



Modesto City Schools

COMMUNICATE • COLLABORATE • CELEBRATE
426 Locust Street • Modesto, CA • 95351



Information for Applicants for the Position of **SUPERINTENDENT** Modesto City Schools

A Dynamic Professional Opportunity

THE POSITION

The Board of Education of Modesto City Schools serving over 30,000 students in elementary and secondary school districts invites highly qualified strong, results-oriented, educational leaders with proven track records of success in improving student achievement to apply for the position of District Superintendent. The successful candidate will be a dynamic education leader who possesses the highest level of 21st century communication skills, integrity, a collaborative style, high energy and be focused on improving achievement for all students as well as embrace the importance of equity and partnerships with community and staff.

PROFESSIONAL PROFILE

Modesto City Schools 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 District
- Holds the genuine belief that all Modesto City Schools students can achieve excellence and move successfully into college or career
- Knows our population, understands diversity, has cultural awareness and competence, and develops ongoing communication with parents, students, staff and stakeholders
- Has a proven track record of growing academic achievement for all students
- Understands the importance of a safe environment for students and staff
- Aligns District resources with District priorities and seeks additional resources for District-defined students' needs and interests
- Brings new ideas and new perspectives to the District
- Works effectively with the governing board, freely sharing information
- Understands the operations of a single district SELPA; knows special education programs and special education law
- Fosters a sense of team; builds trust; establishes networks
- Seeks common ground with stakeholder groups
- Maintains high visibility; is engaged throughout the community and the schools
- Is consistent and fair in dealing with all stakeholder groups and individuals
- Embraces Modesto City Schools' values and culture and will make a long-term commitment to the District
- Has leadership experience in an educational system with a diverse student population
- Has a proven track record of growing academic achievement for all students

- Brings the entire community together toward a strong vision for student achievement
- Has a proven track record of success with bargaining groups, treats employee groups respectfully, while protecting the interests of the students
- Has a track record of successful and authentic parent and student engagement
- Is politically astute and savvy
- Builds networks with local government officials, agencies and community organizations
- Seeks opportunities to articulate with feeder school district leaders and county wide colleagues
- Is the public face of the District; celebrates students' and District's achievements
- Values student voice
- Has a proven track record of success with developing and monitoring district budgets and knows California schools finance system
- Has a strong record of partnering with civic and community groups
- Has history of successful, collaborative work with school board members
- Is a well-respected leader in the District s/he now serves

PERSONAL PROFILE

Modesto City Schools seeks a superintendent who:

- Is decisive
- Is trustworthy, honest, ethical, and confidential
- Inspires trust and encourages commitment
- Is open-minded, approachable, visible
- Is creative and innovative
- Engages the community
- Facilitates, manages and nurtures change while honoring what exists
- Is able to have courageous conversations
- Has effective communication skills
- Offers constructive criticism with an eye to continuous improvement
- Is skilled at team and relationship building
- Has and follows a strong moral compass
- Treats all stakeholders equitably and respectfully
- Listens for understanding
- Is a capacity builder
- Encourages diversity in staffing
- Builds trust and credibility in the District and throughout the community
- Coaches and develops potential leaders
- Is a passionate and compassionate inclusive leader who people want to follow

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning
- An educator with K-12 experience in California
- 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 experience as a central office administrator

SELECTION PROCESS

The Board of Education has retained Dr. Sally Frazier, Dr. Eric Andrew and Mr. Juan Garza 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

Modesto City Schools is located in the Central Valley, 75 miles east of the San Francisco Bay Area and 70 miles south of Sacramento. the District is the third largest employer in Stanislaus County.

Modesto City Schools is composed of an elementary district (K-8) and a high school district (9-12) with a common Board of Education and administration. Seven other school districts feed into Modesto City Schools at the high school level. the District maintains a staff of 1,650 certificated and 1,500 classified employees. Current enrollment is approximately 30,718. Students are served in 22 elementary schools (K-6), four junior high schools (7-8), seven comprehensive high schools (9-12), and an extensive alternative education program which includes an opportunity and continuation school, independent study and adult evening high school. A variety of specialized academies and specific programs of instruction are available at each high school. In addition, several courses are offered through our School to Career program and Regional Occupational Program.

Modesto City Schools has provided exemplary educational programs for students in the community since 1871. Education in Modesto City Schools involves not only teaching curriculum based on state standards, but also emphasizes a District-wide Character Education program which highlights nine character traits. Modesto City Schools recognizes and rewards students for exhibiting these character traits both in and out of the classroom.

The District tests students on a regular basis, using interim assessments, common finals and District and state tests to determine an individual student's progress in meeting content standards. Modesto City Schools' ultimate goal is to ensure that students receive the best education possible to guarantee success the day after graduation, in whatever path they have chosen.

THE COMMUNITY

Modesto City Schools is located in the City of Modesto, California. Located in the heart of one of the greatest agricultural areas of our nation - the San Joaquin Valley, Modesto is a vibrant community proud of its citizens, great traditions, educational opportunities, and multicultural lifestyles. Modesto is blessed year round with mild weather and some of the world's richest soil. Modesto offers the diversity and facilities of a metropolitan city, but still maintains an atmosphere of old fashioned hospitality. Modesto is the 16th largest city in California with a population exceeding 210,000 people and is also the seat of Stanislaus County. Centrally located on Highway 99, Modesto is easily accessible from throughout California. West of the valley and over the coastal mountain range lies the San Francisco Bay Area, a 90-

mile drive from Modesto. Eastward are the foothills that house the famed Gold Country “Mother Lode” and lead to the majestic Sierra Nevada mountain range and Yosemite National Park.

THE BOARD OF EDUCATION

Amy Neumann, President
John Walker, Vice President
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Laylla Jimenez, Student Representative

Modesto City Schools is an equal opportunity employer.

APPLICATION

To Request Application Materials for the Modesto City Schools Superintendent Position:

Send an e-mail to Becky Banning, Executive Assistant

bbanning@leadershipassociates.org

Phone: 805.364.2775

Consultants:

Sally Frazier, Ed.D.

Eric Andrew, Ed.D.

Juan Garza

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 April 17, 2018.