



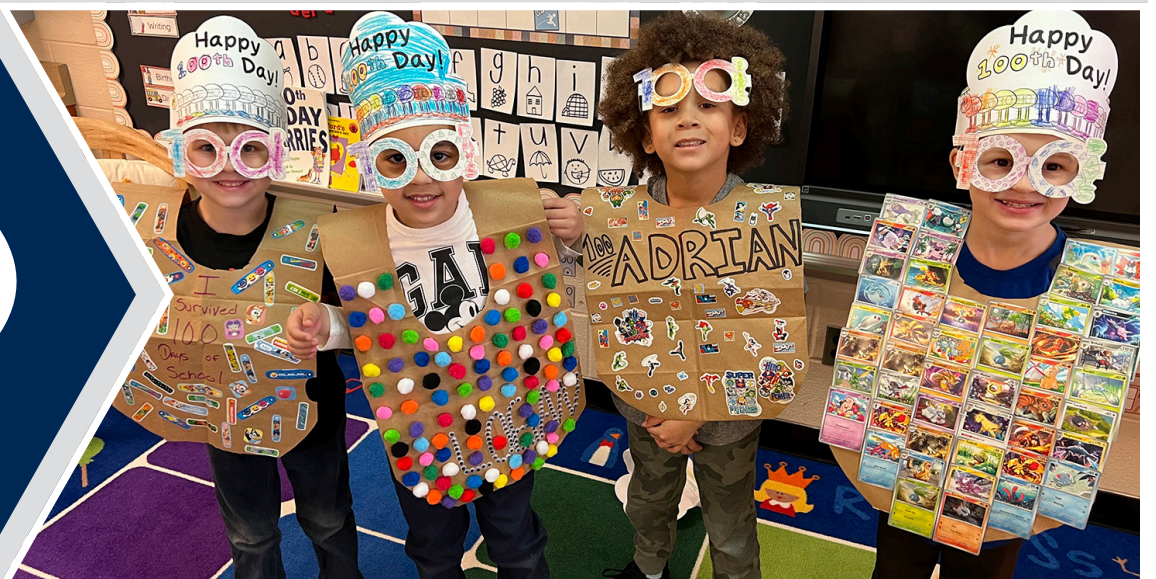
# Depew Union Free School District

5201 S. Transit Road  
Depew, NY 14043

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

Announcement of Vacancy

# Superintendent of Schools





## 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 league championships
- 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 around 1,875 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 15,178 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 2023-2024 budget is \$51,542,003. Local tax base through the tax levy supports 38.51% of the school district budget, with the district receiving \$25,856,394 of its funds from state aid. The tax levy increase has averaged 2.10% 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 2023-2024 budget had a passing percentage of 69%.

## 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:

- David Sheff, *President*
- Todd Bush, *Vice President*
- Amy Doody, *Trustee*
- Nicholas LaMarca, *Trustee*
- Patrick Law, *Trustee*
- Bartholomew McGloin, *Trustee*
- Justin P. Young, *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

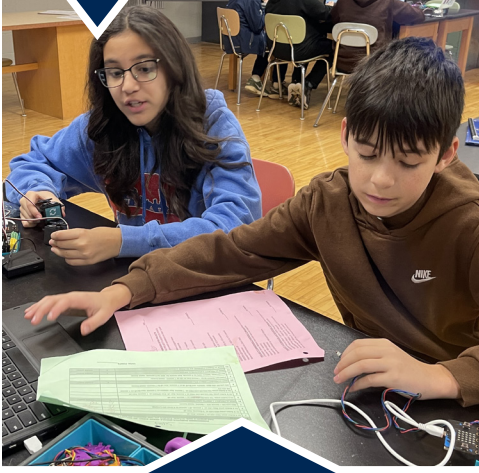
### High School

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

### Athletics

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





## TIMELINE FOR SELECTION

Application Deadline  
May 3, 2024

Initial Interview with Board  
May 28-June 7, 2024

Finalist Interviews  
June 17-21, 2024

BOE Appointment  
July 9, 2024

Assume Duties  
Sept. 3, 2024

### Scan to access Application



[www.e1b.org/depewsearch](http://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 *confidential* 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  
Erie 1 BOCES  
355 Harlem Road, West Seneca, NY 14224-1892  
(716) 821-7002  
E-mail: [mcapuana@e1b.org](mailto:mcapuana@e1b.org)



Qualified and interested applicants should submit the following information by May 3, 2024:

- letter of interest
- current resume
- completed signed application found on [www.e1b.org](http://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 \$190,000 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.