



**Spring 2000**

The board of education enlisted Anita Murphy District, superintendent of Capital Region BOCES, to conduct the search for the next superintendent. The board’s goal was to have a superintendent in place by November 2020.

**May 15 – June 15, 2020**

An online survey was presented to solicit feedback from stakeholders about the leadership qualities desired in the next superintendent of schools.

Board of Education members contacted community leaders and encouraged them to participate in the survey. The survey was posted on the district website, emailed to parents and community members, and was shared through social media.

299 stakeholders completed the survey

**June 1 – June 10, 2020**

Seven focus groups including students, faculty, support staff, administrators, parents, and community leaders were held. Participants were asked to consider questions relating to the desired leadership qualities in the next superintendent of schools.

**June 30, 2020**

The marketing materials were developed using the feedback received from the survey, focus groups and other formal and informal feedback that was received. The marketing brochures and profile was publicized and distributed.

**Summer of 2020**

The Board of Education reviewed candidate resumes and information and selected those to be interviewed.

**January 2021**

Final interviews were conducted. Internal stakeholders, students, and 23 community leaders participated candidate interviews.

The board then met (virtually) with representatives from each of the interviewing groups to receive feedback. They used this feedback, along with feedback receiving from survey, focus groups as well as other input.

The board entered negotiations with a candidate.

**March 31, 2021**

Board President John Foley announced that the board was not successful reaching a contract agreement with the candidate. Meanwhile, Dr. Aaron Bochniak, interim

superintendent, announced that he is leaving the district at the end of the summer to take a position elsewhere.

### **April 15, 2021**

The board announced that a new superintendent search will be launched. The board had a discussion at the board meeting about how to approach the search. Board members discussed some of the pros and cons of the various types of searches, the experience with the first search, including how confidentiality was breached, and how to attract a pool of quality candidates.

Meanwhile, the board began a confidential search for an interim superintendent. Information, input and feedback received from the initial search, including feedback from the stakeholder interviews that were held, was used during the interview process.

### **Spring 2021**

The board interviewed many candidates. These were held in a confidential executive session. The meetings were posted on the district website as "special meetings" to discuss or interview candidates.

### **June 16, 2021**

President Foley provided an update on the search for an interim superintendent and said the board met with several highly qualified individuals. He noted the changing conditions and urgency of filling the position. Mr. Foley said that discussions would resume during an executive session that evening. The board of education agreed that Anibal Soler is the successful candidate. A meeting would be arranged for the two new members who will be taking office in July.

### **June 29, 2021**

The two newly elected board members met and talked with Mr. Soler. That same afternoon, the board successfully completed negotiation of a contract.

### **July 7, 2021**

Anibal Soler is appointed superintendent of schools.

### **July 19, 2021**

Mr. Soler will begin his post of superintendent of schools.

### **Notes**

All stakeholder input that had been receiving throughout the search and selection process was considered when making the selection.

Status updates on the superintendent search were provided at board of education meetings. They were also posted on the district website, included in staff communications, parent and community e-communications and on the district social media sites. Updates were also provided through local newspaper reports.