



Application and selection

Candidates should submit the following materials by **April 29, 2005**:

- Letter of application
- Current resumé
- Completed application
- Placement file
- Writing samples

School and community teams will interview the candidates. A new superintendent is expected to be named by summer and begin in September.

Direct all inquires and materials to:

Dr. Barbara Nagler,
District Superintendent
Capital Region BOCES
1031 Watervliet-Shaker Rd.
Albany, NY 12205
Phone: (518) 862-4900
E-mail: ryamin@gw.neric.org

Compensation

\$125,000 with a full range of negotiated benefits. The successful candidate will be offered a three-year contract with an annual performance review.

Residency

The new superintendent is expected to live in S-G.

the Scotia-Glenville ...community

Current Superintendent of Schools Michael J. Marcelle, Scotia-Glenville's fourth superintendent since centralization in 1950, will be leaving the school district in late April 2005 after nine years.

The district encompasses an area of about 40 square miles, primarily in the village of Scotia and town of Glenville in Schenectady County, New York.

Approximately 21,900 residents, many of whom are technical and clerical professionals, small businesses and service employees, call Scotia-Glenville home. Most residents travel to nearby Schenectady, Albany, or Saratoga Springs for employment. The largest employers in the Capital Region are the State of New York, General Electric Co. and Lockheed Martin. A growing part of the local economy is called Tech Valley, a cluster of companies involved in technical research.

Scotia-Glenville, already a mostly residential community, has seen dozens of new homes built in the community during the past two years and dozens more are planned. The residential growth presents challenges and concerns about class sizes, equity between the schools and the annual budget.

The district is located at the foothills of the Adirondack Mountains along the banks of the Mohawk River and across from the city of Schenectady. The community is a short drive to the state capital in Albany, historic Saratoga Springs and the beautiful Berkshire Mountains in Massachusetts. The area is three hours from New York City, Boston and Montreal.

Many renowned centers of higher learning are within a 30-minute drive: Union College, Skidmore College, University at Albany (SUNY), Albany Law School, Albany Medical College and College of Pharmacy, The College of St. Rose, Siena College, Rensselaer Polytechnic Institute, Russell Sage College, Hudson Valley Community College and Schenectady County Community College.

The region is rich with cultural activities. Saratoga Performing Arts Center (summer home of the New York City Ballet and Philadelphia Orchestra), Proctor's and Palace theaters, Schenectady Symphony Orchestra, Schenectady Light Opera, the New York State Museum, Pepsi Arena and Empire State Performing Arts Center are within short drives.

ScotiaGlenvilleSchools.org

A DEMOGRAPHIC OVERVIEW: 2004-05

BUDGET:

\$37,348,832, a 5.4% increase over the 2003-04 budget of \$35,422,698

TAX INCREASE:

5.15%
(3.7% average since 1998)

INSTRUCTIONAL COSTS, 2004-05 BUDGET:

57.6%

REVENUE FROM STATE AID:

38.1%

REVENUE FROM TAXES:

55.8%

BUDGET APPROVAL VOTE:

1,592 to 1,141

BUDGETS WERE DEFEATED IN:

2000, 1993, 1992, 1981

TAX RATE:

\$27.49 per \$1,000

AVERAGE PROPERTY ASSESSMENT:

\$100,000

AVERAGE SCHOOL TAX BILL:

\$2,749
(before STAR reductions)

NUMBER OF STAFF MEMBERS: 488

- 275 teaching
- 18 administrative
- 195 non-instructional

AVERAGE YEARS' TEACHING EXPERIENCE:

11.8 years

TEACHER SALARY RANGE (BACCALAUREATE):

\$35,000 to \$72,444 (step 22)

STUDENTS RECEIVING FREE AND REDUCED LUNCH ASSISTANCE:

13.5%

Qualities & Characteristics of the New Superintendent

The successful candidate must have a wide range of qualities and experience to lead the Scotia-Glenville Central School District.

Dozens of community and staff members, students, administrators, Board of Education members and others shared their feelings and thoughts about the next person to hold the superintendent's job at Scotia-Glenville.

