

SCOPE Board of Directors

President

Dr. Kenneth Bossert
Superintendent, Great Neck UFSD

Vice President

Dr. Yiendhy Farrelly
Superintendent, West Babylon

Treasurer

Dr. Timothy Hearney
Superintendent, Bayport-Blue Point UFSD

Board Members

Dr. Anthony Annunziato
Assoc. Professor, Instructional & Administrative Leadership,
St. John's University

Mr. Lars Clemensen
Superintendent, Hampton Bays UFSD

Dr. Joseph Famularo
Superintendent, Bellmore UFSD

Dr. Robert Feirsen
Coordinator, Educational Leadership Program, Manhattanville College

Mr. Michael Flynn
Chief Operating Officer, Western Suffolk BOCES

Dr. Roberta A. Gerold
Superintendent, Middle Country CSD

Mr. Larry J. Leaven
District Superintendent & Chief Operating Officer, Nassau BOCES

Dr. Lance Lohman
Superintendent, Longwood CSD

Dr. Craig Markson
Director Educational Leadership Programs
School of Professional Development Stony Brook University

Dr. Robert Moraghan
Director Emeritus, Educ. Leadership Program, Stony Brook University

Dr. Michael Nagler
Superintendent, Mineola UFSD

Dr. Maria Rianna
Superintendent, Malverne UFSD

Dr. Kusum Sinha
Superintendent Garden City UFSD



The Leadership Collaborative Transformative School District Leadership in Partnership with



Advanced Coursework for Superintendents and Cabinet Level Administrators

Course Catalog 2025~2026

*George L. Duffy
Executive Director*

*SCOPE Education Services
100 Lawrence Ave.
Smithtown, NY 11787*

The Leadership Collaborative

Tools for Today's District Leaders

Program Overview: This program is designed to provide superintendents and their Cabinet with the necessary skills and strategies to lead their teams, enhance efficiencies, expand their knowledge of various positions, and learn from colleagues who are expert in the field.

Each session is a deep dive into the critical areas of school district leadership and operations, offering both novice and experienced leaders' practical tools to strengthen departmental functions, ask the right questions of those leading key departments, and how to proactively avoid common pitfalls. Participants will learn how to manage complex budgets, lead strategic planning efforts, navigate labor relations and contract negotiations, address human resource challenges, and align instructional excellence with operational integrity—all while building stronger school board relationships and effectively navigating the local political landscape.

The sessions are facilitated by respected and experienced active and retired administrators who have been vetted by SCOPE. Guest speakers may be included within the individual sessions. Participants will receive a certificate of completion at the end of each course from SCOPE and the Leadership Collaborative Program. Those completing four courses in the series will receive the **Transformative School District Leadership digital badge from Stony Brook University.**

Target Audience: Active Superintendents & Cabinet Level Admin.

Please register at: <https://forms.gle/zjdp5aJktXAZMsMp7> if using a Purchase Order. If payment by individual check, please mail the registration form (last page) with your check payable to SCOPE Education Services, Attn. : Jill Gierasch

Cost: Each session is \$275 for member districts and \$325 for non-member districts. (A 10 percent discount will be provided for 3 or more district attendees per session). A full refund will be issued if cancelling two weeks in advance of an individual session to Jill Gierasch: jgierasch@scopeonline.us or (631) 360-0800. Ext. 183

Registration Information for Advanced Coursework Superintendents and Cabinet Level Administrators

Participants may sign up for the courses electronically at:
<https://forms.gle/zjdp5aJktXAZMsMp7>
or by sending the form to the address below. All classes will be held at SCOPE in Smithtown unless otherwise noted.

