



**Information for Applicants for the Position of
SUPERINTENDENT**

Red Bluff Union Elementary School District

THE POSITION

The Governing Board of the Red Bluff Union Elementary School District invites highly effective educational leaders to apply for the position of superintendent. This is a unique opportunity for a leader with a proven track record in improving student achievement; building collaborative relationships with students, staff, and community; reaching out to different groups in a diverse community, and providing multiple pathways to student success to build on our strengths and move our district forward. Our new education leader will be able to inspire and motivate everyone in our district and community to do what it takes to prepare all our students to be successful and reach their full potential. Our superintendent will help all of us keep students as our number one priority.

THE DISTRICT

Red Bluff Union Elementary School District is an ideal sized PK-8th grade school district, with three elementary and one middle school, serving a diverse population of approximately 2000 students. RBUESD prides itself on focusing on each child as a unique learner and serving each one according to his or her needs. Each school is proud of its unique identity and culture.

The Governing Board is very dedicated and focused on assuring that RBUESD is an education community where:

- Every student is inspired, challenged, engaged, and cared for by dedicated educators.
- There is a carefully planned approach to increasing student mastery of Common Core Math and ELD, including providing instructional coaches and professional development at all grade levels
- Every family is welcomed, respected, and valued
- Fiscal responsibility is demonstrated by a balanced budget, adequate reserves and responsible compensation packages
- Our schools are an integral part of our community and are very well supported by various community and parent organizations.
- Multiple agencies and civic groups work collaboratively with the district to ensure that the schools provide a quality education in a safe and orderly environment.

RBUESD is fortunate to maintain a close relationship with Chico State University and many of the district teachers are Chico State graduates. Besides collaborating with several universities and the Tehama County Department of Education, the district also provides consistent and well-organized support and professional development for all new teachers.

The District's current budget is \$23,000,000. There are 271 employees (120 certificated staff, 145 full and part-time classified staff, and 6 administrators).

THE COMMUNITY

Red Bluff is located in Tehama County, which is approximately 131 miles north of Sacramento, California. The city is located on the Sacramento River at the foot of the Sierra Nevada Mountains. From Red Bluff there is a view of Mt. Lassen and Mt. Shasta. The area is noted for its remarkable outdoor activities, including fishing, hunting, skiing, boating, and it's an equestrian wonderland.

The city of Red Bluff is a full service community, which prides itself on being large enough to provide the services and opportunities of a large city in a small town atmosphere. From Red Bluff it is an easy drive to colleges, universities and the cultural opportunities of several large cities.

Red Bluff is a warm and welcoming community. It is proud of its many civic organizations, which sponsor and contribute to a wide variety of community activities, from parades to art festivals to rodeos, which reflect the diversity of the community. It has vibrant retail and restaurant offerings and a charming old town that harkens back to the early days of California

PROFESSIONAL PROFILE

The Red Bluff Union Elementary School District seeks a superintendent who:

- Will build on the good work the District has done in creating initiatives which support the instructional program, implementing PBIS, improving the use of technology to support teaching and learning, and creating challenging and engaging learning experiences for students and staff
- Is able to demonstrate that he/she values the perspectives of diverse groups and individuals and reaches out to them before making critical decisions and developing recommendations for the Governing Board
- Has demonstrated instructional leadership and is committed to supporting a strong instructional program throughout the District.
- Possesses excellent communication skills (listening, speaking, writing)
- Has shown the ability to establish and maintain positive relationships with all staff and the associations that represent them
- Understands the unique nature of living in a more rural area and is prepared to make a long-term commitment to providing strong leadership to the District over the years ahead
- Will work in a positive, win-win manner with bargaining units, listening to all perspectives and patiently working through difficult issues.
- Understands what is necessary to maintain the fiscal solvency of the district and increase the resources required to support achievement of the district's goals
- Will continue to strengthen the work of the governance team and work effectively with the Governing Board
- Has a record of success in developing and implementing partnerships with business, non profits, neighboring school districts and higher education
- Understands the design and intent of the Common Core, LCAP and LCFF has developed effective strategies for their implementation
- Has experience in mitigating the factors that may influence the success of some students in school, such as poverty, drugs, and abusive behaviors
- Has identified and implemented effective strategies for hiring and retaining a high quality staff
- Is effective in dealing with conflict resolution
- Knows the importance of building the capacity of others to do their best
- Has a working knowledge of Special Education and English Language Development program

PERSONAL PROFILE

The Red Bluff Union Elementary School District seeks a superintendent who:

- Is able to inspire, motivate, and challenge everyone connected with the schools to do their best work
- Has a collaborative, transparent leadership style that recognizes the importance of teamwork
- Sees diversity as an asset and will build on the strengths that the diverse groups in the community bring to the education of our children
- Will be able to advocate effectively for the needs and interests of our unique district
- Is approachable and knows the importance of being visible and engaging genuinely with people
- Accepts responsibility for his/her actions and is willing to admit and learn from mistakes
- Has a high degree of integrity and will model the ethical behaviors we expect from our students and staff
- Genuinely likes being with students and working with other adults
- Respects our parents and understands the importance of their positive engagement in the education of their children
- Has excellent problem solving and analytical skills
- Is consistent and fair in dealing with different groups and individuals
- Is proactive, not reactive – has effective long range strategies for helping the district build on its strengths and address its challenges
- Is always willing to roll up his or her sleeves and work hard to get a job done
- Has a sense of humor and knows when to use it appropriately

DESIRED EDUCATION/EXPERIENCE

- A background as a classroom teacher, site and district administrator
- A strong record of partnering with community groups
- Evidence of continuous professional learning and growth
- Knowledge of California's unique education finance systems including LCFF and LCAP
- An advanced degree in a subject matter or education area

SELECTION PROCESS

The Governing Board has retained Mr. Richard Fischer and Dr. Sally Frazier of Leadership Associates to recruit qualified candidates. The consultants will screen applications and recommend candidates to the Board for interviews and further consideration. Any contact with board members, in an attempt to influence the selection process, will be considered a breach of professional ethics. Finalists will have an opportunity to familiarize themselves with the community and schools. Board members reserve the right to visit the district and community of a candidate prior to a final decision.

SALARY AND CONTRACT

The salary will be competitive and based upon qualifications and experience. A multi-year contract will be considered.

APPLICATION REQUIREMENTS

To be considered, the candidate must provide:

- A fully completed application form
- A letter of application
- A resume
- A minimum of three (3) current letters of recommendation All materials will be acknowledged and treated confidentially.

CONTACT

To request an application for the Red Bluff Union Elementary School District Superintendent position:

Email: ybeatty@leadershipassociates.org
Phone: 408-288-9670

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**Applications must be completed and returned via email by
February 13, 2017, 5:00 p.m.**