- A supportive, personable individual who is well spoken and a good communicator with a sense of humor.
- An individual who is approachable and visible in the community and who takes time to really get to know people.
- An educator who is enthusiastic about the position, has a vision for Scotia-Glenville and wants to build a long career here.
- An respectful person who has an "open door" and welcomes comments and suggestions from others.
- An individual who is willing to share his or her guidance and advice with others.
- A well-rounded administrator with a teaching background who also has knowledge of and understands the importance of transportation, buildings and grounds, construction and building, and technology issues.

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CURRENT BUILDING USAGE, ENROLLMENT & GRADE CONFIGURATION

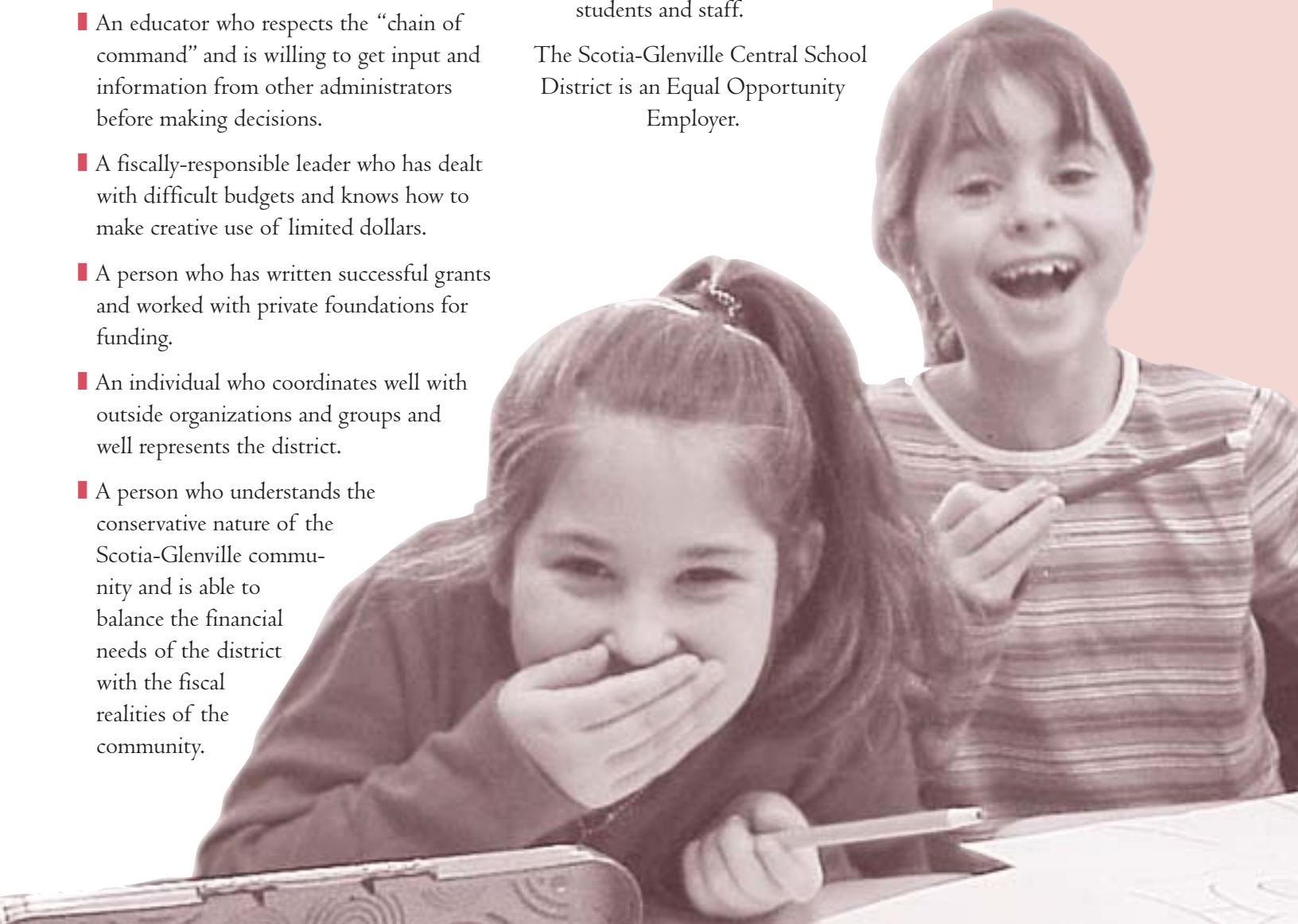
BUILDING	CURRENTLY HOUSING
Senior High School	Grades 9-12 1,009 students
Middle School	Grades 6-8 714 students
Glendaal Elementary	Grades K-5 303 students
Glen-Worden Elementary	Grades K-5 279 students
Lincoln Elementary	Grades K-5 242 students
Sacandaga Elementary	Grades K-5 368 students
<i>Total student enrollment:</i>	3,042 students <i>(includes 127 out-of-district placements and home-schooled students.)</i>
District Office	superintendent's and business office, buildings and grounds department
Transportation Garage	offices and work bays for the 47-bus fleet. At Scotia-Glenville, 67.1% of students receive bus transportation every day.
Buekendaal School	former school used for storage

