

# An Invitation to Apply for the Position of **SUPERINTENDENT OF SCHOOLS**



**Pembroke Central School District**  
8750 Alleghany Road  
Corfu, NY 14036

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

## **LEADERSHIP OPPORTUNITY**

The Pembroke Central School District Board of Education seeks a visionary and collaborative leader to serve as its next Superintendent of Schools. As Chief School Administrator and Executive Officer of the Board, the superintendent will lead all district operations while advancing a shared vision for student success.

Grounded in Dragon Pride, Pembroke is defined by strong relationships, high expectations, and a commitment to continuous improvement. The next superintendent will join a district with a proud tradition of academic excellence and community engagement, and will play a key role in shaping its future.

## **EXPECTATIONS**

The Board seeks a leader who communicates openly and transparently, builds trust through integrity and accountability, and works effectively with the Board to advance district goals. The successful candidate will maintain a strong student-centered focus, ensuring decisions support both academic achievement and student well-being.

This individual will demonstrate sound organizational and financial management, promote a positive and inclusive school culture, and actively strengthen partnerships across a diverse and geographically broad community.

## **THE POSITION**

The Superintendent serves as the district's educational leader, working closely with the Board of Education to implement policy and guide the district's direction. Responsibilities include overseeing instructional programs and district operations, leading the recruitment and development of staff, aligning curriculum and assessment practices, ensuring compliance with New York State regulations, and maintaining a visible, engaged presence in the schools and community.

## **CONDITIONS OF EMPLOYMENT**

- **Salary Range:** \$160,000 – \$190,000 (commensurate with experience)
- **Start Date:** On or about August 31, 2026
- **Contract:** Initial three-year agreement
- **Residency:** Not required; however, strong community engagement is expected

## **CANDIDATE PROFILE**

The successful candidate will hold or be eligible for New York State SDL or SDA certification and possess a Master's degree or higher in educational leadership or a related field. They will bring successful administrative experience, strong instructional leadership, and a solid understanding of school finance and operations.

Pembroke seeks a leader who values comprehensive student programming—including academics, athletics, and the arts—while prioritizing staff recruitment, development, and retention. The ability to engage stakeholders through active listening, collaboration, and long-term commitment to the community is essential.

## **A DISTRICT MOVING FORWARD *Soaring Toward Tomorrow***

Pembroke's strategic direction reflects a strong commitment to growth, innovation, and student success. Current priorities include expanding pathways to graduation and post-secondary readiness, strengthening early intervention and student support systems, and fostering a positive, inclusive school climate. Review our strategic plan: [www.pembrokecsd.org/o/pcsd/page/strategic-plan-2025-2030](http://www.pembrokecsd.org/o/pcsd/page/strategic-plan-2025-2030)

The next superintendent will have the opportunity to refine and advance these priorities, ensuring the district remains responsive and forward-thinking.

## **APPLICATION PROCESS**

The Board of Education invites qualified candidates to apply for this leadership opportunity.

**Application Deadline:** June 5, 2026

Applications, transcripts, and reference letters should be sent to the attention of:

### **Genesee Valley BOCES**

Office of the District Superintendent.  
80 Munson St.  
LeRoy, NY 14482

Candidates should not contact Board members, and should direct all questions regarding the position and/or search to the search consultant, **Kevin MacDonald**. Please email questions to [gvsupersearch@gvboces.org](mailto:gvsupersearch@gvboces.org).

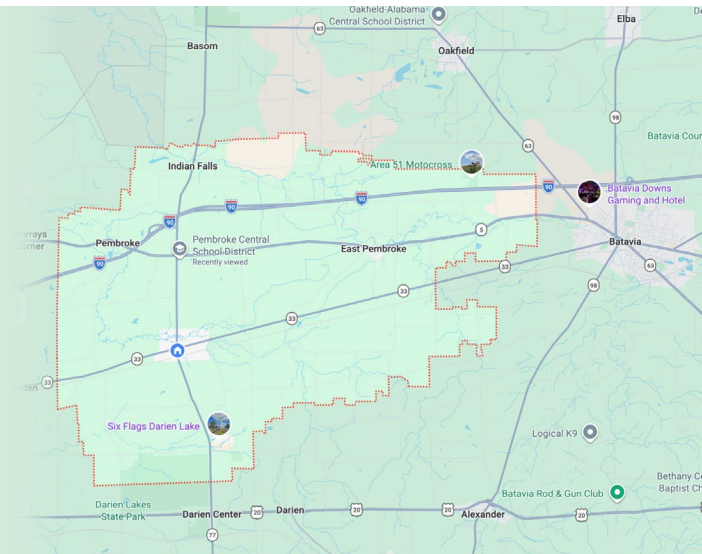
# HOME OF THE DRAGONS

## THE COMMUNITY

Pembroke Central School District serves a rural, proud and resilient community in Genesee County, encompassing Akron, Basom, Corfu, Pembroke, East Pembroke, Darien, Batavia (town) and Alexander. As the westernmost school district in the county, Pembroke is located at Exit 48A on the New York State Thruway, nearly equidistant between Buffalo and Rochester.

Residents benefit from proximity to several respected higher education institutions, including SUNY and private institutions all within a short drive, offering a wide range of educational and professional opportunities.

The community places a high value on its schools as the center of civic life. Residents benefit from the character and connection of rural living, along with convenient access to nearby metropolitan areas for additional cultural, educational and economic opportunities. A strong sense of identity and shared pride defines Pembroke, where relationships matter and traditions are honored.



## THE DISTRICT

Pembroke Central School District is comprised of approximately 98.41 square miles and operates three school buildings:

- Primary School (UPK-2)
- Intermediate School (Grades 3-6)
- High School (Grades 7-12)

### Points of Pride

- Strong academics for diverse post-secondary paths
- Competitive athletics building teamwork and discipline
- Vibrant music and arts programs
- NAMM Foundation Best Communities for Music Education (7 years)
- Wide range of extracurriculars
- Dedicated, collaborative faculty and staff

## KEY DATA

- Total enrollment 909 students in grades UPK-12.
- Student-teacher ratios
  - 10-to-1 (High School)
  - 10.8-to-1 (Intermediate School)
  - 18-to-1 (Primary School)
- 115 teachers & TA's + 83 staff = 198 employees
- Five Year Average Graduation Rate: 96.68% (with 100% in AY 24-25)
- Total Budget: \$27,076,309 (FY 25/26)  
\$29,945,906 (Proposed FY 26/27)

### District leadership consists of:

- Board of Education
- Superintendent
- School Business Manager
- Coordinator of Technology
- Coordinator of Pupil Personnel Services
- Director of Facilities
- Transportation Supervisor
- BOCES Food Service Manager



## OUR MISSION

In partnership with the community, the Pembroke Central School District is committed to knowing each individual student's interests, needs and desires in order to prepare all students for graduation, with the knowledge, skills and attitudes necessary to lead productive lives.

## OUR VISION

We envision our school community unified in:

1. its efforts to create seamless transitions for all students within all programs and between all developmental levels
2. nurturing a joyful, compassionate, respectful and collaborative learning environment for all students, all staff and all parents
3. engaging all students in real-life learning experiences that inspire them to think, to create and to innovate
4. empowering all students to be leaders who selflessly serve others as they discover their personal passion in the pursuit of productive careers and meaningful lives of integrity.

