



Information for Applicants for the Position of

SUPERINTENDENT San Rafael City Schools

A Dynamic Professional Opportunity

THE POSITION

The Board of Education of the San Rafael City Schools invites highly qualified educational leaders to apply for the position of District Superintendent.

PROFESSIONAL PROFILE

The San Rafael City Schools seeks a superintendent who:

- Is highly visible in the schools and at community events
- Will be skilled at uniting diverse communities in support of student learning.
- Is an excellent communicator within the district and the community
- Has a history of working collaboratively with the school board, employees, students and parents
- Has a proven track record of success in raising student achievement and closing the achievement gap
- Is experienced in working in a diverse school district and community
- Is a well-respected leader in the district they now serve
- Has good relations with the employee associations
- Is action oriented and a problem solver
- Ensures the success of English Language Learners
- Has a good understanding of the district budget and state finances
- Understands the importance of technology in learning
- Will involve stakeholders in decision-making
- Will balance and value all aspects of the organization
- Has a strong record of partnering with community groups
- Has a good understanding of how to work with an education foundation and business community

PERSONAL PROFILE

The San Rafael City Schools seeks a superintendent who:

- Is approachable and knows the importance of being visible and active in and around schools and the community
- Is personable and approachable
- Is trustworthy, and possesses the highest level of integrity
- Is a strong communicator and listener
- Is respectful to everyone, regardless of position
- Is a collaborative person by nature
- Is an open and transparent leader
- Possesses great interpersonal skills

- Has a sense of humor
- Will place the needs of students first
- Will build upon the many successes that currently exist in the district
- Is a courageous leader willing to speak on behalf of district stakeholders
- Is an inspirational leader who can build a sense of purpose among all stakeholders

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning
- Holds a California Administrative Credential or is eligible
- A record of focusing on students and improving achievement in a diverse community
- A strong fiscal background and understanding of the budget
- An educator with K-12 experience
- Experience as a teacher, principal and currently serves as an assistant superintendent or superintendent
- Bilingual, bicultural desirable

SELECTION PROCESS

The Board of Education has retained Consultants Rich Thome and Kent Bechler 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 current letters of recommendation
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT

The San Rafael City Schools community ensures that every student receives an empowering education. High expectations and skillful individualized instruction enable each student to embrace their own learning, think critically and experience success.

Our welcoming school climate ensures that our diverse community of students, families, staff and community members are treated with dignity and respect, creating opportunities for participation, engagement and support. Every student graduates college and/or career ready, able to take responsibility for a future that includes life-long learning.

SRCS includes the San Rafael Elementary School District and the San Rafael High School District, with a combined student population of more than 7,200. The two districts are governed by one school board and one district office administration. The Elementary School District is composed of nine schools. The High School District provides secondary education to students residing in two elementary districts: Dixie School District and

San Rafael Elementary School District. The High School District has two comprehensive 9-12 high schools and a continuation high school.

In accordance with the City Charter, the San Rafael City Schools represents two separate school districts: one for elementary grades (K-8) and one for the high school level (9-12).

THE COMMUNITY

San Rafael is the oldest, largest and most culturally diverse city in Marin and also enjoys the best weather. San Rafael is a lively business and cultural center located in an area of incomparable natural beauty.

At the city's heart is its charming, vibrant downtown shopping district with a mixture of Victorian buildings, ethnic restaurants, retail stores and financial institutions. In July 2017, the California Arts Council selected San Rafael as one of California's premier state-designated arts and culture districts.

The San Rafael community enjoys seasonal events such as the Thursday night farmers markets and summertime concerts, and offers many sites to visit and activities such as the nearby authentic recreation of Mission San Rafael Arcangel; founded in 1817 as part of California's mission chain; many beautifully restored turn-of-the century buildings, including the Falkirk Cultural Center, and the 106-year-old Dominican University; and the Marin County Civic Center, home to the county's government offices and an architectural treasure, designed by architect Frank Lloyd Wright.

Parklands and open space account for nearly 30 percent of the city's land. Since it borders the San Pablo Bay, San Rafael has an abundance of marinas and many water-oriented recreational activities are available. Nature lovers will appreciate the quiet beauty of China Camp State Park, a 1,600-acre park with hiking and biking trails and overnight campsites.

THE BOARD OF EDUCATION

Greg Knell, Board President
Maika Llorens Gulati, Board Vice President
Linda M. Jackson, Board Clerk
Rachel Kertz, Board Member
Natu Tuatagaloa, Board Member

The San Rafael City Schools is an equal opportunity employer.

APPLICATION

To Request Application Materials for the San Rafael City Schools Superintendent Position:

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

Consultants:
Rich Thome
Kent Bechler, Ph.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 May 6, 2019.