



HUDSON CITY SCHOOL DISTRICT

Superintendent of Schools

AN INVITATION TO APPLY



Learning • Growing • Achieving

A Letter to Candidates

October 2021

The Hudson City School District Board of Education is seeking an exceptional educational leader to become our district's next superintendent of schools. This is an exciting time to join a small city school district with an eye on the future.

The new superintendent will lead our comprehensive efforts to increase student achievement and support students of all ages, abilities, backgrounds and interests. The position requires hands-on experience and knowledge in all aspects of school district management, from board relations to budgets to program development and community relations.

The Board is working with Questar III BOCES to facilitate its search process. It is designed to identify and recruit highly qualified candidates who are fulfilling the promise of public education.

The Board of Education will offer a competitive salary ranging from \$165,000 to \$185,000 with an attractive benefits package based on professional qualifications and a record of accomplishment. The successful candidate is expected to start on **January 2, 2022**.

On behalf of the Hudson City School District Board of Education, I invite you to join a school district on the rise. For more information about our schools, please visit the district website at www.hudsoncsd.org. Thank you for your interest.

Sincerely,

Carrie Otty

President, HCSD Board of Education



About the Community

The Hudson City School District is located on the eastern bank of the Hudson River in beautiful Columbia County, 40 minutes south of Albany, two hours north of New York City and three hours west of Boston.

We are a small city school district serving 17,000 residents in the City of Hudson, NY, and the surrounding towns of Claverack, Ghent, Greenport, Livingston, Stockport and Taghkanic.

Our diverse community is known for both its quiet country lifestyle and small city living. The City of Hudson supports a network of businesses and high-tech companies. Its historic streets are lined with merchants offering unique products and services, excellent restaurants and antique shops.

Additionally, agriculture has a long and proud history in Columbia County, serving as a key component of the county's economy. There are nearly 50 farm markets and orchards, many of them specializing in organic and farm-to-table produce.

The region is a wonderful place to live, work and raise a family. Hudson's position as a small city nestled next to rural farmland makes it the best of both worlds. Residents enjoy the advantages of both small town living and easy access to a broad range of cultural, educational and recreational activities for every age and lifestyle.

Outdoor enthusiasts enjoy the natural beauty of the Hudson River, rolling mountain ranges, picturesque forests and tranquil nature trails. The area also boasts some of the best skiing, golfing, camping, hiking, fishing and hunting in New York State.

The Hudson community is close to some of the nation's finest colleges and universities including Bard College, Marist College, Rensselaer Polytechnic Institute, Siena College, The College of St. Rose, Russell Sage College and the University at Albany, as well as Columbia-Greene Community College.



Who Should Apply

QUALIFICATIONS

Hudson CSD is seeking highly qualified candidates who must hold or be eligible for New York State certification as a school district administrator. The successful candidate will possess the following qualities and characteristics:

- Knowledge and experience in all aspects of school district leadership and operations, including board relations, budget development, capital planning, curriculum, human resources, and public relations.
- The ability to develop and articulate a vision for the district.
- Experience in leading and directing an effective management team and guiding them to a common mission.
- A demonstrated history of raising student achievement and outcomes.
- Proven leadership experience characterized by exceptional communications, collaboration, integrity, and positive role modeling.
- A commitment to continuous improvement, creativity, and thinking outside the box.
- A love of public education and students.
- A commitment to visibility, accessibility, and engagement with all stakeholders to strengthen our diverse school community.
- The ability to meet the short and long-term challenges facing school districts with confidence, optimism, and consensus by leveraging partnerships and innovative approaches.
- Successful teaching, building level and/or administrative experience, particularly in a small city setting.



TIMELINE

November 3, 2021 . . . Deadline for applications

November 2021 Interviews

December 2021 Board appoints new superintendent

January 2, 2022 Start date

APPLICATION

Candidates should submit the following materials by **November 3, 2021**:

- Letter of interest
- Completed application and current resume
- Essay
- Placement folder and academic transcripts
- Copies of administrative certification(s)

SEND MATERIALS TO:

Dr. Gladys I. Cruz, District Superintendent
Questar III BOCES
10 Empire State Blvd.
Castleton, NY 12033
P: 518-479-6993 | F: 518-477-9833
Email: Janet.Sawyer@questar.org

Recent Highlights

The Hudson City School District is committed to fostering an environment that actively supports student achievement and enrichment. Below is a sample of our recent highlights:

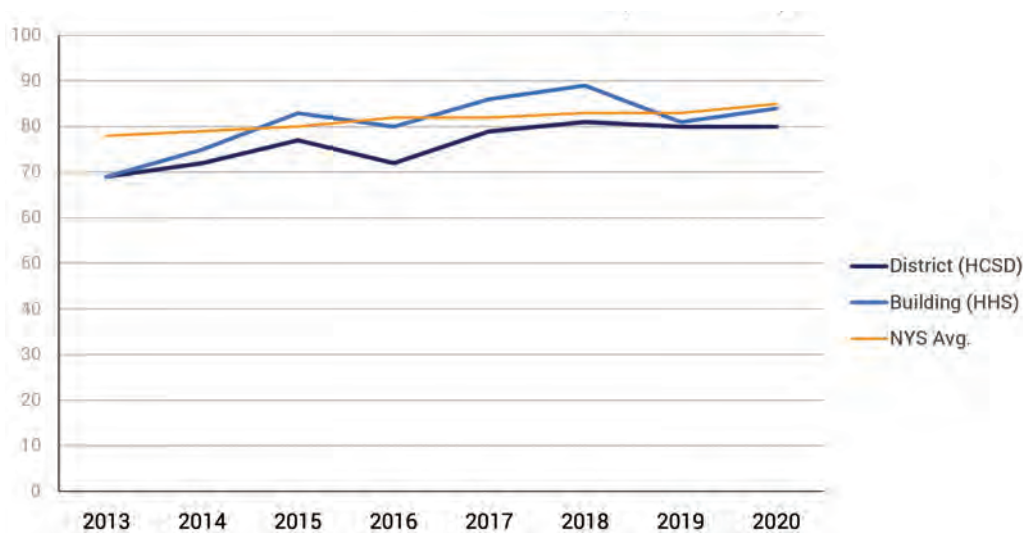
- A 3,800-panel solar array was constructed behind Hudson Junior/Senior High School through the state-sponsored K-Solar Program in 2018. At the time of construction, the installation was the largest school solar project in New York State. Through a purchase agreement with Tesla and National Grid, the District receives a credit for all solar-generated electricity at a set price per kilowatt hour for the next 15 years. The solar installation also provides potential learning opportunities for high school science classes.
- Voter approval of a \$19.9 million capital improvement project to upgrade and reconfigure the school district. The project consolidated our footprint from four buildings to three, reducing the number of school-to-school transitions, lowering operational costs and reorganizing grade levels to make better use of space and shared resources. Upgrades to increase energy efficiency such as new light fixtures and windows in some areas were completed. The project also provided students and the community with safer and more useful athletic facilities, including a 400-meter all-weather track that meets NY State Public High School Athletic Association standards.
- Approval of new contract agreements with the Hudson Teachers' Association, Building Administrators' Association and Educational Secretaries' Association with competitive salaries and benefits.
- Implementation of new policies and procedures to modernize the Technology Department.





Hudson's graduation rates have risen significantly over the past decade. Climbing from below 70% in 2013, graduation rates are now upwards of 80% and higher, comparable to New York State averages. Furthermore, the graduation rates for Students with Disabilities increased by 30% and Black/African American students increased by 44% (2008 to 2018-19).

HCSD GRADUATION RATES (2013-2020)



Source: New York State Education Department (4-year August Cohorts)

FINANCES

Budget:

\$48,769,728 (2018-19)
 \$49,792,463 (2019-20)
 \$50,684,738 (2020-21)
 \$52,244,404 (2021-22)

Allocated Funding Per Pupil:

\$25,172

Source: HCSD School Funding Allocation Report, 2019-20 school year



About the School District

The Hudson City School District was formed in 1966 by incorporating the City of Hudson and 11 adjoining school districts into one school system.

The school district is comprised of three schools—one high school, one junior high school and one elementary school. Hudson has an enrollment of approximately 1,700 students and employs approximately 200 instructional staff and 150 support staff.

The District invests in programs and activities that support student achievement and development including:

- Universal Pre-Kindergarten, full-day Kindergarten, and 2-Year Kindergarten
- AVID (Advancement via Individual Determination), a K-12 college- and career-readiness system that helps develop learners who can self-direct, self-evaluate, self-monitor, and self-advocate
- A Career Development and Occupational Studies (CDOS) credential for diplomas
- Advanced Placement and college-level courses
- Professional development in subject areas as well as topics including building relationships, implicit bias and supporting students impacted by trauma
- Various extracurricular activities and interscholastic sports

Our facilities include an indoor pool, tennis courts and outdoor fields, an all-weather track, creative play areas on school grounds, auditoriums and stages for school and community events.

SCHOOL DISTRICT FACTS

Hudson values diversity – ethnic, racial, religious, economic, cultural, gender identity, etc. – and its positive impact on the learning community.

Schools:

- Hudson Senior High School
- Hudson Junior High School
- Montgomery C. Smith Elementary School

Student Enrollment: Approximately 1,700 students

Student Population:

African American	20%
Hispanic/Latino	16%
Asian or Native Hawaiian/Other Pacific Islander	13%
White	40%
Multiracial	11%

Accountability Status: Good standing

College, Career & Civic Readiness: Level 3 (of 4)

District Size: The Hudson City School District covers approximately 67 square miles and includes the City of Hudson and towns of Claverack, Ghent, Greenport, Livingston, Stockport and Taghkanic.





MISSION STATEMENT

The Hudson City School District, in partnership with our community, advances the intellectual, social and emotional development of all students to prepare them for college, career and citizenship.

Hudson Board of Education

Carrie Otty, *President*
 Willette Jones, *Vice President*
 Sage Carter
 Mark DePace
 Selha Graham
 Charles Parmentier
 Lucinda Segar

www.hudsoncsd.org

Non-Discrimination Compliance Statement: The Hudson City School District hereby advises students, parents, employees, and the general public that it offers employment/educational opportunities including vocational opportunities without regard to sex, race, color, national origin, handicap or religion. Inquiries regarding this non-discrimination policy may be directed to: Title IX and Section 504 Compliance Officer at 518-828-4360, Hudson City School District, 215 Harry Howard Avenue, Hudson, New York 12534.

Produced in cooperation with the Questar III Communications Service.