

## **Update on Superintendent Search: Media Advisory and Web Posting**

The Board of Education of the Longwood Central School District has commenced an internal search for the next Superintendent of Schools.

Dr. Allan Gerstenlauer, current Superintendent of Schools, has announced his intention to retire at the end of August. Both Dr. Gerstenlauer and his predecessor, Dr. Candee Swenson, were already in the employment of the district as central office administrators when they were hired for the position of Superintendent of Schools.

“This Board and prior Boards of Education have taken great pride in developing leadership from within,” said Board of Education President Michael Loguercio. “We believe it provides great advantages to the district (and the candidate) to have someone taking the helm who does not have to endure the typical learning curve of the schools and community. We also think that internal candidates offer an advantage to the district in that Boards of Education have already witnessed their work performance, rather than having to rely upon the recommendations for outside candidates.”

The Board of Education weighed the merits of using an outside search consultant to assist us in the recruitment of a new Superintendent of Schools, but at this juncture, have rejected that pathway for two important reasons: first, because the use of an outside consultant will cost as much as \$50,000; and second, because of the past success with in-house appointments.

The Board has decided as a first step to advertise the position of Superintendent of Schools inside the district only, and to forgo the expense and time lag of an outside search. Credentialed Longwood central office administrators and building administrators are being encouraged to apply for the position this month.

If the Board receives applications from within, it will interview candidates and decide whether an offer of employment will be made. If the Board does not successfully recruit from within the district, it will open up the search to the broader community, and possibly engage the services of BOCES or a search consultant to assist the Board.