Qualities and Characteristics of the New Superintendent (continued)

- An educator who delegates authority, can motivate others and is familiar with Education Law, State Education Department regulations and the federal No Child Left Behind act and its ramifications.
- An individual who has a good business sense but doesn't treat the schools as a business.
- A manager who understands the role of data and information before making decisions.
- An administrator who offers leadership and vision to the Board of Education while building consensus.
- An individual who is a team player and encourages his administrative team to take risks with his or her support.
- An educator who respects the "chain of command" and is willing to get input and information from other administrators before making decisions.
- A fiscally-responsible leader who has dealt with difficult budgets and knows how to make creative use of limited dollars.
- A person who has written successful grants and worked with private foundations for funding.
- An individual who coordinates well with outside organizations and groups and well represents the district.
- A person who understands the conservative nature of the Scotia-Glenville community and is able to balance the financial needs of the district with the fiscal realities of the community.
- A person who is forward thinking, understands "best practices" and considers new ways without falling back on the "it's always been done this way" state of mind.
- An educational manager who hires strong employees and has high expectations of them.
- An educator who encourages innovation and "thinking outside the box," possesses "managerial courage" and doesn't micromanage.
- A leader who places a high priority on students and the educational program while setting high standards for himself/herself and others.
- An educational leader who reaches out to area colleges to make connections for students and staff.

The Scotia-Glenville Central School District is an Equal Opportunity Employer.

Scotia-Glenville schools stress a solid, traditional education that emphasizes reading, writing and mathematics while nurturing creative thought, critical thinking and expression through art, music, technology, and physical education.



A 2004 Academic Overview: Grades 9-12

- **72.6% (154 of 212 students) of graduates received a Regents or Regents with honors diploma;** in 2003, that figure was 69.5%. In 1998, 55% of the graduating class received a Regents diploma.
- **89.6% (190 of 212) planned to attend college.** In 2003, that figure was 88.0%.
- **Scholastic Aptitude Test scores continued to be strong:**
Verbal/Math
Scotia-Glenville: 530/547
New York State: 497/510
United States: 508/518
- **On 11 Regents exams in June 2004, 90% of students received a score of 65 or higher and 45% had scores higher than 85.**
- **Drop out rates have continued to be 2% or less.**

Scotia-Glenville

Solid and traditional

Scotia-Glenville schools stress a solid, traditional education that emphasizes reading, writing and mathematics while nurturing creative thought, critical thinking and expression through art, music, technology, and physical education.

The district also offers excellent second language, business education, home economics, industrial arts, vocational and special education programs.

Scotia-Glenville caters to students of all learning abilities. Strong programs are offered for the gifted and talented child as well as the academically-challenged student.

The award-winning educational program is complemented by opportunities to participate in a multitude of extracurricular and athletic activities.

An historic community

The Scotia-Glenville Central School District traces its roots to a small schoolhouse constructed on Sacandaga Road in 1818.

As the area population expanded, schools were built in 1870, 1905 and 1910. The first local high school class to complete four years – with nine students – graduated in 1910.

