



Information for Applicants for the Position of
SUPERINTENDENT
Le Grand Union Elementary School District
A Dynamic Professional Opportunity

THE POSITION

The Board of Education of the Le Grand Union Elementary School District invites highly qualified educational leaders to apply for the position of District Superintendent.

PROFESSIONAL PROFILE

The Le Grand Union Elementary School District seeks a superintendent who:

- Puts students and student issues as the top priority—the focus of all actions and decisions
- Evidences a collaborative and inclusive leadership style
- Appreciates and understands various socio-economic and educational levels in the community; has familiarity with the demographics of the Central Valley generally and Le Grand more specifically
- Aligns district resources with district priorities and seeks additional resources for district needs and interests
- Has had successful classroom teaching and site administration experience
- Is decisive and is able to have courageous conversations and offer constructive criticism with an eye to continuous improvement
- Brings new ideas and new perspectives to the District
- Treats all staff and students equitably; applies policies, practices and procedures consistently and equitably
- Establishes and maintains an accountable organization, one that acknowledges a strong work ethic and that sets clear expectations
- Works effectively with the governing board, freely sharing information that represents views of all constituencies
- Understands and supports the application of technology for teaching and learning as well as for administrative purposes
- Understands and has experience with LCFF and LCAP
- Has experience with special education programs and special education law
- Has skills to facilitate, manage and nurture change while honoring what exists
- Fosters a sense of team
- Values the professional opinion of staff
- Fosters, values and honors a trusting environment
- Understands interdistrict attendance opportunities and establishes effective local and regional networks
- Has evidence of effective problem-solving skills
- Maintains high visibility throughout the community and the school
- Understands the nature of small district organizations and the Board's role
- Has excellent communication skills and is skilled in listening for understanding

- Develops and nurtures good relationships with all stakeholders
- Demonstrates high levels of honesty, integrity, and transparency
- Has strong leadership attributes that inspire trust and encourage commitment
- Understands the unique nature of living in rural area and is prepared to make a long-term commitment to providing strong leadership to the District over the years ahead
- Is consistent and fair in dealing with stakeholder groups and individuals
- Embraces Le Grand Union Elementary School District and the values and culture of its community and will make a long-term commitment to the District
- Knows the importance of being visible at school and actively participating in community events

PERSONAL PROFILE

The Le Grand Union Elementary School District seeks a superintendent who is:

- Is visible, accessible, and approachable; is genuinely invested and involved in the schools and in the community, is a hands-on leader
- Is community-minded, has a heart for the community
- Is open-minded, openhearted, and supportive
- Sets goals, has vision and develops shared vision
- Has effective interpersonal skills, strong social skills, is friendly, personable, a people-person
- Sets a positive tone for the district
- Values staff as professionals
- Is compassionate
- Is trustworthy
- Has integrity
- Is energetic and motivated
- Is inspirational
- Builds consensus
- Is even-tempered
- Has a backbone and can make the difficult decisions
- Maintains confidentiality
- Is fair and equitable in dealing with all constituencies
- Motivates others through example
- Will get to know people throughout the community and schools
- Views the job of Superintendent as a long-term commitment

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- A record of focusing on students and improving student achievement
- An educator with K-12 experience in California
- Understanding of the budget and budget development processes
- Experience as a classroom teacher
- Site or district office administrative experience
- Experience with or understanding of rural communities and small school districts
- Bilingual candidates are encouraged to apply

SELECTION PROCESS

The Board of Education has retained 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 communities 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
- Three professional references
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT AND COMMUNITY

The Le Grand Union Elementary School District is a one school district serving 400 TK-8th Grade students. The school is the only K-8 school in the town of Le Grand, CA. Le Grand, CA is a town of 1659 residents located in Merced County, 14 miles east-southeast of the town of Merced. The median family income is 38,573 and the per capita income is 14,409. As of the 2010 census 82% of the population is Hispanic, 15% White and 3% other. 48% of the adults 25 and over have a high school diploma and 5.7 of that group have a bachelor degree or higher. About 52% of the adults 25 and older have not graduated from high school. The LEA provides a comprehensive TK-8th grade instructional program for 180 days per year. It runs a daily after school program from the time students are dismissed until 6:00 PM and there is homework and intervention assistance available every day after school and for three weeks during the summer.

THE BOARD OF EDUCATION

Domingo Flores, President
Adam Shasky, Clerk
Freddie Chavez, Member
David Heinrichs, Member
Roger Valladao, Member

The Le Grand Union Elementary School District is an equal opportunity employer.

APPLICATION

To Request Application Materials for the Le Grand Union ESD Superintendent Position:

Send an e-mail to Becky Banning, Executive Assistant

bbanning@leadershipassociates.org

Phone : 805.364.2775

Consultant: Sally Frazier, Ed.D.

Leadership Associates

3905 State Street, #7-407

Santa Barbara, CA 93105

www.leadershipassociates.org

Applications must be completed and returned via email by 5:00 P.M. on February 19, 2018.