



*Ronald D. Valenti, Ph.D.
Superintendent for Schools*

August, 2024

The Confidential Background Check

Dear Members of the Eastchester Community,

One of the most serious challenges for every educator is to ensure “the health, safety and welfare of students.”

We can agree that Strategic Priority 1—Strengthening School Security—goes a long way towards achieving that goal. Four School Resource Officers (SROs) on our campuses daily, expanded school security guards until 6 p.m. at the K-5 schools and until 10 p.m. at the secondary level ensure greater safety for our children.

However, more must be done.

This year, we have enlisted a **Confidential Background Verification Check** for each newly hired school administrator and teacher.

We have contracted with the Corporate Screening and Investigative Group to regularly test critical areas of an employee’s history, educational record, driving history, Social Trace, National Sex Offender Registry, New York State Department of Corrections, Federal Bureau of Prisons, Security Watchlists and much more.

Why the additional investigation?

The days of reference checks and Google searches are numbered. References are increasingly concerned about potential litigation if their negative comments result in a real or perceived injury to the candidate. Google and social media searches mix fact and fiction at times, bringing into question their validity and reliability in hiring.

Our recruitment process now extends well beyond New York, reaching potential candidates not only from other states but at times from other countries. An expanded recruitment pool brings distinct advantages as well as risks. Traditional recruitment needs a more sophisticated layer of background screening.



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Using the Confidential Background Check for all new certificated staff is not only comprehensive but ensures evidence-based data in the hiring process. Combined with mandatory fingerprinting, we are increasing the likelihood that our students' health, safety and welfare will be best served when they meet our new administrators and teachers this fall.

Sincerely,

A handwritten signature in black ink, which appears to read "Ronald D. Valenti", is written over a horizontal line.

Ronald D. Valenti, Ph.D.
Superintendent



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