



## Information for Applicants for the Position of SUPERINTENDENT

### A Dynamic Professional Opportunity

#### THE POSITION

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

#### PROFESSIONAL PROFILE

Eastern Sierra Unified School District seeks a superintendent who:

- Has a clear and strategic focus on student achievement
- Will work with the Board, employees and community to continue moving the District in a positive direction while seeking out proven curriculum and instructional techniques that support students in a small, rural school district
- Is collaborative and works toward consensus on important issues, while also being decisive and action oriented
- Will appreciate the culture and successes of each of the unique communities of ESUSD, and its dedicated group of educators who care deeply about students
- Is committed to a culture of continuous improvement and forward movement, while remaining focused and avoiding the “initiative of the year” syndrome
- Appreciates and enjoys young people, and enjoys being active and visible on campuses and at school events
- Communicates regularly and clearly with all segments of the community; is open, approachable and easy to talk with
- Celebrates successes, acknowledging those in the school community who bring positive energy and accomplishments to ESUSD
- Is collaborative and able to bring together teachers, staff, parents, community and students for the purposes of improving the school experience for all
- Is energetic, enthusiastic and able to motivate employees to do their best work
- Understands and appreciates diversity, and works diligently to overcome inequities in the system
- Can work well with all employees, building on their strengths and coaching them to be highly effective
- Has a working knowledge of budgets, curriculum, instruction, human resources and construction

- Places high value on the appearance and condition of district facilities
- Recognizes the value and need for technology as part of a modern and appropriate educational experience
- Is an empathetic listener, allowing input to inform decisions while being able to make the tough calls when necessary
- Is a bridge-builder who will become an active partner with community partners, including the USMC, Cerro Coso Community College and other significant community resources
- Has a commitment to appropriate evaluation, holding self and others to a high standard
- Is a progressive instructional leader, seeking innovative ways to achieve great results in spite of geographic constraints
- Is a strong leader while also having a sense of humor and joy for life
- Will become an active community member who makes a long-term commitment to ESUSD

### **PERSONAL PROFILE**

Eastern Sierra Unified School District seeks a superintendent who is:

- Personable and approachable
- Genuine, authentic and a person of great integrity
- Honest and transparent in all interactions
- Joyful and has a good sense of humor
- Energetic and a tireless advocate for children and teachers
- Creative in seeking solutions
- Willing to take risks in order to advance effective programs for all students
- Respectful to all stakeholders
- Sensitive to the needs of all students, including those with special needs and EL Learners

### **DESIRED EDUCATION/EXPERIENCE (PREFERRED)**

- Masters degree or higher with a record of continuous learning (Doctorate preferable)
- 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 at least five years' experience as an administrator
- Bilingual candidates are invited to apply

### **SELECTION PROCESS**

The Board of Education has retained Mr. Rich Fischer of Leadership Associates to recruit qualified candidates. Mr. Fischer 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**

Stunning scenery and endless outdoor activities make Eastern Sierra Unified School District the ideal place for an active superintendent and family. Located at the Eastern gateway to Yosemite National Park, the District is also situated near lakes, rivers, wilderness areas and ski resorts. This well-funded, Basic Aid district supports six small schools and approximately 400 students, with a very low student/teacher ratio. The four communities of ESUSD vigorously support and take pride in their schools, which are beautifully maintained and hubs of their communities.

The faculty and staff seek out new and innovative ways to serve all students and the two small high schools are proud to send students to the finest colleges and universities in the country. A stable school board, committed staff and supportive communities make ESUSD a great place to serve as superintendent.

## **THE COMMUNITY**

ESUSD is one of two school districts in Mono County, which is situated at the Eastern base of the Sierra Nevada Mountains, and the area boasts some of the finest recreational activities in the nation, including National Treasures such as Yosemite National Park, Mono Lake and several wilderness areas. Stretching along Hwy 395 from June Lake to Topaz Lake, it includes the communities of June Lake, Mono City, Benton, Lee Vining, Bridgeport, Walker and Coleville. It also includes the Marine Mountain Warfare Training Center and the Coleville Marine Base.

## **THE BOARD OF EDUCATION**

Ann Aylesworth, President

Jimmy Little

Ricky McCoy

Tim Sullivan

Bob Tems

*The Eastern Sierra Unified School District is an equal opportunity employer.*

## **APPLICATION INSTRUCTIONS**

### **To Request Application Materials for the Eastern Sierra Unified School District Superintendent Position:**

Send an e-mail to Penny Pyle, Executive Assistant  
[ppyle@leadershipassociates.org](mailto:ppyle@leadershipassociates.org)  
Phone: (530) 302-5112

**Consultant: Rich Fischer, 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 4, 2019.**