



**Information for Applicants for the Position of  
SUPERINTENDENT  
Sonoma Valley Unified School District  
A Dynamic Professional Opportunity**

**THE POSITION**

The Board of Education of the Sonoma Valley Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent.

**PROFESSIONAL PROFILE**

The Sonoma Valley School District seeks a superintendent who:

- Has a track record of being a strong district leader and improving outcomes for all students
- Is a 21<sup>st</sup> Century visionary leader who will be strategic in putting the vision into action
- Is student oriented to educate the whole child and family
- Is a leader who prioritizes being highly visible at the school sites and partnering with the community
- Has a strong track record of leading budget and finance and taking bold steps for the benefit of students
- Is a collaborative leader and consensus builder
- Understands the importance of a small-town community
- Has a K-12 continuum all-schools-are-connected mindset
- Will work well with the Board and will understand, define, support, and respect the proper roles of the Board and Governance Team
- Will rebuild trust in the District
- Will know the human resources area
- Has a track record of dynamic instructional leadership
- Will see the strong potential for Sonoma Valley to be a destination district
- Sees the diversity in Sonoma Valley as a positive asset
- Has a track record of engaging the Latino community in the education of their children
- Will welcome and leverage the high level of parent participation in Sonoma Valley Unified schools
- Will be a mentor to senior staff, directors and principals in the district
- Will place transparency as a high value and priority in the district
- Has a track record of creating systems in the district so that the focus can be on students
- Has strong experience in leading district in skills for this century and related technology
- Will work well with the Educational Foundation and follow-up on aligning grant money to district goals and be accountable for outcomes created as a result of grant funding
- Has a strong track record of communicating in a highly effective manner with the Latino Community
- Has experience in leading and improving special education
- Will maximize the use of parent and community talent to accelerate student achievement
- Will place professional learning as a high priority for teachers and staff to focus on continuous improvement

- Understands the importance of a green and sustainable future
- Will not be afraid to hire someone to do a great job if he or she does not have skills in a specific area

### PERSONAL PROFILE

The Sonoma Valley School District seeks a superintendent who:

- Has a positive attitude
- Has strong social skills
- Is focused on educational goals and able to say no to strong entities in the District
- Is an individual of the highest integrity
- Is able to lead difficult conversations, listen and effectively respond
- Is a proactive communicator and will enhance (rehabilitate) communication with parents and the community
- Is a strong collaborator
- Is a team player
- Demonstrates cultural competency with the multifaceted Latino Community
- Has a sophisticated world view
- Will have experience in messaging to enhance the image of the District
- Will have skills (or willingness to develop) in the use of social media
- Considers the long-term impacts to all students when making decisions

### DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-12 experience
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- Experience as a teacher, principal and at least five years' experience as a central office administrator
- Bilingual, biliterate and bicultural candidates are encouraged to apply
- Experience building organizational systems and structure to improve efficiency and services

### SELECTION PROCESS

The Board of Education has retained Consultants Rich Thome and Rich Fischer 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

The Sonoma Valley Unified School District is located in Sonoma County and has an ADA of approximately 4,564 students. The District is 57% Hispanic/Latino, 37% White, and 6% other. The district has five elementary schools, one K-8 charter school, 1st-8 charter school, two middle schools, one high school, and one continuation high school. SVUSD's mission statement is *Together with the support of parents, teachers and the community, students will graduate from SVUSD prepared for success in college, career and life.* The District's vision statement is, *All children in the Sonoma Valley Unified School District will have the opportunity to reach their full potential in the classroom and beyond. Within every school there will be a consistent commitment to teaching excellence, a culture of high expectations, and an emphasis on student engagement. An active partnership between students, parents and teachers will be an essential component of student success. Our community will proudly support our schools with time, talent and resources.* To see SVUSD's Performance Data and Local Control Accountability Plan (LCAP), [click here.](#)

## THE COMMUNITY

The City of Sonoma is located in the Sonoma Valley. Sonoma has a rich cultural heritage, a prominent place in California history, and a setting of unparalleled natural beauty. The City of Sonoma is home to more than 11,000 residents, and serves as the economic hub for the rural Sonoma Valley, with a total population of 40,000. The City of Sonoma, incorporated in 1883, has a friendly, small-town feel and an involved citizenry, both of which are hallmarks of the community.

## THE BOARD OF EDUCATION

Britta Johnson, President

Nicole Abaté Ducarroz, Vice President

John Kelly, Clerk

Salvador Picazo Chavez, Member

Dan Gustafson, Member

*The Sonoma Valley Unified School District is an equal opportunity employer.*

## APPLICATION

### To Request Application Materials for the Sonoma Valley Unified School District

#### Superintendent Position:

Send an e-mail to Becky Banning, Executive Assistant

[bbanning@leadershipassociates.org](mailto:bbanning@leadershipassociates.org)

Phone : 805.364.2775

#### Consultants:

**Rich Thome, Lead; Rich Fischer, Co-Lead**

#### Leadership Associates

3905 State Street, #7-407

Santa Barbara, CA 93105

[www.leadershipassociates.org](http://www.leadershipassociates.org)

**Applications must be completed and returned via email by 5:00 P.M. on February 26, 2018.**