

FOCUS CONSULTING ASSOCIATES, LLC

THE COMPANY:

FOCUS Consulting Associates, LLC, located in Hawthorne, New York, offers Boards of Education highly professional assistance in critical areas of Board leadership including superintendent and other administrative searches, board of education development and training, long range planning, administrative organizational studies, demographic studies and capital projects planning and tracking. The company was founded in 1986.

Consultants from FOCUS Consulting Associates have conducted more than 60 superintendent searches and have extensive and successful experience as Superintendents and Deputy Superintendents at both the local district as well as at the regional level.

We have developed an excellent network of contacts and an awareness of many of the very best candidates currently seeking new positions. We use a variety of strategies to attract as many available and qualified candidates as possible, and we also aggressively recruit selected individuals with outstanding reputations who may not be actively looking for a new position.

In addition to the advertisements in key publications, we send mailings to hundreds of superintendents and to other individuals who hold key leadership positions in government, private organizations, and important educational organizations in the Northeast and nationally. We are very active in several high profile organizations which can provide well-qualified candidates for superintendentcies. These include the American Association of School Administrators (AASA), Suburban School Superintendents (SSS), National Alliance of Black School Educators (NABSE), National School Boards Association (NSBA), Association for Supervision and Curriculum Development (ASCD), and the New York State Association of Women Administrators (NYSAWA).

We access a broad network that includes colleges, highly-ranked school districts, graduate schools of education, and independent and international schools. We will also add other potential candidate sources that may be of special interest to the district.

Over the past 24 months, we have directed seven searches for school districts in the Hudson Valley and New York City metropolitan areas. In the process, we have identified some exceptional candidates, one or two of whom might be appropriate for the Arlington search.

THE PEOPLE:

Vincent Beni, Ed.D. is the Managing Partner. He has extensive school leadership experience having served as teacher, assistant principal, assistant superintendent (Pearl River), superintendent (Hastings-on Hudson and Irvington), and BOCES District

Superintendent for Southern Westchester. Dr. Beni has coordinated more than 40 superintendent searches as well as more than 20 Board planning retreats. He has also conducted research dealing with board-superintendent relationships. He has provided critical guidelines for the development of comprehensive strategic plans for districts and has significant experience with the planning, reporting, and tracking of capital projects.

Renee Gargano is an associate. She has over thirty years of school leadership experience in special education, career and technical education, human resources and professional development. Ms. Gargano has designed and implemented a wide range of programs in the areas of human resources, recruitment and leadership development that serve over three hundred school districts in New York State.