



Information for Applicants for the Position of

SUPERINTENDENT/PRINCIPAL **Lassen Union High School District**

A Dynamic Professional Opportunity

THE POSITION

The Board of Education of the Lassen Union High School District invites highly qualified educational leaders to apply for the position of District Superintendent/Principal.

PROFESSIONAL PROFILE

The Lassen Union High School District School District seeks a Superintendent/Principal who:

- Has a clear and strategic focus on student achievement
- Is collaborative and works toward consensus on important issues, while also being decisive and action oriented
- Will appreciate the culture and successes of LUHSD, including a dedicated group of educators who care deeply about students
- Will place the highest priority on safe environments for students and staff
- Will honor the good work that is going on in the high school and will take a thoughtful and inclusive approach to change
- Values the various pathways a young person might choose, and supports the many CTE and club offerings that students and staff value
- 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 campus 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 Pirate community who bring positive energy and accomplishments to LUHSD
- Is collaborative and able to bring together teachers, staff, parents, community and students for the purposes of improving the high school experience for all
- Has the ability to coach and develop potential leaders within the district, and create a strong, cohesive working team
- Is energetic, enthusiastic and will actively engage with all aspects of the high school and community
- 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 feeder districts, Lassen 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 budget 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 LUHSD

PERSONAL PROFILE

The Lassen Union High School District School District seeks a Superintendent/Principal who is:

- Personable and approachable
- Receptive to ideas
- Genuine, authentic and a person of great integrity
- Honest and transparent in all interactions
- A good listener, but able to be decisive
- 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
- Organized

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning
- An educator with K-12 experience in California
- Bilingual candidates are invited to apply
- Holds a California Administrative Credential or is eligible

SELECTION PROCESS

The Board of Education has retained Consultant Rich Fischer of Leadership Associates to recruit qualified candidates. The consultant 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 Lassen Union High School District has a long history of providing excellent opportunities for all of its students. The district takes pride in the great variety of courses available to over 800 students. Along with a solid academic program the high school supports numerous sports, clubs and other co-curricular activities. Award winning ag programs and sports teams bring pride to the student body and the entire community. Lassen High School students and staff have created and support the WE R LASSEN program, providing positive recognition for both students and staff and serving as a positive reinforcement system that has engaged every member of the school community.

THE COMMUNITY

The Lassen Union High School District is located in one of the most beautiful areas of California, where the Sierra Nevada Mountains, Cascade Range, Modoc Plateau and the Great Basin converge to create a paradise for the outdoor enthusiast. Many miles of developed trails provide the perfect environment for hiking, biking, cross country skiing and horse back riding. Rivers, streams and lakes are abundant and available to boaters, fishermen, and other water sport enthusiasts.

The local communities take pride in their pioneering spirit and community support for the schools and other organizations. Lassen county is a wonderful place to raise children, with abundant community engagement and safe communities. it's a place where neighbors help each other and provide the kind of atmosphere that urban communities can only long for.

THE BOARD OF EDUCATION

Ken Theobald, Board President
Michelle Zubillaga, Board Vice President
Margie Teeter, Board Clerk
Skip Jones, Board Member
Jarrett Ellena, Board Member

The Lassen Union High School District is an equal opportunity employer.

APPLICATION

**To Request Application Materials for the Lassen Union High School District
Superintendent/Principal Position:**

Send an e-mail to Penny Pyle, Executive Assistant
ppyle@leadershipassociates.org
Office Phone: 530-302-5112

Consultant: Rich Fischer

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 11, 2019.