SCOPE Education Services *\$275 Member*
Attn: Jill Gierasch *\$325 Non-member*
100 Lawrence Ave.
Smithtown, NY 11787



Name: _____ **Position:** _____

Email: _____

Contact # _____ **District:** _____

Payment Method: Check: Please make checks payable to SCOPE Education Services) or **Purchase Order**
(Must include number) You can email copy of the P.O. to: dingarozza@scopeonline.us
Please register me for the following courses (check all that apply):

_____ A1: Strategic Planning that Engages and Unifies

_____ A2: Collective Bargaining & Contract Negotiations

_____ A3: School Board Relations and Navigating Local Politics

_____ A4: Fiscal Leadership: Navigating Budgets, Risks,
& Resources

_____ A5: Safe Schools, Strong Leadership: A Strategic
Framework for District Leaders

_____ A6: Facilities Management, Creating a Vision & Plan for
Actualizing 21st century Schools ~ What Do I Need to Know?

_____ A7: Human Resource Decisions: Leadership, Liability, & Legal
Essentials

Potential Addition to the LC Program

Every Student Counts: Leading Special Education with Balance and Care

Course Description:

This session is designed for superintendents, curriculum directors, and human resource leaders who play a critical role in ensuring students receive the services and support they need. Participants will learn how to balance legal and instructional responsibilities with fiscal realities, making sure students are provided appropriate levels of support without overspending or over-identifying.

Key topics will include:

- * Monitoring compliance and instructional quality in special education programs.
- * Communicating effectively with the Board of Education about staffing, program needs, and fiscal impact.
- * Navigating challenging conversations with families and advocates, including when a student does not qualify for services.
- * Partnering across curriculum and HR to ensure general education interventions, inclusion supports, appropriate levels of staffing and scheduling are in place, and professional development is provided to all staff servicing students.
- * Guiding well-intentioned staff who may want to “do everything” for a child, helping them focus on what is appropriate, equitable, and sustainable.
- * Through case studies, role-plays, and guided discussion, participants will leave with practical strategies to strengthen oversight, support staff decision-making, build collaborative relationships with families, and maintain both equity and fiscal responsibility.

Facilitator: Dr. Roberta Gerold, Superintendent Middle Country Central School District

Date and Time: TBD

George L. Duffy
Executive Director
(631) 360-0800



Jill M. Gierasch
Associate Director
(631) 360-0800 Ext. 183
jgierasch@scopeonline.us

A1. Strategic Planning that Engages and Unifies

This session presents a high-impact framework for district-level strategic planning that is inclusive, transparent, and aligned with student outcomes. Participants will explore stakeholder engagement models, BOE alignment practices, and how to turn vision into implementation. Focus areas include leading the process, avoiding pitfalls, and ensuring sustainable execution through shared accountability.

The course guides leaders through the essential stages of strategic planning: from vision development to the creation of measurable goals, clear action steps, and accountability structures. Leaders will examine how to foster authentic stakeholder engagement—including staff, families, students, and community members—and how to ensure alignment with Board priorities, district goals, and instructional frameworks.

Participants will leave with practical tools and strategies that can be immediately applied to initiate, refine, or lead a strategic planning process.

Learning Outcomes:

- * Define the purpose and impact of strategic planning as a leadership tool that drives coherence and student success.
- * Identify key stakeholders and apply engagement strategies to build inclusive and transparent planning processes.
- * Differentiate between compliance-driven plans and those rooted in community vision and measurable outcomes.
- * Learn how to align strategic priorities with Board expectations, district goals, and instructional frameworks.
- * Develop a process for moving from vision and mission statements to actionable metrics and monitoring systems.
- * Analyze common political and implementation pitfalls and explore strategies for building sustainable, shared accountability.
- * Apply strategic planning principles in an action-oriented exercise to simulate real-world leadership decisions.

Facilitators: Ms. Lisa Ruiz and Dr. Lorna Lewis, Retired Superintendents

A2. Collective Bargaining and Contract Negotiations

Course Description: Effective negotiations are essential for sustaining high-performing school systems while ensuring fiscal responsibility, operational flexibility, and positive labor-management relations. Participants will develop advanced negotiation skills grounded in the legal frameworks governing public sector labor relations. The course offers a deep dive into relevant statutes, case law, and precedents that shape bargaining in the education sector. Leaders will learn to interpret and evaluate contract language critically, identifying clauses that may appear harmless but can lead to significant long-term costs, operational constraints, or unintended obligations.

The session explores both traditional bargaining models and modern interest-based bargaining (IBB) approaches. Participants will learn to balance assertive representation of district interests with collaborative strategies that maintain trust and preserve relationships with employee groups. Special emphasis will be placed on current bargaining trends affecting school districts, including compensation pressures, staffing shortages, benefit structures, and evolving workforce expectations.

