

Announcement of Vacancy

# Superintendent of Schools

**Sweet Home Central School District**

1901 Sweet Home Road • Amherst, NY 14228

[www.sweethomeschools.org](http://www.sweethomeschools.org)



# Compensation

A three-year contract will be offered with a **minimum** contract salary starting at \$180,000 with consideration given for preparation, qualifications, experience and record of accomplishments. An attractive benefits package will be added. While residency in the district is preferred, it is not required.

# Application Process

The Board of Education is being assisted in this search by Dr. Lynn Marie Fusco, District Superintendent of Erie 1 BOCES. Applicants should not make direct contact with Board of Education members. All communication and applications should be directed to:

Lynn Marie Fusco, Ph.D., District Superintendent  
Erie 1 BOCES  
355 Harlem Road  
West Seneca NY 14224-1892  
(716) 821-7002  
E-mail: [lfusco@e1b.org](mailto:lfusco@e1b.org)

Qualified and interested applicants should submit the following information by March 26, 2021:

- letter of interest
- current resume
- completed signed application found on [www.e1b.org](http://www.e1b.org)
- professional credentials/certificates
- placement file containing academic transcripts
- at least (4) current letters of recommendation

# Timeline for Selection

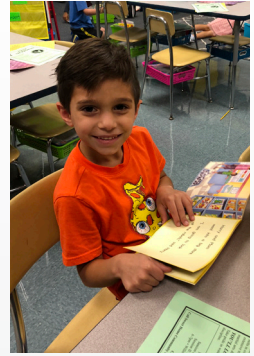
Application Deadline	March 26, 2021
Initial Interview with Board	May 3-8, 2021
Finalist Interviews	May 24-28, 2021



# Candidate Profile

Sweet Home Central School District (CSD) is seeking an educational leader who recognizes that students are our highest priority and who has:

- Successful experience as a Teacher, Building Principal, Central Office Administrator and/or Superintendent of Schools
- High moral and ethical behavior; humility
- The ability to anticipate and plan for changing conditions affecting public education
- A dedication to compassion with demonstrated passion and commitment to affect change
- A desire to be highly visible in the schools and community
- A strong background with instructional programming and a belief that change is driven by research and data
- A demonstrated record of a collaborative approach to decision-making and problem solving, treating all stakeholders with respect for their role and ideas
- A leadership style built upon integrity, trust, enthusiasm, compassion and attention to detail
- The experience to organize teams for the purpose of developing long range plans
- A record of being approachable and accessible with a willingness to be transparent and accepting of community feedback
- Ability as an outstanding communicator with an open and honest style
- A track record of working effectively with all employee groups
- A child-centered approach to education: understanding the needs of students with varied academic ability, as well as differing socioeconomic, ethnic and cultural backgrounds



## The Community

The Sweet Home CSD is located in Western New York in the towns of Amherst and Tonawanda, which are northern suburbs of Buffalo. The Sweet Home community has a population of approximately 38,000 residents.

The district is located in a suburban community, ideally situated in very close proximity to all the cultural and recreational destinations of Buffalo, Niagara Falls and southern Ontario. Sweet Home CSD is also in very close proximity to many outstanding colleges and universities including the University at Buffalo, Canisius College, Buffalo State College, and Niagara University.

## About the District

Sweet Home CSD is a pre-K-12 public school district spanning 6.5 miles long and 3.5 miles wide, with a student population of approximately 3,350 students. The district is comprised of a high school serving students in grades 9-12, a middle school serving students in grades 6-8, and four elementary schools serving students in grades pre-K-5.

During the last three years, the district averaged a graduation rate of 92% with nearly 50% of those students achieving advance distinction. Eighty-nine percent of those graduates attended a two or four-year college or university.



More than 25 different languages are spoken across the district. The district prides itself on teaching its students human values like respect, responsibility, honesty and concern for others. All of this is encompassed in the district's values education program. The staff, from the teachers to the bus drivers, strive to ensure Sweet Home is helping each child to realize his or her unique potential. The Family Support Center is an instrumental asset in the district's student support services offerings and is made possible through a collaboration of more than 15 community agencies. The Family Support Center assists parents with getting their children and families the most appropriate, affordable support in a timely manner and can also assist parents/caregivers with their own counseling needs or parenting support.

*"We strive to nurture the talents of every student, and to help them overcome their challenges. We want students to be excited about learning, and we hope that they will learn to work cooperatively as well as individually to ensure a smooth transition into post high school life."*

- Scott M. Johnson, Sweet Home CSD Board of Education President

Sweet Home CSD is fortunate to have an outstanding faculty. The enthusiasm, knowledge and general concern for students gives children a distinct advantage, both academically and socially. The qualifications of Sweet Home teachers far exceed most other schools in the nation. The district provides constant support and continued encouragement of staff development through seminars and in-service programs.

Sweet Home CSD will embark upon a \$39.9 million capital improvement project in the spring of 2021. Included in the scope of work are:

- New Service Center to house food service, transportation and buildings and grounds
- Auditorium and locker room renovation at Sweet Home High School
- Cafeteria renovation at Sweet Home Middle School
- Upgrades to public address systems across the district
- New roofs at Heritage Heights Elementary and Northtown Academy Building (BOCES)
- Upgrades to security and safety across the district



## The District Budget

2020-2021 budget is \$83,347,690. Local tax base through the tax levy supports 59% of the school district budget, with the district receiving about 30% of its funds from state aid.

The tax levy increase has averaged 3% over the past five years. The Sweet Home community has strongly supported the district's budget by approving budgets each year over a 43-year period of time. The 2020-2021 budget had a passing percentage of 75%.

## Our Mission

Every student, one community, ready for the future.

## Our Vision

Inspiring students to be:

- Innovative
- Self-Directed
- Curious
- Compassionate
- Resilient
- Persistent
- Lifelong Learners



## The Sweet Home Way

*We Take Care of Our Kids;*  
*We Take Care of Each Other.*  
*We Dare to Dream.*  
*We Do What is Hard.*  
*We Look in the Mirror.*  
*We Study; We Learn.*  
*We Listen to Each Other.*

*We Respect Each Other.*  
*We Work Together.*  
*We Change Trajectories.*  
*I am a Champion for My Kids.*  
*We are the Champions for All Our Kids.*  
*We Can Do It.*  
*We Are Sweet Home.*





## Board of Education

A seven-member Board of Education oversees the operations of the Sweet Home Central School District. Members of the Board are elected to serve five-year terms of office. The Board of Education meets for a study session on the second Tuesday of every month (except during the months of July and August) and meets for a voting meeting on the third Tuesday of every month. Board members are:

Scott M. Johnson, President  
Marianne Jasen, Vice President  
Amy Battaglia, Member  
Joshua J. Feldmann, Member  
Brian K. Laible, Member  
Kailey A. McDonald, Member  
Nadine Ocasio, Member  
Delaney Graham, Student Ex-officio Member

Sweet Home Central School District is an Equal Opportunity Employer.



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