HIRING LEADERSHIP

Q: **The Board wants a Superintendent that is a great fit. What are your thoughts about the most important characteristics of an ideal Superintendent?**

TST BOCES
TOMPKINS · SENECA · TIOGA

Tompkins-Seneca-Tioga Board of Cooperative Educational Services (TST BOCES) provides shared services and programming to nearly 900 school students and hundreds of adult learners.

Industry:
K-12 Public Education

Location:
New York State

Size:
350 staff serving 9 districts

Use case:
Hiring Leadership

A key responsibility for TST BOCES is recruiting superintendents for each of the districts within the region it serves. For District Superintendent Dr. Jeff Matteson, who heads up the superintendent searches, that usually involves going out to schools to gather data, meeting with boards of education and doing other legwork to learn what's most important to stakeholders in a new superintendent.

When he launched his most recent superintendent search, Dr. Matteson decided to add Thoughtexchange into his data-gathering toolkit.

"I used Thoughtexchange to do a search for the first time, and it elicited a lot of information from the district's faculty and staff that helped build the ideal profile for the next superintendent," Dr. Matteson says.

"Getting the information right from the folks who will be interacting with that individual was helpful for the board of education to build the profile. People felt involved, and they didn't have to fill out an extensive survey to get their voices heard."

Dr. Matteson also put the Thoughtexchange results on their public website, where potential candidates could read through and decide if they would be a good fit for the position.

"Sure enough, we had candidates who read through it, and it was helpful in their process as a candidate for the superintendent position," he notes. "I know that every time I go out to hire a superintendent in the future, I'll be using Thoughtexchange to support the effort. I think it helps everyone feel like they're involved in selecting the new leader."

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Dr. Jeff Matteson, District Superintendent