



Randolph Academy  
where promise grows



AN INVITATION TO APPLY FOR THE POSITION OF  
**SUPERINTENDENT**

*APPLICATION DEADLINE  
FRIDAY, OCTOBER 18, 2024*







## OUR VISION

Assist students in overcoming their unique challenges to find their successful place as a prosperous citizen in the world.

## OUR MISSION

To enhance student achievement through developing caring relationships and providing meaningful opportunities for students to succeed.

## CORE VALUES

We believe all students are capable of learning in a safe place to grow academically and emotionally.

In our educational setting, we believe in the power of...

**Relationships | Restoration | Inclusivity**

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





## HAMBURG CAMPUS

Our Hamburg campus is conveniently located just 10 minutes south of Buffalo, offering easy access to some of the region's best attractions. Nearby, you will find the scenic shores of Lake Erie and Highmark Stadium, home of the Buffalo Bills. Hamburg is a town of 60,000 residents and includes a quaint village center filled with shops.

Buffalo has a vibrant theater district with a diverse array of musicals, plays, concerts, and performances for all ages. A free metro rail links this district to Buffalo's stunning waterfront, where you can explore the Buffalo Navel Park, Canalside, Explore & More Children's Museum, and the Key Bank Center. The Key Bank Center is home of the Buffalo Sabres, the Bandits, and world-class entertainment throughout the year.

To the north, the Delaware Park district is a cultural hub, housing the region's top museums and attractions, including the Buffalo Zoo, Buffalo History Museum, and the AKG Art Museum. Our students visit these sites frequently, as well as the Buffalo Museum of Science.

Just beyond Buffalo lies the magnificent Niagara Falls, one of North America's Seven Natural Wonders. Millions of people visit this awe-inspiring destination every year. While in the area don't miss the chance to visit the aquatic animals at the Aquarium of Niagara.



