensus; to follow through on decisions and commitments; and to appreciate and understand the district's community and culture.

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 functioning of the district.

EXCELLENT COMMUNICATOR: The ability to seek input from others, listen intently, communicate well, connect with people individually and in groups, and foster the exchange of ideas.

PROBLEM SOLVER: An individual who considers all positions thoughtfully and respectfully when providing solutions. Someone who listens to their intuition, takes a systemic approach to solving problems and doesn't fold under pressure.

FINANCIAL AND OPERATIONAL ACUMEN: Knowledge and experience in: school district budgeting and finance; business operations, management and internal controls; educational technology; internal and external communication; the use of data to support sound decision making; and overall district management.



APPLICATION TIMELINE

- Application materials must be postmarked by **October 30, 2020**.
- Anticipated appointment in **March 2021**.
- Anticipated start date of **July 1, 2021**.

APPLICATION PROCEDURES

Candidates should mail the following by **October 30, 2020**:

- Completed application
- Cover letter, 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) 862-4930

marcia.siver@neric.org





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.



BOARD OF EDUCATION

Donald Neugebauer, President
Eric Exelby, Vice President
Andrew Aiken
Holly Frazee
William Heselden IV
John Repak
Carlena Wallace

DISTRICT OFFICE

1211 Mill Street
Fabius, NY 13063



An Equal Opportunity/Affirmative Action Employer. The Fabius-Pompey Central School District does not discriminate on the basis of age, race, color, religion, creed, handicap, marital status, veteran status, national origin, gender or sexual orientation in its educational programs or employment, and is in compliance with Title IX of the Educational Amendments of 1972 and with Section 504 of the Rehabilitation Act of 1973.

Produced in cooperation with the Capital Region BOCES Communications Service.