

Compensation & Benefits

Competitive multi-year executive contract; salary range \$200,000–\$220,000, commensurate with experience, credentials, and demonstrated achievement; comprehensive benefits package.

How to Apply

Apply through Hazard, Young, Attea & Associates (HYA) at hyasearch.com.

- ☐ Cover letter
- ☐ Resume
- ☐ At least three current letters of reference

Application deadline: November 1, 2026

All inquiries and applications held in strict confidence.

New York State Council of School Superintendents is an Equal Opportunity Employer.



Executive Search & Leadership
Consulting

NYSCOSS

EST. 1883

Executive Search

New York State Council of School Superintendents

Executive Director

Also serving as CEO, **Leadership for Educational Achievement Foundation, Inc. (LEAF)**

A rare opportunity to lead a respected statewide professional association at a pivotal moment in public education.

AN EXECUTIVE SEARCH CONDUCTED BY **HYA**

About the Council

Established in 1883, the New York State Council of School Superintendents is a respected statewide professional association serving school leaders through five pillars of work:

- Advocacy
- Legal Services
- Membership
- Professional Development
- Strategic Partnership

The Council works with the New York State Education Department and Commissioner of Education, and extends its national reach through AASA.

LEAF: Developing Leaders

- Aspiring Superintendents Workshops
- Future Superintendents Academy
- New Superintendents Institute
- Early Career Superintendents Institute
- The Council's Women's Initiative
- Redefining Ready NY
- Fall Leadership Summit & Winter Institute
- Leadership coaching for superintendents and district teams



The Opportunity

The Executive Director is chief executive of NYSCOSS and simultaneously CEO of LEAF, Inc., leading a small dedicated collaborative staff from the Council's offices in Latham, New York.



- **Advocacy** — Advocate for members before New York's key education and government institutions.
- **LEAF leadership** — Lead and grow LEAF, expanding philanthropic revenue and professional development.
- **Staff leadership** — Guide and inspire a talented close-knit staff and sustain a collaborative, family-friendly culture.
- **Strategic partnerships** — Deepen strategic partnerships supporting advocacy, legal services, and professional development.
- **Thought leadership** — Represent NYSCOSS as a thought leader and convener at major statewide events.
- **Organizational stewardship** — Steward continued organizational growth from the new Latham headquarters.

Lead. Advocate. Develop. Inspire.

Shape the future of educational leadership across New York State.

What we're looking for: candidates with prior school superintendent experience are strongly preferred and encouraged to apply. Candidates also may come from nonprofit or foundation CEO roles, senior New York State Legislature leadership, State Education Department or higher education leadership.

Vision + Agility

A compelling vision for NYSCOSS and agility to navigate rapid change in state education policy.

Powerful Communication

Outstanding written and oral communication skills and presence to advocate for New York's students.

Political Acumen

Ability to build relationships with legislators, regulators, and policy makers.

Students First

Commitment to putting students' needs first.

CEO Judgment

Business sensitivity and discipline to lead a small, mission-driven organization.

Positive Leadership

Can-do attitude, sound problem-solving instincts, and a good sense of humor.

Why Join NYSCOSS

143

YEARS OF
LEADERSHIP &
SERVICE

750+

SCHOOL LEADERS
REPRESENTED

1,200

RETIRED LIFE
MEMBERS

2M+

NEW YORK
STUDENTS
IMPACTED

143 Years of History & Influence

- **Statewide** platform for advocacy
- **LEAF** nationally respected leadership programs
- **Team** trust, mentorship & shared purpose
- **2M+** students touched by the work