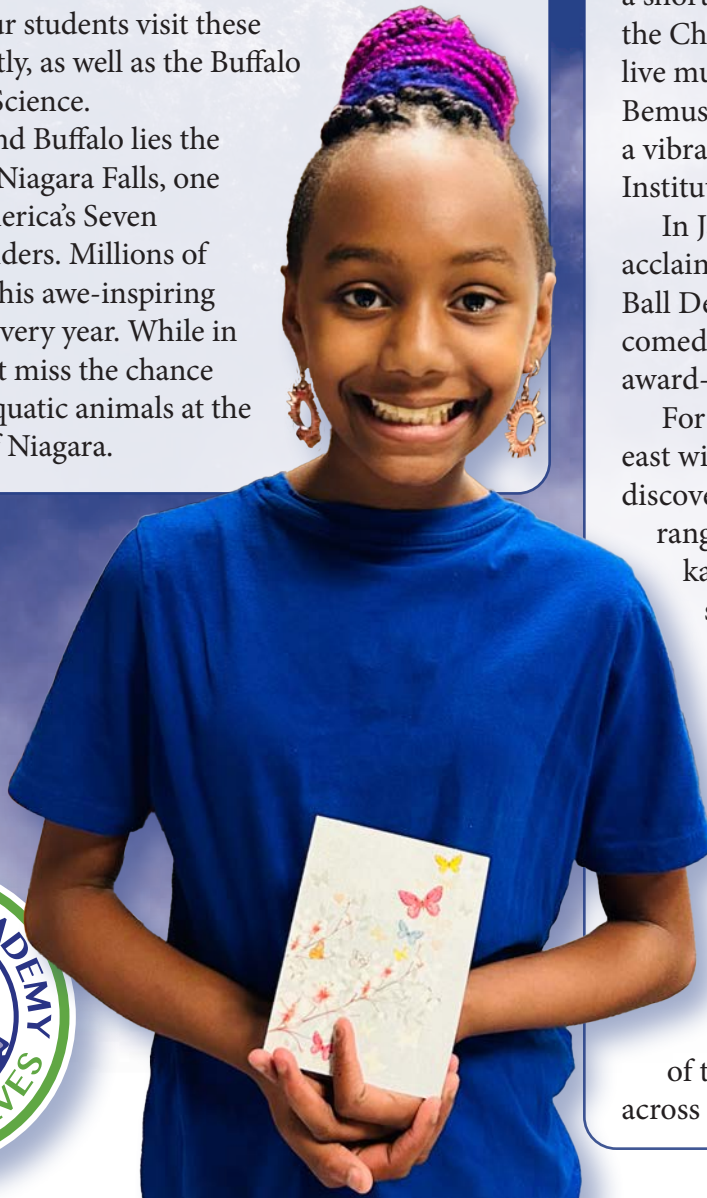
## RANDOLPH CAMPUS

Our Randolph campus is nestled in the picturesque rolling hills of Cattaraugus County in the charming town of Randolph, NY. Although our campus is in a small town, various attractions are just a short drive away. Take a short 20-minute drive to the Chautauqua Lake area. You'll find luxury hotels, live music venues, and fine dining options there. Bemus Point, a popular resort town on the lake, offers a vibrant atmosphere, while the nearby Chautauqua Institution provides a rich cultural experience.

In Jamestown, NY you can visit the nationally acclaimed National Comedy Center and the Lucille Ball Desi Arnaz Center, both celebrating the legacy of comedy. Chautauqua County is also renowned for its award-winning wineries and breweries.

For nature enthusiasts, a scenic 20-minute drive east will take you to Allegany State Park, where you'll discover numerous campsites, cabins, and a wide range of outdoor activities, including canoeing, kayaking, swimming, fishing, cross-country skiing, and snowmobiling. The park is filled with wildlife, making it a haven for nature lovers. The park features amenities such as horseshoe pits, volleyball courts, beaches, and playgrounds, making it a popular four-season destination for visitors of all ages.

To the northeast, Ellicottville offers a year-round outdoor paradise with downhill skiing, snowboarding, hiking, cycling, concerts, golf courses, and even a mountain roller coaster! The village also offers dozens of spas, restaurants, and some of the finest attractions, attracting visitors from across the state and beyond.





## INSTRUCTIONAL PROGRAM

Randolph Academy serves students with emotional and mental health disabilities. We pride ourselves on embodying a normative culture where restorative practices are embedded through building relationships, navigating conflict, repairing harm, and taking accountability for the purpose of restoring trust; a multi-tiered approach allows us to cultivate our school community to be a place where promise grows.

Tracing our roots back to the 1860s in Randolph, NY, we have been a union-free school district for over 35 years. Today we operate two campuses in Randolph and Hamburg with a combined capacity to serve up to 180 students. Randolph Academy is regarded as one of New York State's K-12 experts in Restorative Justice. By blending Restorative Justice and peer-based Normative Culture, student removals due to behavioral issues are consistently reduced. As a result, our students' New York State Regents test scores consistently exceed those of other students with disabilities. This has contributed to our senior class achieving a 100 percent graduation rate in recent years. In addition to following a New York State Regents Diploma curriculum, we offer technical career programs in the culinary arts, cosmetology, and barbering. These classes allow students to explore these industries and understand the paths needed to pursue careers in these professions.

Our students come to us from all over New York State. Our current enrollment is comprised of youth from roughly four dozen districts. Our Randolph Campus provides day and residential learning options for kids from as far away as New York City and Long Island. The residential students reside at the New Directions residential youth facility next to our campus. Our Hamburg Campus (the former Hopevale School, acquired in 2011) serves youth from as far north as Niagara Falls to as far south as Dunkirk. Hamburg students are bussed in for the day.

## BOARD OF EDUCATION

Mrs. Mary Myers, *President*

Dr. Robert Olczak, *Vice-President*

Dr. Lynn Fusco, *Member*

Mrs. Susan Locke-Scott, *Member*

Mrs. Danielle O'Connor, *Member*

Mrs. Leslie Shellenbarger, *Member*

Mr. Scott Winterburn, *Member*



## FINANCIAL DATA

Each June, the Board of Education approves the operating budget which totals \$10.3 million for the 2024-25 fiscal year. Approximately 95% of the District's revenue is derived from tuition charged to approximately 60 social service departments and school districts who enroll students at the District. The tuition rate is determined annually by the New York State Rate Setting Unit based on prescribed tuition rate methodology which has built in cost screens based on trend factors, including growth factors and enrollment levels. Recently, the methodology has allowed special act schools to retain surpluses based on a percentage of the budget. Approximately 80% of the District's expenditures consist of salaries and benefits of approximately 110 employees. Employees participate in the NYS Employees' and Teachers' Retirement System and the Cattaraugus-Allegany Health Insurance Consortium. There are two unions, Randolph Academy Professional Association and Randolph Academy Support Staff Association.

