



**Information for Applicants for the Position of**  
**SUPERINTENDENT**  
**Riverbank Unified School District**  
**A Dynamic Professional Opportunity**

**THE POSITION**

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

**PROFESSIONAL PROFILE**

The Riverbank Unified School District seeks a superintendent who:

- Has a clear focus on student achievement, is student focused in all decisions
- Is a strong instructional leader
- Communicates clearly with all segments of the community
- Is approachable, visible and a good listener
- Places a high priority on safe environments for students and staff
- Has a working knowledge of budgets, curriculum and instruction, human resources, and facilities
- Appreciates and enjoys young people, and enjoys being active and visible on campuses and at school events
- Values and supports multi-language immersion programs
- Understands and is skilled with effective labor relations
- Builds teams, is a mentor, a coach
- Strives to sustain and build upon a cohesive Governance Team
- Appreciates the culture of the District

**PERSONAL PROFILE**

The Riverbank Unified School District seeks a superintendent who:

- Is personable and has a good sense of humor
- Is honest and transparent in all interactions
- Respects all stakeholders
- Is collaborative, yet can be decisive when needed
- Values a culture of family-orientation
- Is student-focused

**DESIRED EDUCATION/EXPERIENCE**

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

## SELECTION PROCESS

The Board of Education has retained Sally Frazier, Ed.D., Tom Changnon and 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

Riverbank Unified School District is dedicated to excellence, responsibility, pride and a vision for the future. In partnership with the community, Riverbank USD is committed to maintaining high expectations for all students. The District takes pride in its diversity, community, and its schools. Riverbank Unified School District consists of two TK-5 elementary schools (one of which hosts a multilingual program consisting of English/Spanish/Mandarin), one 6-8 middle school, two high schools, and one TK-8 dependent dual immersion charter school. Our student profile consists of an overall enrollment of 2,958 with 81% Latino American, 15% European American, 43% English Learners. 78% of students receive free or reduced priced meals with 86% of our students EL, low-income or foster youth. There are 150 credentialed teachers (30 are Riverbank High School graduates), 187 classified employees, and 18 members of the management team. The District works collaboratively with two bargaining units (Riverbank Teachers Association and the Classified School Employees Association Chapter 31). The District has a positive budget and is fortunate to have a highly functioning, cohesive and supportive Board of Trustees.

## THE COMMUNITY

Riverbank Unified School District is located within the City of Riverbank and rural areas of Stanislaus County, California. The population was 22,678 at the 2010 census. The City of Riverbank was incorporated on August 23, 1922, Riverbank's official slogan is "The City of Action." The District is northeast of Modesto and includes both small city and rural areas with affordable housing. The surrounding area includes farming, dairies, and ranches. Centrally located Riverbank is in close proximity to many art, culture, food, wine, and recreation areas and is the perfect location for families. The Sierra mountains to the east, the Bay Area to the west, and Sacramento to the north are within an hour and a half drive.

## THE BOARD OF EDUCATION

Suzanne Dean, Board President  
Ana Vigil, Board Clerk  
Elizabeth Meza, Board Member  
Susan Taylor, Board Member  
Ernest Velasco, Board Member

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

## APPLICATION

### **To Request Application Materials for the Riverbank 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

**Consultants:**  
**Sally Frazier, Ed.D.**  
**Tom Changnon**  
**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 June 10, 2019.**