Ten common schools joined as one with the centralization and creation of the Scotia-Glenville Central School District in 1950.

From 1951-53, the current Glendaal, Glen-Worden and Lincoln elementary schools were built. The Sacandaga School, built in 1931, is also still in use. The current senior high school opened in 1958 and the former junior high school – now Scotia-Glenville Middle School – opened in 1974.

In March 1999, the community approved its first major building improvement in 25 years. A \$27.1 million construction project added a new gymnasium, science classroom wing and music area to the senior high school; a classroom wing, auditorium and gym to the new middle school; and classroom and library additions to the four elementary schools. Improvements at the bus garage were also made as well as renovations and expanded parking lots at all buildings.

A committee of staff and community members recently reviewed the conditions of the facilities and made proposals for future improvements to the athletic fields, bus garage, district office and parts of the buildings that were not renovated in 1999.



Scotia-Glenville

What makes this a unique school district?

Scotia-Glenville offers a variety of unique academic programs that provide students with opportunities beyond paper and pencil:

- **Transitional Kindergarten** allows hundreds of children every year to attend school for a half day until Christmas. After that, the students' days get longer until, by late January, children are attending full-time.
- The **GIVE Service Learning Program** touches hundreds of people through the generosity of students. They are involved in programs ranging from Key Calls, in which students call home-bound senior citizens, to volunteering in local food pantries and homeless shelters.
- **Distance Learning** is an interactive computer network through BOCES in which Scotia-Glenville hosts and receives courses for high school students in Calculus, Microeconomics/Enriched Participation in Government, Psychology, American Civil War, Holocaust, Advanced Accounting, Cultural Diversity in American Society, and Theatre Arts/Play Production.
- **Computer labs** in the elementary libraries, and state of the art middle and high school labs, continue a long tradition of being committed to improvements in technology.
- **In-district learning skills classes** have brought dozens of students back to their home district by establishing in-house special education learning skills classes.
- The **Choralaires, band and other aspects of the Fine Arts program** are respected throughout the area.

- **Scotia Scholars** was established in 2004-05 as a unique way to provide grade 5 students with gifted education. **Young Scholars**, a program through BOCES, was also begun to supplement the Academic Enrichment Program.
- College-level **Advanced Placement courses** are offered in English, Biology, Physics, Chemistry, Calculus, Computer Science, United States History, Microeconomics, and Psychology.
- S-G students take courses and receive college credits through **Schenectady County Community College**.

Board of Education

<i>Board of Education member</i>	<i>First elected</i>	<i>Term expires</i>
Margaret Smith, <i>President</i>	1998	2007
Karen Bradley, <i>Vice President</i>	1994	2006
Kurt W. Ahnert	1996	2005
Pamela S. Carbone	1996	2005
John A. Carpenter	1994	2006
Benjamin A. Conlon	2002	2005
Joseph P. Crisafulli	2004	2007

A 2004 Academic Overview: Grades: K-8

- **73.8% of children taking the grade 4 English Language Arts exam met the state standards by scoring in levels 3 and 4.** The districtwide combined score was 663 out of an 800 maximum.
- **90.7% of children taking the grade 4 Mathematics exam met the state standards by scoring in levels 3 and 4.** The districtwide combined score was 669 out of an 810 maximum.
- **51.6% of children taking the grade 8 English Language Arts exam met the state standards by scoring in levels 3 and 4.** The districtwide combined score was 702 out of an 830 maximum.
- **68.4% of children taking the grade 8 Mathematics exam met the state standards by scoring in levels 3 and 4.** The districtwide combined score was 730 out of an 882 maximum.
- **High percentages of students routinely succeed on state exams in social studies and science at both the elementary schools and middle school.**



INVITATION to APPLY

*for the
position of...*

Superintendent of Schools

*Scotia-Glenville
Central School District
Scotia, New York*

ScotiaGlenvilleSchools.org

The Board of Education and the Scotia-Glenville community are seeking a *resourceful, well-rounded and compassionate educational leader* who will continue to lead the district into the 21st century.

He or she must be *an energetic, visionary educational leader who places students first*. This decisive professional must have a *record of sound fiscal management*.