



Announcement of Vacancy
**Superintendent
of Schools**



Depew Union Free School District

5201 S. Transit Road
Depew, NY 14043

www.depewschools.org

About the District

Depew is a family-oriented community with strong values. Many of our graduates return to live and work in the district. "Once a Wildcat, always a Wildcat."

The district features:

- A strong academic program in all areas, as well as instruction in music, art and physical education for all students
- Advanced placement and honors courses
- Universal New York State funded pre-kindergarten program
- Outstanding technology infrastructure with a 1:1 device initiative
- Internet access in all classrooms and libraries
- A very active and strong Parent-Teacher Organization
- An award-winning comprehensive music program
- An outstanding athletic program, including several regional championships, two state championships and an extensive unified sports program
- An extensive program of after-school, co-curricular and extra-curricular programs for all levels

The Depew Union Free School District has a total enrollment of approximately 1,982 students and an organizational staff of 350. The district is comprised of one elementary school (K-5), one middle school (6-8) and a comprehensive high school (9-12).

The district was one of 44 districts statewide awarded the Stronger Connections Grant. The middle school has been recognized by the State Education Department as a leader in middle level education.

Cayuga Heights Elementary School was certified as a Leader in Me Lighthouse School by FranklinCovey Education. The high school is implementing innovative programs in Business and Technology such as "Project Lead the Way" and the Academy of Finance. The Depew Union Free School District is proud of the progress we have made in implementing the standards and helping our students prepare for life in the 21st Century.



Our Vision

Provide an engaging learning environment focused on achieving excellence.

Our Mission

Challenge and inspire students to achieve at the highest level and become responsible citizens.

We Believe

- All students can learn.
- Literacy is essential for all learning.
- Good character and a healthy lifestyle enrich student well-being.
- Individual student needs must be met through caring classrooms and engaging instruction.
- Parental involvement and support enhance a child's ability to succeed.
- Effective communication is essential for success.
- Students will be prepared to adapt to an ever-changing world.
- Excellence in our schools requires significant and continuing commitment of human and financial resources.

The Community

Depew is the proud home to 14,991 residents and many small and large businesses. This historic village, incorporated in 1894 as a railroad town, is one of the largest villages in Western New York. It is situated just 10 miles east of the City of Buffalo.

The district is located in a suburban community, ideally situated in very close proximity to all the cultural and recreational destinations of Buffalo, Niagara Falls and southern Ontario. The District is also in very close proximity to many outstanding colleges and universities including the University at Buffalo, Canisius College, Buffalo State College and Niagara University.

The District Budget

The 2024-2025 budget is \$54,175,352. Local tax base through the tax levy supports 38% of the school district budget, with the district receiving \$25,247,902 of its funds from state aid. The tax levy increase has averaged 2% over the past five years. The Depew community has strongly supported the district's budget by approving budgets each year over a more than 20-year period of time. The 2024-2025 budget had a passing percentage of 70%.

Board of Education

A seven-member Board of Education oversees the operations of the Depew Union Free School District. Members of the Board are elected to serve three-year terms of office. The Board of Education meetings are held once a month. Board members are:

- Todd Bush, *President*
- Bartholomew McGloin, *Vice President*
- Amy Doody, *Trustee*
- Nicholas LaMarca, *Trustee*
- Patrick Law, *Trustee*
- Jeffrey Ordon, *Trustee*
- John Spencer, *Trustee*



Points of Pride

Cayuga Elementary

- A K-5 STEAM program with a dedicated steam lab and teacher
- Four full-time elementary school counselors
- Three UPK classrooms run and supported by Depew teachers

Middle School

- Where Everybody Belongs (WEB), a nationwide program
 - Improves student culture through specially-designed programs for all grade levels
 - Supports the development of student leaders at all grade levels
 - Empowers eighth-grade leaders to develop monthly activities for fellow students

High School

- Academy of Finance, a business program
- Project Lead the Way, a technology program
- Wildcat Prep, a program for at-risk students

Athletics

- 56 total sports
- 2023 Varsity Boys Baseball Class B State Champions
- 2024 Varsity Girls Bowling Division 2 State Champions





TIMELINE FOR SELECTION

Application Deadline
December 20, 2024,
close of business

Initial Interview with Board
January 22-31, 2025

Finalist Interviews
March 3-7, 2025

BOE Appointment
March 2025

Expected Start Date
May 2025

Scan to Access Application



www.e1b.org/depewsearch

Connect with Depew Schools

Like, Follow and Subscribe
to join our community!



Depew Union Free School District is an
Equal Opportunity Employer.

Application Process

The Board of Education is being assisted in this *hybrid* search by Dr. Michael Capuana, District Superintendent of Erie 1 BOCES. Applicants should not make direct contact with Board of Education members. All communication and applications should be directed to:

Michael Capuana, Ed.D., District Superintendent/CEO
Erie 1 BOCES
355 Harlem Road, West Seneca, NY 14224-1892
(716) 821-7002
E-mail: mcapuana@e1b.org



Qualified and interested applicants should submit the following information by close of business on December 20, 2024:

- letter of interest
- current resume
- completed signed application found on www.e1b.org
- professional credentials/certificates
- placement file containing academic transcripts
- at least (4) current letters of recommendation

Candidate Profile

Depew Union Free School District (UFSD) is seeking an educational leader who recognizes that students are our highest priority and who has:

- Successful experience as a Teacher, Building Principal, Central Office Administrator and/or Superintendent of Schools
- Ability as an outstanding communicator with an open and honest style with all stakeholders
- A leadership style built upon integrity, trust, enthusiasm, compassion and strong relationships with all members of the school and community
- A demonstrated record of a collaborative approach to decision-making and problem-solving, treating all stakeholders with respect for their role and ideas
- High moral and ethical behavior; humility and empathy
- A desire to be highly visible in the schools and community
- A record of being approachable and accessible with a willingness to be transparent and accepting of community feedback
- A child-centered approach to education: understanding the needs of students with varied academic ability, as well as differing socioeconomic, ethnic and cultural backgrounds
- Ability to preserve the best educational opportunities for all students while maintaining a responsible budget
- Ability to promote a safe and engaging school environment
- Commitment to the long-term positive growth and development of the district

Compensation

A 3-year contract will be offered with a minimum contract salary starting at \$200,000 with consideration given for preparation, qualifications, experience and record of accomplishments. An attractive benefits package will be added. While residency in the district is preferred, it is not required.