



**Rye City School District**  
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February 9, 2017

Dear RCSD Parents and Guardians,

I am delighted to announce the Board of Education has narrowed the field of superintendent candidates to one finalist, Eric Byrne. Dr. Byrne has 23 years of experience in public education. Currently, he is the Assistant Superintendent for Curriculum and Instruction in Chappaqua, a role he has served in for six years. Prior to becoming Assistant Superintendent, Eric was the Principal at Chappaqua's Roaring Brook Elementary School for four years. He began his career in education as a science teacher in New York City. He received a Doctorate and a Master's degree in Education from Fordham University and a Bachelor of Arts degree in Natural Science, also from Fordham.

The Board of Education began the superintendent search in September, 2016, when it engaged the services of executive search firm Hazard, Young, Attea & Associates (HYA) to assist in recruiting candidates. The HYA team spent considerable time in Rye holding focus groups and conducting interviews with a wide range of stakeholders to identify the most sought-after leadership qualities for the next superintendent. Eighty-five community members, teachers, administrators, parents, union leaders, and students participated. HYA gathered additional feedback from an online survey completed by 209 school and community members.

The most sought-after characteristics identified by the Rye community included: a knowledgeable and visionary educator who is innovative in identifying and implementing initiatives designed to meet the needs of all students; a collaborative and engaging communicator who engenders respect through interactions with faculty, parents and community members; and a leader, approachable and authentic in manner, visible throughout the

District, and actively engaged in the community. Many of those surveyed expressed a desire that the candidate make a long-term commitment to the District.

Eric emerged as the finalist from a very strong field of candidates. Forty candidates applied or were recruited for consideration. After screenings and interviews, the search consultants presented a slate of six highly qualified candidates to the Board of Education. After comprehensive interviews by the Board, Eric was the candidate whose qualifications and characteristics best matched those the Rye community was seeking in a superintendent.

The Board of Education was united in its commitment to find the best candidate. After a rigorous selection process, the choice was clear. Eric's background and experience as a leader in curriculum development and implementation is extraordinary. He is known for building respectful, productive relationships that result in improvements in teaching and learning and he believes in the importance of making operational decisions based on the educational goals of a district.

The final step of Eric's transition to appointment as Superintendent of Schools is a site visit by members of the Board of Education to his current district to meet with colleagues and members of the school community. The Board expects to take formal action to appoint Eric at the next Board of Education meeting on February 28. His service in Rye will begin on or about July 1, 2017.

The Board is deeply appreciative for Dr. Monahan's thoughtful leadership and steady guidance as the District's Interim Superintendent through this school year. Dr. Monahan will continue to serve until the end of June and will work closely with Eric to ensure a smooth transition. All are invited to join the Board for a reception to welcome Eric to Rye at the March 7 Board of Education Meeting.

Sincerely,

A handwritten signature in black ink, appearing to read 'Katy Keohane Glassberg', followed by a horizontal line extending to the right.

Katy Keohane Glassberg  
President, RCSD Board of Education