

Hancock Central School District

The Wildcat Pledge: We nurture and empower each learner's unlimited capacity to become a responsible citizen with a promising future.

Our Vision: Striving for excellence as an innovative, advanced and reflective school community.

Core Beliefs:

- Our mindset: We do whatever it takes to ensure continuous growth because we believe each of us can learn.
- Collaboration: We work better together, always.
- Innovation: We embrace creativity and advancing technology.
- Integrity: We trust, respect, support and care for one another.
- Learning environment: Our approach is engaging, learner-centered and adaptable to individual needs.
- Equity: We ensure equity and create access and opportunity for all.
- Student centered: We put students first.

Memorandum

To: Hancock Central School District Staff

From: Gene Homer, President
Hancock Board of Education

Date: February 24, 2023

Re: Superintendent Search

As you all know, Dr. Terry Dougherty is transitioning out as our superintendent of schools. The purpose of this memorandum is to update all staff on plans that the board of education has made to select a new superintendent.

In December, the board worked with our BOCES District Superintendent Perry Dewey to develop a brochure and seek applicants for the position. Unfortunately, this effort did not yield any qualified candidates.

Mr. Dewey has since retired, and the board has asked the consulting firm of Castallo and Silky from Syracuse to now assist with reopening the superintendent search process. Alan Pole is the individual from that firm who is working directly with the Hancock Board. Alan was formerly the District Superintendent of our BOCES and has assisted numerous boards of education, including Hancock, with superintendent searches. The board has already met with Alan on February 20 to begin our planning and looks forward to working with him to complete the search process.

The original vacancy announcement has been revised and will be mailed out by mid-March. This begins the process of again soliciting applications for the superintendent's position. Some applicants will apply on their own while others will be nominated for the position. If you have any individuals that you believe should be considered for our superintendent's position, please send contact information for that individual to Alan Pole at polead@yahoo.com. The deadline for the receipt of all application materials is April 21, 2023.

While the applications are being received, the board is interested in soliciting input from various individuals on a profile for the new superintendent. An on-line survey for school staff, students, and the community will be posted on the district's website. Additional information about that survey will soon be provided. The results of that survey will be compiled with a summary report being provided to the board of education and posted on the district's webpage.

Once all applications have been received, the board will identify approximately six candidates to be invited for first round interviews. First round interviews will be conducted by the board of education on May 30, May 31, and June 1, 2023. When these first-round interviews are completed, the Board plans to narrow the field to approximately three finalists.

Once the finalists have been selected, they will each be invited to Hancock for a full day. The three finalists will be in our schools on June 13, 14, and 15, 2023. The board will invite four different committees to interview the three finalists and provide input to the board on these candidates. The four committees that will be formed will include faculty, support staff, the district's leadership team, and the community. Each of the full day finalist interviews will conclude with an evening interview with the board of education.

The board anticipates offering the position to the successful candidate by June 23. Following the successful negotiation of a contract with the new superintendent, the Board anticipates making a formal appointment in July 2023. We are expecting that the new superintendent will join us in Hancock on or about September 1, 2023.

On behalf of the board of education, I would like to thank the Hancock staff and community for your assistance during this upcoming search process and for your anticipated support of our new superintendent of schools. If you have any questions with respect to any aspect of the superintendent search process, please feel free to contact me.

C: Hancock Board of Education
Terry Dougherty
Tammi Wadson