



**VACANCY NOTICE**  
**Dunkirk City School District**  
**Superintendent of Schools**

The Board of Education of the Dunkirk City School District <https://www.dunkirkcsd.org/> is seeking a proven leader, of unquestioned integrity, with a strong record of accomplishments as an administrator at the district and/or building level to serve as its next Superintendent of Schools. Superintendent and teaching/related experience preferred. Residency preferred; strong, visible presence in the schools and community required. NYS SDA or SDL certification required.

**Salary:** Up to \$190,000

**Anticipated Start Date:** March 2020

**Application Process:** The application, a description of the selection process and vacancy brochure to be posted to [WNYESC.org](http://WNYESC.org) on/about November 25th. Applications close December 27th, 2019. This is a closed search. Letters of reference and a list of references who can be contacted will be required as part of the candidate vetting process.

**Inquiries:** Please email the Western New York Educational Service Council, [wnyesc@buffalo.edu](mailto:wnyesc@buffalo.edu)

**Search Consultant:** Mr. Kevin Shanley



**THE BOARD OF EDUCATION**

The Board is comprised of seven members whose names and term-expirations are listed below.

David Damico, President	6/2020
Claudia Szczerbacki, Vice-President	6/2021
Julie Smith, Clerk	6/2022
Loretta Slaton Torain, Member	6/2021
Kenneth Kozlowski, Member	6/2020
Betsy Ramos, Member	6/2020
Robert Bankoski, Member	6/2022



**DUNKIRK**  
**CITY SCHOOL DISTRICT**



**2019-20 FINANCIAL DATA**

Total Budget:	\$47,847,549
True Value Tax Rate:	From \$17.41
State Aid:	\$32,717,645
Total Debt Service:	\$31,540,000
Annual Debt Service Payment:	\$4,349,404

**CONTRACT AND SALARY INFORMATION**

The Board of Education plans to offer a 3-year contract with a salary of up to \$190,000 depending on preparation, qualifications, experiences and record of the selected candidate. Superintendent experience in an urban setting is preferred but all candidates with district and building level administrative experience are encouraged to apply.

**THE DUNKIRK**  
**CITY SCHOOL**  
**DISTRICT**  
**BOARD OF EDUCATION**

INVITES YOU TO APPLY  
 FOR THE POSITION OF

**SUPERINTENDENT**  
**OF SCHOOLS**

**2019**

<https://www.dunkirkcsd.org>



## THE DUNKIRK CITY SCHOOL DISTRICT

THE DISTRICT IS COMPRISED OF SIX SCHOOLS HOUSING STUDENTS IN GRADES PREK-12. THESE SCHOOLS AND THEIR RESPECTIVE STUDENT POPULATIONS ARE:

School 3	Grades K-5	249
School 4	Grades K-5	241
School 5	Grades K-5	192
School 7	Grades PreK-5	286
Middle School	Grades 6-8	449
Senior High School	Grades 9-12	601

*The Mission of the Dunkirk City School District, through cooperation and shared responsibility with the entire community, is to empower all students to clearly perceive their goals. These include developing their skills, knowledge and values to become lifelong learners and become independent productive citizens in a multi-cultural world.*

The Dunkirk City School District employs a total of approximately 425 full and part-time employees, which includes 11 administrators in the Superintendent's cabinet along with 3 Directors/Supervisors, and approximately 240 teachers.

### THE COMMUNITY

Dunkirk is strategically located along Lake Erie's Historic Chadwick Bay Harbor which is situated 50 miles southwest of Buffalo, New York and East of Erie Pennsylvania. It is located within Chautauqua County which is renowned for several attractions including, Chautauqua Institute, and the National Comedy Center. Opportunities abound for watersports, beaches, skiing, biking, hiking, art, history and cultural enthusiasts will enjoy visiting local theatres and museums.

The Buffalo- Niagara International Airport serves 31 airport destinations with up to 100 nonstop flights per day. In nearby Pennsylvania, the Erie International Airport is served by three major carriers: United, Delta and US Airways, with nonstop flights to Philadelphia, Chicago and Detroit.

The Dunkirk City School District is in close proximity to several institutions of higher education and has a rich business/industry infrastructure for collaboration and partnership.

### CURRICULAR OFFERINGS WITHIN THE SCHOOLS

#### District Highlights

- 1:1 computers (Chromebooks) in Grades 3-8
- Professional Learning Communities in each building to help problem solve in areas of attendance, family engagement and student support
- District Learning Technology Grant (LTG) through 2021 to support professional learning around the integration of technology
- Districtwide Strategic Plan in place
- Caring Closets being designed for each building to help struggling families with item essentials
- Elementary schools and the middle school are participating in the Backpack program to provide additional items to families
- A clothing closet being developed at the HS Social Worker at each building; four counselors at HS, two counselors at MS and 1 for elementary schools to provide additional support
- 3 year old and 4 year old PreK programs both housed in District and with community partners

### High School

- Approximately 100 days of after-school tutoring available as well as summer school support through Extended School Day and My Brother's Keeper Community Engagement Grants
- NYS Approved Pathway in Pre-Engineering (CTE); pathways under development in Mechatronics (CTE) as well as Arts
- New Spanish AP being offered this year; additional AP courses in Arts being planned
- JCC courses offered in world languages, business, math, arts and science providing students with college credit

### Middle School

- 140 days of extended learning through the school year available through 21st CCLC as well as full summer program featuring academics and enrichment
- Faculty & Staff collaborating to change culture through Safe and Civil Schools practices, exploring restorative justice with a grant through the county and implementing Check and Connect for students identified as at risk
- Sixth grade has double literacy block and co-teaching in Social Studies/Science to provide additional support for students transitioning to MS

### Elementary Schools

- PAX Good Behavior game being used at all elementary buildings with support from a NYS grant with Prevention Works
- 45 minute STEM block for all grade levels with inquiry based curriculum supports available; half time Elementary STEM Coach
- 140 days of extended learning through the school year available through 21st CCLC and Empire State Grants
- Summer programs featuring academics and enrichment

### PROFILE OF THE NEW SUPERINTENDENT OF SCHOOLS

The Dunkirk City School District is seeking a dynamic leader with experience and understanding of best practices for a bilingual urban school district, experience leading change and a track record of building positive internal and external relationships. Candidates must be able to demonstrate an unwavering commitment to students from diverse backgrounds with varied needs. Experience in achieving positive results through collaboration with the school community to create and implement a shared vision is desired.

The Board of Education and various focus groups have identified the following as the most desirable characteristics for the next Superintendent:

- Proven administrative experience, preferably in an urban school district
- Ability to create and implement a shared vision Invested in the schools, students and community
- Visible throughout the District and Community
- Culturally sensitive
- Student centered
- Inclusive, accessible and collaborative
- Understands best practices and accountability

**In order to receive consideration, candidates must provide evidence of New York State School District Administrator or School District Leader certification. This is a confidential search with only the consultants and Board of Education knowing the names of candidates.**