Learning Outcomes:

- * Understand the legal foundations of public sector labor relations.
- * Analyze current trends in collective bargaining and their financial and operational implications for school districts.
- * Differentiate between traditional and interest-based bargaining approaches to enhance negotiation outcomes and preserve relationships.
- * Identify and avoid common contract language pitfalls that lead to long-term costs and operational constraints.
- * Develop strategic preparation techniques using data, financial analysis, and proposal framing.
- * Build confidence in leading negotiations internally and knowing when to involve legal counsel.

Facilitator: Mr. John H. Gross, Senior Managing Partner Ingerman Smith, L.L.P & Peter Scordo, Retired Superintendent & Asst. Supt. HR

Date: November 6, 2025

Time: 8am~ 3pm

A7. Human Resource Decisions: Leadership, Liability, and Legal Essentials

Course Description: In school district leadership, few areas carry more risk or vulnerability than human resources. This session equips superintendents and cabinet-level administrators with a powerful, practical understanding of HR essentials—often misunderstood or delegated without scrutiny. While legal counsel supports complex issues, the day-to-day decisions around hiring, evaluation, discipline, and staff management fall squarely on district leaders. Poor decisions can lead to costly settlements, public scandal, legal jeopardy, or career derailment.

This course breaks down the legal, procedural, and ethical components of HR—from tenure and 3020-a proceedings to leaves, investigations, and emerging mandates. Participants will walk away knowing what must be done, what should be done, and what to avoid. Grounded in current legal trends, the session builds the confidence leaders need to take decisive, compliant action in even the most sensitive personnel situations.

Learning Outcomes:

- * Understand the core HR responsibilities of school leaders, including hiring, evaluation, discipline, and employee rights.
- * Develop the knowledge to make legally sound staffing decisions without overreliance on external legal counsel.
- * Analyze tenure, APPR, and due process requirements to ensure fair and compliant personnel practices.
- * Gain practical strategies for managing investigations, disciplinary actions, and documentation (e.g., 3020-a, counseling memos).
- * Navigate employee leaves, accommodations, and return-to-work procedures in alignment with legal mandates.
- * Stay current on emerging HR legal trends impacting public education (e.g., ADA, FMLA, EEOC, FOIL, Sexual Harassment).

Facilitators: Alyson Mathews, Labor & Employment Law Attorney, Member– Bond, Schoeneck, and King and TBD

Date: Tuesday, April 28, 2026

Time: 8am~ 3pm

A6. Facilities Management, Creating a Vision and Plan for Actualizing 21st Century Schools ~ What Do I Need to Know?

Course Description: This session explores the strategic role of facilities management in supporting academic outcomes and district goals. Participants will examine asset lifecycle planning, capital project oversight, environmental health, and how to align infrastructure with 21st-century learning. We will review state regulations, pertinent data and performance indicators that inform facilities decisions and support instructional priorities while addressing efficiencies and student/staff safety. Included will be discussions about what roles architects, construction managers, and the State Education Department play in our planning and roll-out efforts.

Learning Outcomes:

- * Assess and align physical learning spaces with modern instructional needs and district vision, what the BCS does not tell us.
- * Analyze capital project planning and financing to ensure alignment with long-term district goals. Budget, transfer, reserves, EPCs.
- * Roles and Responsibilities: Who does What?? Working with your facilities director, architect, construction manager and business official.
- * Evaluate building and asset lifecycle strategies for sustainability, safety, and cost-efficiency.
- * Interpret and apply key state and federal regulatory requirements (e.g., NYSED, OSHA, ADA) to district operations.
- * How to document, prioritize and communicate the current reality – using technology to tell our story.
- * Review of some of the Best of the Best Projects/Plans

Facilitators: Dr. Michael Nagler, Superintendent Mineola UFSD, Brian Graham Director of Facilities, Port Washington UFSD & Thomas Kelly, Director of Facilities, Mattituck ~ Cutchogue UFSD

Date: Monday, March 16

Time: 8am ~ 3pm



A3. School Board Relations & Navigating Local Politics

Course Description: This essential session focuses on equipping school superintendents and cabinet-level administrators with the political acumen and strategic communication skills necessary to foster productive relationships with Boards of Education and navigate the complexities of local political landscapes. Participants will explore the dynamics of superintendent-board collaboration, effective governance practices, and strategies for building trust and alignment.

