



ALLEGANY-LIMESTONE CENTRAL SCHOOL

3131 Five Mile Road • Allegany, NY 14706

September 9, 2017

Dear Gator Community:

On August 17, Dr. Karen Geelan, our Superintendent, announced that she had accepted another position and would be leaving the school district by the end of October. The Board of Education is sad to see Dr. Geelan go. She has done a great deal to move the district forward including the complete revision of the district's policies and procedures, moving the district forward as a pilot district in a number of state initiatives, creating regular, consistent systems for operating the district, and developing a \$17 million capital project that will transform the physical plant over the next few years among many other things. Under her leadership the district has become a better place to work and learn, and we wish her well as she moves on in her career.

Since the announcement, the Board of Education has been hard at work planning the process to seek Dr. Geelan's replacement. We have engaged the Western New York Education Services Council as our search consultant and have already had meetings to plan and develop a search process that will bring us the best candidates for the position. In a parallel track, the district has been gathering resumes and other information to engage an interim superintendent to fill the role as we complete our search which should conclude early next spring with the naming and installation of a new superintendent.

The selection of a superintendent is the most important work of the Board of Education and we plan to do due diligence and recruit the most competent person who matches the values and vision of our district. At the end of the process, the selection of our new leader is the Board's decision alone, but we also know the importance of gathering the input of our community on the front end to ensure that we are seeking the person that is the best fit for our district and our community.

It is for these reasons we will be seeking your help as we start the search. Several members of our community will be contacted over the next week to participate in focus groups at the district, and we are thankful for their time and input. The rest of the community will be asked to complete a survey with the same questions to provide input as to the type of person they would like to see fulfill the role of superintendent. That survey will be available soon on our website at alcsny.org. In addition, we hope to provide regular updates on the school's website as to the progress of the search. All of the information gathered from our community will be provided to the Board of Education and we will use it to define the position of our new superintendent and in the selection process. Our goal in all of this is to identify the best person to take the school district forward for the next several years.

Thank you in advance for your patience with the Board during this process. While we are all volunteers, we know the importance of this task and will spend all of the hours necessary to have the best possible outcome for the district.

If you have any questions at all, please contact us at boe@alcsny.org. That email will be instantly received by the entire Board of Education.

On behalf of the Board, Go Gators!

Dr. Joe Zimmer, President, ALCS Board of Education