

## Educational Services Mission

Eastern Suffolk BOCES Educational Services Division, in partnership with the community, is dedicated to meeting the needs of diverse life-long learners by providing a full spectrum of cost effective educational and career learning programs and services. These services include those that empower school districts and other educational providers to build capacity for teaching and learning, ensure equitable access to the best education for all students and achieve excellence. The programs enrich life and maximize potential within the community and work force. We are committed to quality, communication, research, respect, safety and attention to our continually changing world.

### CONTACT INFORMATION:

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Eastern Suffolk BOCES

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



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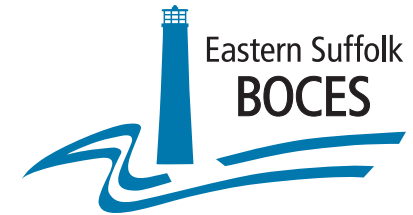
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## Leadership Development and Placement Service

*A Leadership Initiative Addressing  
the Professional Development  
Needs of Districts and their  
Current/Aspiring Administrators*

- RECRUITMENT
- PLACEMENT
- PROFESSIONAL DEVELOPMENT

Eastern Suffolk BOCES does not discriminate against any employee, student, applicant for employment or candidate for enrollment on the basis of gender, race, color, religion or creed, age, national origin, marital status, disability or any other classification protected by law. For further information or concerns regarding this statement, please contact the Eastern Suffolk BOCES Department of Human Resources at (631) 687-3029.

Educational Services That Transform Lives

# Leadership Development and Placement Service

In response to the ever-increasing demand for knowledgeable and experienced administrators, Eastern Suffolk BOCES supports a comprehensive leadership initiative.

This initiative addresses four specific areas of need:

- Recruitment of new administrators
- Placement of interim administrative staff
- Development of aspiring administrators
- Professional development for new and current administrators

## Basic Service

### Recruitment Service

- Access to and inclusion on Eastern Suffolk BOCES web page to advertise district vacancies
- Link from Eastern Suffolk BOCES web page to individual district website
- New York Times advertisements strategically timed for inclusion in the Week In Review

### Interim Placement Service

- Recruitment of qualified administrators
- Access to Eastern Suffolk BOCES database of available administrators
- Access to candidate list and resumes

### Leadership Development Service

- Two registration fees for Summer Principals Academy
- Two registration fees for bimonthly administrative collegial circles
- Bimonthly superintendents collegial circles

### Aspiring Administrator Service

- Participation of one person in the aspiring administrator program

#### Fees:

The fee for Basic Service is \$3,000.

## Expanded Service

Includes recruitment and interim placement services as found in Basic Service.

### Leadership Development Service

- Three registration fees for Summer Principals Academy

- Three registration fees for bimonthly administrative collegial circles
- Bimonthly superintendents collegial circles

### Aspiring Administrator Service

- Participation of three persons in the aspiring administrator program

#### Fees:

The fee for Expanded Service is \$4,000.

## Enhanced Service

Includes recruitment and interim placement services as found in Basic Service.

### Leadership Development Service

- Six registration fees for Summer Principals Academy
- Six registration fees for bimonthly administrative collegial circles
- Bimonthly superintendents collegial circles

### Aspiring Administrator Service

- Participation of five persons in the aspiring administrator program.

#### Fees:

The fee for Enhanced Service is \$7,500.

## Additional Services

### Recruitment Services

- Preliminary paper screening of applicants based on district parameters

### Interim Placement Services

- Preliminary paper screening of applicants based on district parameters
- Assistance with district placement dates

## Additional Leadership Development Services

### For New and Current Administrators

Offers support in transitions from teaching to administration and from building administration to district administration.

Offers professional development opportunities such as:

- Teacher evaluation
- Effective parent communication

- Development of a positive school climate for students, teachers and staff
- Data analysis

### For Aspiring Administrators

Offers an overview of qualities needed for administrative success, exploration of career ladders and matching of district and candidate characteristics; responsibilities and parameters are identified for the following administrative areas:

- Elementary
- Secondary
- Guidance
- Pupil Personnel/Special Education
- Directors K-12/Content Specialists
- Business
- Grant Writing/Data Management
- BOCES
- Assistant Superintendents
- Superintendents
- Application and Interview Process

#### Fees:

Additional Leadership Development Services are purchased separately.

## Professional Development for New and Current Administrators

- On-site professional development for data analysis, goal setting, observation and feedback, and dialogue geared to self-reflection, problem-solving and professional development
- Issue-specific guidance
- Facilitated online discussions
- Telephone conferencing

## Mentoring Programs for New and Current Administrators

- One half or full year support
- Participation in individual or group model
- Focused on professional growth
- Induction and coaching

#### Fees:

For fee information, call Marilyn Adsitt: (631) 244-4201.