


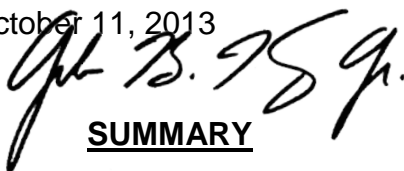


THE STATE EDUCATION DEPARTMENT / THE UNIVERSITY OF THE STATE OF NEW YORK / ALBANY, NY 12234

TO: P-12 Education Committee
FROM: Ken Slentz 
SUBJECT: Appointment of Superintendent at the New York State School for the Deaf

DATE: October 11, 2013

AUTHORIZATION(S):


SUMMARY

Issue for Decision:

Should the Regents approve the appointment of David E. Hubman as Superintendent at the New York State School for the Deaf in Rome?

Reason for Consideration:

The Superintendent position was vacated by Carriann Ray in September, 2012. An extensive search for a new Superintendent has been conducted, resulting in a recommendation to appoint David E. Hubman.

Proposed Handling:

Approval.

Procedural History:

Education Law requires that the Board of Regents appoint the Superintendent of the New York State School for the Deaf. The recommendation before you for consideration was made by the Commissioner of Education consistent with section 4354 of the Education Law.

Background Information:

The Superintendent of the New York State School for the Deaf provides on-site management for all 5-day resident programs, school programs, and operations at the School and leadership in communicating, facilitating and implementing P-12 priorities. The Superintendent is responsible for achieving and maintaining compliance with appropriate State and federal regulations and State Education Department (SED) policies, both fiscal and programmatic; assuming a leadership role in developing and implementing curriculum and assessment based on learning standards established for all students; and promoting positive program changes to improve student achievement.

The search committee interviewed 12 candidates for the Superintendent position; three candidates were invited back for a second interview with SED senior management. At the conclusion of the interview process, David Hubman was recommended by the Commissioner for appointment. Mr. Hubman is highly qualified to serve as Superintendent. In his most recent position, he served as Superintendent of Adirondack Central School District, where he implemented a budget in excess of \$26 million, oversaw five buildings, 256 employees, and more than 1,300 students. He also facilitated the development of data-driven instruction and the implementation of the common core learning standards. He was previously employed as a K-12 building principal and as a school counselor. Mr. Hubman possesses excellent management, organizational, and problem solving skills. As an experienced administrator, he is prepared to implement the common core learning standards, coordinate professional development, and ensure that the students of the New York State School for the Deaf are college and career ready. His resume is attached.

Recommendation:

I recommend that the Board of Regents approve the appointment of David E. Hubman as Superintendent of the New York State School for the Deaf.

Attachment

DAVID E. HUBMAN

5871 Golden Road, Boonville, New York 13309
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E-mail: hubman@adirondackcsd.org

BELIEF STATEMENT

Educational leadership is working with all stakeholders to examine ways and means to provide learning opportunities, and ensuring that all children are provided with those experiences. These opportunities are especially challenging in rural schools, challenging but rewarding and possible.

EXPERIENCE

- | 2010-Present | Adirondack Central School | Boonville, NY |
|--------------|--|---------------|
| | <i>Superintendent of Schools</i> | |
| | <ul style="list-style-type: none">▪ Implemented a \$26,316,810 budget for the 2013-2014 school year▪ Oversight of three elementary buildings, one middle school, one high school, transportation department, 256 employees, and 1319 students▪ Facilitate Administrative team of nine members▪ Facilitated the implementation of Reading Street and enVisions Math Programs▪ Established a Superintendent's Advisory Committee▪ Correspond monthly through newspaper articles and radio announcements▪ Facilitated the establishment of a Facilities, Fiscal, and Policy Committees with the Board of Education▪ Coordinate professional development and team building with Administrators through the School Administrators Association of New York State▪ Coordinated a strategic plan process through the New York State School Boards Association▪ Negotiated the development of a successful Annual Professional Performance Review plan for teachers and administrators▪ Successfully negotiated five labor agreements with three bargaining units▪ Facilitated the establishment of District and building data teams utilizing <u>Driven by Data</u> and <u>Leverage Leadership</u>▪ Initially calibrated as a lead evaluator of Administrators▪ Facilitating book studies with the Board and Administrative team▪ Currently enrolled in a credential program through L.E.A.F.▪ Coordinated a series of community meetings to discuss current District issues. | |

- | 2006-2010 | DeRuyter Central School | DeRuyter, NY |
|-----------|--|--------------|
| | <i>K-12 Building Principal</i> | |
| | <ul style="list-style-type: none">▪ Authored a 21st Century Grant▪ Developed and implemented a Universal Pre-K Program▪ Facilitated a district initiative to update technology, leading to a \$200,000 infusion into the 2007-08 budget▪ Supervise 46 classroom teachers, 5 Special Education teachers, 19 Teacher Assistants, 2 Guidance Counselors, and 3 office personnel.▪ Wrote and received two grants through Tech Prep for a total of \$15,000▪ Refocused faculty meetings into professional development opportunities | |

2003-2006 Oxford Academy and Central School Oxford, NY

Middle School Principal

- Responsible for academic program for grades 5-8 (380 students).
- Supervised 28 classroom teachers, 3 Special Education staff, 4 Teacher Assistants, 2 Aides, 1 Guidance Counselor, and 2 office personnel.
- Created a modified block schedule with a scheduling committee
- Established daily grade-level team planning time
- Collaborated with staff to add reading to our fifth and sixth grade schedules.
- Manage a budget of over \$175,000 including materials and professional development
- Work in conjunction with teams to create an inter-disciplinary project with a focus on a balanced literacy approach.

1989-2003 Romulus Central School Romulus, NY

Guidance Counselor/ Athletic Director/School-to-Work Coordinator

- Developed a K-12 Guidance Program
- Wrote a career project for Sophomore students.
- Participated in curriculum development to meet new standards.

1983-1988 Letchworth Central School Gainesville, NY

Sixth Grade Teacher

- Developed an interdisciplinary project on maps and graphs
- Appointed to Curriculum Development Committee

EDUCATION

- | | | |
|------------------|---|----------------------|
| 2008 | State University College at Oswego | Oswego, NY |
| ▪ | Superintendent Development Program | |
| 2001-2003 | State University College at Oswego | Oswego, NY |
| ▪ | Graduate Certificate Educational Administration and Supervision | |
| 1985-1989 | State University College at Brockport | Brockport, NY |
| ▪ | Masters of Arts in Education | |
| 1979-1983 | State University College at Geneseo | Geneseo, NY |
| ▪ | Bachelor of Arts degree in Psychology | |

PROFESSIONAL ORGANIZATIONS

- New York State Council of School Superintendents
- Association for Supervision and Curriculum Development
- N.Y.S. Association for Computers and Technologies in Education

CERTIFICATIONS / CERTIFICATES

- Superintendent Credential Program
- School District Administrator
- School Counselor

COMMUNITY SERVICE

- Boonville Kiwanis Club
- Boonville Chamber of Commerce
- Forestport, West Leyden, and Boonville PTA.