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Dear Moravia Community,

The Moravia Board of Education extends sincere appreciation to everyone who participated in the Superintendent Search Community Survey. Your feedback provided valuable insight into the leadership qualities and priorities our community values most.

Survey participants identified Leadership and Communication as the top priorities for Moravia's next superintendent, followed by Student Focus, Transparency and Accountability, Administrative Experience, Relationship Building, and Financial Management.

In addition to the structured survey responses, community members shared thoughtful insights about the qualities they hope to see in Moravia's next superintendent. Respondents emphasized the importance of a leader who demonstrates integrity, transparency, and accountability, and who is able to build trust and confidence across staff, students, and the broader community. Many highlighted the value of a superintendent who can bring fresh perspectives and a breadth of experience to guide the district forward, while supporting and valuing all staff members and fostering fairness and equity. There was a strong focus on ensuring that students remain at the center of decision-making, with leadership that prioritizes both academic success and well-being. Finally, respondents underscored the importance of engaging staff and community stakeholders throughout the search process to ensure that the district selects the most capable and visionary candidate for the role.

This input guided the Board's work to define the Ideal Characteristics of the next superintendent. The Board reviewed all survey data and community comments before developing a candidate profile that reflects both the district's strengths and aspirations for the future.

The Board and community share a unified vision for Moravia's next leader; a visible, student-centered superintendent who inspires confidence, communicates with clarity, and leads with integrity, compassion, and purpose. The full profile will appear in the Superintendent Search Brochure and includes the following key qualities:

- A Fierce Advocate for Children
- A Visible and Approachable Leader
- A Builder of Trust and Morale
- A Leader of Integrity and Accountability
- An Inspiring Communicator and Collaborator
- A Visionary and Strategic Thinker
- A Skilled and Responsible Manager

In short, the Board's profile reflects what our community shared most clearly: a desire for strong, steady leadership grounded in trust, visibility, and connection.

## Next Steps

The search process is semi-closed, which ensures a confidential process that encourages a strong pool of qualified candidates while maintaining meaningful opportunities for community engagement as the search progresses.

### Search Timeline – Important Dates

- **November 21, 2025 – Posting Opens:** The superintendent position will be advertised through all appropriate outlets.
- **December 1–16, 2025 – Community Survey #2:** A second community survey will open to gather feedback on the district's strengths, points of pride, and growth opportunities.
- **November–January – Candidate Screening and Reference Checks:** The search consultant will conduct preliminary screening interviews and reference checks on a rolling basis.
- **By December 30, 2025 – Community Update:** A summary of Survey #2 results will be shared publicly through a community letter.
- **January 7, 2026 – Board Workshop:** During the regular Board of Education meeting, the Board will review community feedback from Survey #2 and begin defining what success should look like in the new superintendent's first year.
- **January 7, 2026 – Application Deadline:** No applications will be accepted after close of business on this date.

Following the close of the posting, the Board will conduct confidential first and second round interviews. Once finalist candidates are identified, staff, student, and community stakeholder committees will have the opportunity to meet with the finalists in March and provide feedback to the Board before a final decision is made. Community members should be on the lookout for a registration link in February to participate, while internal staff will work closely with the search consultant to form the various committees.

Throughout this process, the Board remains committed to transparency, integrity, and community engagement. The goal is to identify and appoint the next superintendent by April 2026, with a July 1, 2026 start date. Regular updates will be shared as the search progresses.

Be well,

*Brian*

Brian Hartwell  
Search Consultant