



ANDOVER CENTRAL SCHOOL DISTRICT

An invitation to apply for the position of

SUPERINTENDENT



Application Deadline
Friday, May 7, 2021



About Our Community

Nestled in the rolling hills and forests of eastern Allegany County, the community of Andover boasts having the best of both worlds, making it the ideal place to raise and educate children. The Andover Central School District enjoys strong academic programs and clean, healthful, rural living, yet is close to cultural attractions they don't have, such as museums and universities, (ex. *The MostArts Festival* at Alfred University). The District enrolls 258 students in Universal Pre-K through 12th grade with a staff of 74. Residents take great pride in their school and have expectations for student achievement which is evidenced by yearly support of the \$9.3 million school budget.

The small, rural public school has a private school feeling that provides small class sizes and strong academic achievement. The District's mission is to educate and graduate productive members of society with 21st century skills. Andover is proud to be part of the Harvard Proving Ground Center for Education Policy Research (CPER) grant associated with the National Center for Rural Education Research Networks

(NCRERN). This initiative focuses on a model of evidence-based improvement to address the challenges of chronic absenteeism, college readiness and college enrollment.

The community offers real estate at a variety of price points and several area attractions within a short drive. Local events include a large Fourth of July celebration, a Lions' Club Maple Festival, a well-known haunted house attraction as well as an ATV Park. Alfred University, Alfred Agricultural and Technical College and Houghton College are located within the county, along with a host of other institutions of higher learning. Easy access to the Southern Tier Expressway makes travel to other areas convenient. The community is gaining recognition for its historic preservation and rehabilitation efforts and boasts a growing pride in civic affairs on the part of its citizens.

Our district website is:
www.andovercsd.org

An Invitation

To Apply for the Position of Superintendent of Schools

The Board of Education of the Andover Central School District is seeking to fill the position of Superintendent of Schools to replace the previous Superintendent who is retiring in August, 2021. The search process for this challenging position will be conducted over the next few months with the successful candidate taking office on August 9, 2021.

Instructional Program

The Andover Central School District Serves students pre-K-12th grade on a single campus. The District utilizes standards-based philosophies of grading and reporting in terms of student progress and performance. Andover CSD students enjoy high academic success. Students are able to obtain college credit in multiple courses through affiliations with local colleges and universities. With an 86% graduation rate, most graduates attend 2-year and 4-year colleges. A strong partnership with CA BOCES underpins career pathways in Career and Technical Education as well and programs for students that need other educational options.

A recipient of the Federal 21st Century Education Grant, the District is able to provide a myriad of after-school, summer school, and community engagement activities to students and their families. These include parent information nights, exercise and swim classes, tax preparation programs, a backpack program, college information nights and enrichment trips throughout the region.

The District's Environmental Technology Program employs a curriculum that embeds green technology. Utilizing a greenhouse high-tunnel, students provide farm-fresh ingredients to the cafeteria and other district programs. Additionally, students are engaged in a number of other community-oriented service projects including an initiative that builds individualized homeless shelters which are distributed to the needy in the Rochester area.

Selection Process

The Board is being assisted in the process of selecting a Superintendent by Scott E. Payne, District Superintendent and CEO, Cattaraugus-Allegany BOCES, who will screen applications and recommend a group of candidates to the Board. All decisions concerning the selection process and candidate appointment will be made by the Board. Candidates are requested to not make personal contact with the Board. All qualified candidates are encouraged to submit letters of interest, a completed application, and supporting credentials including at least four professional references by May 7th, 2021 to:

*Scott E. Payne
District Superintendent and CEO
Cattaraugus-Allegany BOCES
1825 Windfall Road
Olean, NY 14760
Telephone (716) 376-8223*

Application Timeline

- Application Deadline: **Friday, May 7, 2021**
- Board of Education Reviews Application Folders: **Wednesday, May 19, 2021**
- Candidate interviews with the BOE:
**Tuesday, June 1; Thursday, June 3;
Tuesday, June 8, 2021**
- Finalist interviews: **Tuesday, June 15; Wednesday, June 16; Thursday, June 17, 2021**
- BOE appointment: **On or about July 1, 2021**
- Anticipated Superintendent Start Date: **Monday, August 9, 2021**

Application Procedures

Terms of Employment:

It is the Board's intent to offer the successful candidate a three-year contract with a *minimum* salary starting at \$128,000 with consideration given for preparation, qualifications, experience and record of accomplishments. An attractive benefits package will be added. The Board would like the successful candidate to become part of the community. It is preferred that the selected individual reside within the region (in the district or contiguous district) and show support or participate in activities throughout the school and community.

Candidate Qualifications:

The Andover Central School Board of Education recognizes variations in candidates' qualifications. The Board of Education is committed to continuing the climate of excellence for students, faculty and the community. Candidates must possess exemplary personal and professional qualities as well as fit the following profile:

- Hold or be eligible for New York State School District Administrator certification;
- Minimum of five years of successful administrative experience;
- Strong oral and written communication skills;
- Experience with leadership in small schools;
- Ability to employ and support the use of available technology where it is purposeful and efficient;
- Thorough knowledge of financial procedures and budgeting matters that ensures the quality and breadth of student programs;
- Experience with capital improvement projects;
- Strong instructional leadership skills including the ability to understand the district's accountability measures and lead a program of continuous improvement;
- A desire to develop a close professional working relationship with the Board of Education and an ability to keep the Board and the school community well informed;
- An educational leader that fosters a team effort among the staff and with the community.

BE RESPECTFUL • BE RESPONSIBLE • BE SAFE

To be effective in schools, character education must involve everyone—school staff, parents, students, and community members—and be part of every school day. It must be integrated into the curriculum as well as school culture.

~character.org

MISSION

Academic + Character = Success

The mission of the Andover Central School System is to inspire within all the desire to learn, to succeed, and to expand the horizon for each individual. Our school will be a safe teaching community, which celebrates our achievements and encourages active partnerships with families and the entire community. We will empower our students to embrace the challenges as worthy citizens in our American society of representative democracy.

ANDOVER CENTRAL SCHOOL

Financial Data



- **Amount of current budget:** \$9,275,000
- **State aid ratio:**
 - 79% BOCES;
 - 92.70 Building Aid;
 - 90% Transportation Aid;
 - 65% Aid as total budget
- **True tax rate:** \$23.88
- **True value:** \$106,499,188
- **Assessed value:** \$117,621,864
- **Local tax levy:** \$2,543,464
- **Amount of state aid:** \$6,125,667



Andover's Board of Education

Michele Calladine, *President*
Patrick Howland, Jr., *Vice-President*
Betsy Kent, *Member*
Brian Perkins, *Member*
Kevin Walker, *Member*



The Andover Central School District is an equal opportunity employer and does not discriminate against any employee or applicant for employment in its programs and activities on the basis of race, color, national origin, sex, disability, or age. Further, the District does not discriminate on the basis of religion or creed, sexual orientation, military status, genetic status, marital status, domestic violence victim status, criminal arrest or conviction record, or any other basis prohibited by state or federal non-discrimination laws.