The District operates two cafeterias and receives Federal grants annually of approximately \$150,000. In 2014, the District issued bonds to acquire the facility at the Hamburg Campus and perform renovations. Bonds, \$3.8 million outstanding, are paid through State building aid and Part I tuition. The District's financial statements are audited annually by independent certified public accountants.

*The Randolph Academy Union Free School District is an equal opportunity employer and does not discriminate against any employee or applicant for employment in its programs and activities on the basis of race, color, national origin, sex, disability, or age. Further, the District does not discriminate on the basis of religion or creed, sexual orientation, military status, genetic status, marital status, domestic violence victim status, criminal arrest or conviction record, or any other basis prohibited by state or federal non-discrimination laws.*



# AN INVITATION

## To apply for the Position of Superintendent of Schools

The Board of Education of the Randolph Academy Union Free School District is seeking to fill the position of Superintendent of Schools. The search process for this challenging position will be conducted over the next few months. The successful candidate will take office on February 1, 2025.

### SELECTION PROCESS

The Board is being assisted in the process of selecting a Superintendent by Scott E. Payne, District Superintendent and CEO, Cattaraugus-Allegany BOCES, who will screen applications and recommend a group of candidates to the Board. All decisions concerning the selection process and candidate appointment will be made by the Board. Candidates are requested to not make personal contact with the Board.

**All qualified candidates are encouraged to submit the following by October 18, 2024:**

- Letter of interest
- Resume
- Completed application
- Supporting credentials
- Four professional references
- Official transcripts

**Materials and all inquiries should be directed to:**

Scott E. Payne  
District Superintendent and CEO  
Cattaraugus-Allegany BOCES  
1825 Windfall Road  
Olean, NY 14760  
Telephone (716) 376-8254

### APPLICATION TIMELINE

Deadline for Receipt of Applications	October 18, 2024
Review Applicants, Selection of Candidates by the BOE	November 4, 2024
Initial Interviews Completed by the Board of Education	November 12 & 13, 2024
Final Interview by the Board of Education	December 10, 11, 12, 2024
Anticipated Start Date of Successful Candidate	February 1, 2025

### APPLICATION PROCEDURES

#### Terms of Employment:

It is the Board's intent to offer the successful candidate an initial three-year contract with a minimum starting salary of up to \$170,000 and negotiable benefits, commensurate with the qualifications of the candidate selected. The Board would like the successful candidate to become a part of our community. It is preferred that the selected individual reside within the region and show support or participate in activities at both campuses and in the region.

#### Candidate Qualifications:

The Randolph Academy Union Free School Board of Education recognizes variations in candidates' qualifications. The Board of Education is committed to continuing the climate of excellence for students, faculty, and the community. Candidates must possess exemplary personal and professional qualities as well as fit the following profile:

- Hold or be eligible for New York State School District Administrator certification;
- Five years of successful administrative experience preferred;
- Experience in special education or special programs preferred;
- Strong oral and written communication skills;
- Ability to employ and support the use of available technology;
- Knowledge of financial procedures relating to special act schools and budgeting matters to ensure the quality and breadth of student programs;
- Strong instructional leadership skills including the ability to understand and incorporate normative culture and restorative practices;
- Ability to develop and lead a program of continuous improvement;
- A willingness to think outside the box and employ creative solutions;
- Marketing and advocacy: the ability to advocate for and promote the unique needs of the Randolph Academy program at the local and state level;
- An educational leader who brings integrity, trust, enthusiasm, compassion and the ability to sustain and foster an environment based on mutual respect.





# Randolph Academy

where promise grows

