



## Information for Applicants for the Position of

### **SUPERINTENDENT** **Sierra Unified School District**

### **A Dynamic Professional Opportunity**

#### **THE POSITION**

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

#### **PROFESSIONAL PROFILE**

The Sierra Unified School District seeks a superintendent who:

- Is a strong instructional leader
- Has a track record of success in preparing students to graduate ready for success in higher education and career with growth potential
- Understands the nature of living in a more rural mountain community and is prepared to make a long-term commitment to providing leadership over the years ahead
- Is able to demonstrate that he/she values the perspectives of groups and individuals and reaches out to them before making decisions
- Has teaching and administrative experience
- Respects our parents and understands the importance of the positive engagement in the education of the students
- Is consistent in dealing with groups and individuals
- Is proactive and not reactive to situations
- Will establish positive relationships with staff and associations that represent them
- Will develop strategies for addressing major needs of upgrade to facilities
- Understands the need to maintain the fiscal solvency of the district and be resourceful with funds and acquiring grants
- Will strengthen the work of the governance team and work effectively with the board
- Has a record of success in developing partnerships with business, non-profits, community groups and higher education
- Possesses excellent communication skills (listening, speaking and writing)
- Has a record of success in establishing high expectations for students while providing multiple pathways for students
- Has identified and implemented effective strategies for hiring and retaining a high-quality staff
- Can discover and access community resources
- Can expand career and vocational opportunities for students

#### **PERSONAL PROFILE**

The Sierra Unified School District seeks a superintendent who:

- Is able to inspire, motivate, and challenge everyone connected with the schools
- Has a high degree of integrity and honesty and will model ethical behaviors as expected of students and staff

- Has a collaborative, transparent leadership style that recognizes the importance of teamwork
- Values the important role the arts, music and athletics play in supporting the acquisition of knowledge and skills and keeping students engaged in learning
- Is approachable and knows the importance of being visible at school sites and community events
- Is passionate and compassionate
- Takes initiative
- Puts students first
- Is respectful
- Can build relationships
- Is open minded

### 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 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

Sierra Unified School District (SUSD), located in eastern Fresno County, serves 1323 students in grades TK-12. Sierra Unified is a rural school district located approximately 35 miles northeast of Fresno in the foothills. The District covers a large region, approximately 3,000 square miles. There are three American Indian Rancherias located within the District: Table Mountain Rancheria, Big Sandy Rancheria, and Cold Springs Rancheria. There are three campuses within the District. The District is made up of Foothill Elementary School (grades TK-6); Sierra Junior High School (grades 7-8); Sierra High School (grades 9-12); and an Alternative Education Center (grades K-12). The Alternative Education Center includes: Sandy

Bluffs Continuation High School, Sandy Bluffs Independent Study, Lodge Pole Independent Study, and Oak Meadow Community Day School. Sierra Junior and Senior High Schools are on the same campus and share the same facilities, many staff, and administration. The District's student enrollment includes: 65% White, 16% Hispanic, 15% American Indian and 4% other. The student population includes 47% Socioeconomically Disadvantaged, 11% Students with Disabilities, 1% English Learners, and less than 1% Homeless and Foster Youth. The vision of Sierra Unified is to be an exemplary student-focused school district that is highly regarded for the competence and character of our students, the rich connection to our mountain community, and the excellence of our people, programs, and learning environment. The achievement of this vision is facilitated by the district's mission to inspire, engage, challenge, and support all students to reach their highest level of learning and personal development.

## THE COMMUNITY

Sierra Unified School District is located in a beautiful valley between the foothill communities of Tollhouse, Prather and Auberry, approximately 35 miles from downtown Fresno. The district is located in Fresno County. Many outdoor enthusiasts reside in the district. Ranching; public utilities; the U.S. Forest Service; the state division of forestry; logging; and outdoor recreational activities such as skiing, water sports, sailing, camping, fishing, hunting and hiking make up the area's economic base.

## THE BOARD OF EDUCATION

Chrissy Falk, Board President  
Tom Mendenhall, Board Vice President  
Ron Eldridge, Board Clerk  
Don Fowler, Board Member  
Wes Qualls, Board Member  
Connie Schlaefer, Board Member  
Jason Schroer, Board Member

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

## APPLICATION

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

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

**Consultant:**  
**Juan Garza**

**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 April 22, 2019.**