The session will address the influence of local government, community stakeholders, and special interest groups on district decision-making. Emphasis will be placed on anticipating and managing political tensions, cultivating board unity without compromising transparency, and leveraging public engagement to support district priorities. Administrators will develop practical approaches for leading with integrity in politically sensitive environments.

Learning Outcomes:

- * Strengthen board-superintendent communication and alignment on district goals.
- * Understand the governance roles and responsibilities of school boards and administrators.
- * Learn strategies for navigating political pressures from local government and community groups.
- * Build skills to foster trust, transparency, and collaboration with board members.
- * Gain tools to manage conflict, anticipate political issues, and lead with diplomacy.
- * Enhance public messaging and stakeholder engagement in politically charged environments.

Facilitators: Mr. Jay Warona, Partner Jaspan Schlesinger Narendran LLP, and Dr. Mark Secaur, Superintendent Smithtown Central School District

Date: December 2, 2025

Time: 8am~ 3pm

A4. Fiscal Leadership: Navigating Budgets, Risks, & Resources

Course Description: This critical session focuses on empowering school administrators with the essential tools and knowledge needed to lead school district finances effectively. In addition to building and managing budgets, participants will gain insights into financial forecasting, understanding key financial documents, and the critical questions they should be asking their Business Official to ensure fiscal health. This session will cover essential areas such as internal controls, procurement processes, alternative revenue streams, and capital project financing.

School administrators will leave with a deeper understanding of the documents they need to review regularly, including budget reports, audits, and long-term fiscal planning documents. They'll learn what financial red flags to watch for and how to develop a strong partnership with the business office to make data-driven decisions that align fiscal strategies with district educational goals. By gaining a stronger command of school business management, administrators can make informed decisions, optimize financial resources, and ensure the financial sustainability of their district.

Learning Outcomes:

- * Understand the principles of school finance, including budget development, financial forecasting, and long-term fiscal planning.
- * Interpret key financial documents (budget reports, audits, reserves).
- * Unpack critical questions to ask Business Officials to support fiscal health and transparency.
- * Evaluate internal controls, procurement, and risk mgt. practices.
- * Explore alternative revenue sources and capital project financing.
- * Recognize financial red flags and apply strategies to address them.
- * Use financial data to inform sustainable, equity-focused decisions.

Facilitator: Mr. Ryan Ruf, Asst. Superintendent for Business and Operations, Massapequa Union Free School District

Date: Tuesday, January 13, 2026

Time: 8am~ 3pm

A5. Safe Schools, Strong Leadership: A Strategic Framework for District Leaders

Course Description: This session equips district leaders with a comprehensive framework for navigating the multifaceted responsibilities of school safety. Participants will learn how to lead proactive safety initiatives that balance physical security, mental health supports, emergency preparedness, and community trust.

The course addresses both the strategic and operational dimensions of school safety—providing clarity on the superintendent's role in building and sustaining a culture of safety. Participants will explore how to develop and comprehensive safety plans that integrate threat assessment protocols, mental health frameworks, security infrastructure, and crisis communication systems.

Special attention is given to current trends impacting school safety, including cybersecurity threats, social media-fueled incidents, and rising mental health concerns. Leaders will examine how to engage law enforcement, first responders, staff, students, and families in a coordinated safety strategy that is both preventative and responsive.

Learning Outcomes:

- * Understand the superintendent and Cabinet's legal, ethical, and operational responsibilities in school safety.
- * Develop comprehensive safety plans covering prevention, preparedness, response, and recovery.
- * Examine trends in school safety, including physical security, threat assessment, mental health, cybersecurity, and crisis communication.
- * Balance secure facilities with supportive, student-centered school environments.
- * Implement threat assessment protocols and form multidisciplinary response teams.
- * Build strategic partnerships with law enforcement, emergency services, and community mental health providers.
- * Apply effective crisis communication strategies for timely, transparent messaging during emergencies.
- * Reunification Planning- Designating off-site locations, staff training on check-in/out protocols, student release, and documentation, Emotional support stations, Security/ Custodial Roles & Responsibilities, Transportation logistics

Facilitators: Don Flynn, CEO Covert Investigations and TBD

Date: Thursday, February 5

Time: 8am-3 pm