



Information for Applicants for the Position of

SUPERINTENDENT Fowler Unified School District

A Dynamic Professional Opportunity

THE POSITION

The Board of Trustees of the Fowler Unified School District invites highly qualified, effective educational leaders to apply for the position of district superintendent. The Board seeks candidates who have a strong background and good track record in school district business and finance, school construction and facilities management and development. The Board wants an enthusiastic leader who will build upon and promote opportunities for student academic achievement while valuing co-curricular and extra-curricular opportunities that focus on development of the whole child.

PROFESSIONAL PROFILE

The Fowler Unified School District seeks a superintendent who:

- Is visible in and engaged with the schools and the community.
- Has a proven track record of growing academic achievement for all students, including special needs children, second language learners, children of poverty and high achievers
- Knows and understands small, close-knit communities
- Understands school finance and budgeting
- Manages, aligns, maximizes resources to achieve District goals
- Understands and embraces the values of a principled community
- Has a track record of success in ensuring student academic achievement for all students and integration of character education values into the teaching and learning process
- Understands and has experience with school construction and facilities management, development, funding mechanisms and state regulatory bodies
- Has experience with bonds, how to generate and monitor the funds
- Has a track record of successful leadership/management experience in diverse communities and school districts
- Has strong human relations skills, is a “people person”
- Has the ability to coach and develop potential leaders within the District, and values a strong, cohesive working team
- Has evidence of experience in recruiting and retaining quality staff
- Has evidence of developing and maintaining good labor relations

PERSONAL PROFILE

The Fowler Unified School District seeks a superintendent who:

- Is honest, trustworthy, ethical and confidential
- Is personable, has good interpersonal skills

- Is a good listener who seeks to understand
- Is a person of high moral character, is ethical, is honest, has integrity, is trustworthy and genuine
- Has a sense of humor
- Is innovative and a creative problem-solver
- Is humble
- Is an effective communicator in both oral and written forms with all constituent groups
- Is open minded and is receptive to new ideas
- Is approachable, accessible, and friendly
- Is a person people want to follow
- Is a team-oriented leader with an eye to the future
- Knows how to build and utilize partnerships and networks
- Values diversity of opinion, ethnicity, and socio-economic status

DESIRED EDUCATION/EXPERIENCE

- A record of focusing on students and improving achievement
- A strong fiscal background and understanding of the budget
- A knowledge of school facilities development and construction
- An educator with California K-12 experience
- Possesses/Qualifies for a California Administrative Credential

SELECTION PROCESS

The Board of Education has retained Consultants Juan Garza and Sally Frazier 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 Fowler Unified School District serves TK through grade 12 students as well as an extensive pre-school/early childhood education program. Enrollment is approximately 2,595 students in grades TK through grade 12 at six schools. There are three elementary schools in the district: Marshall (TK-2), Malaga (K-5) and Fremont (3-5). Secondary schools include: Sutter Middle School (6-8), Fowler High School (9-12), and Fowler Academy which is an alternative education site and offers continuation, community day school, and independent study. Seventy-five percent (75%) of students qualify for

free/reduced lunch and 24% of students are English learners in the district. 84 seniors (out of a class of 180 students) were accepted to four (4) year universities or community college honors programs. Emphasis is placed on ensuring that students graduate college ready or on a career path. The graduation rate is over 98.5% for the last five (5) years with an actual attendance rate of over 96%. Students have a wide range of post-graduation options including college, or Career-Technical Education (CTE); and as a result, courses offered include: Advanced Placement, Honors, college credit courses, ROP/CTE and advanced summer independent study courses aligned with UC/CSU A-G requirements. Enrollment has been steady with an annual growth rate of 1-2% for the past 10 years with similar growth anticipated in the future.

THE COMMUNITY

The Fowler Unified School District encompasses the city of Fowler, town of Malaga, and rural unincorporated areas. The population of all three areas is approximately 11,000. The Fowler/Malaga communities are approximately six miles south of Fresno on Highway 99. The communities of Fowler and Malaga are located in Fresno County in the heart of a diverse agricultural economy. The communities maintain their small-town atmosphere along with accommodating residential and industrial growth. Property values measured by Assessed Valuation (AV) have consistently grown in the district, even during the last recession in California. Fowler Unified voters passed a 42-million-dollar bond measure with over 78% voter approval in November 2016. Major construction projects are scheduled in 5 phases over a period of the next 10-12 years. The residents value education and as a result community/parent support is extremely high. The crime rate for the area has one of the lowest in all of Fresno County. Events and activities in the communities of Fowler and Malaga revolve around the schools.

THE BOARD OF EDUCATION

Fred Valle, Board President
Darlene Martin, Clerk
Henry Murrieta, Member
Art Rojas, Member
Mark Stockwell, Member

The Fowler Unified School District is an equal opportunity employer.

APPLICATION

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

Send an e-mail to Becky Banning, Executive Assistant
bbanning@leadershipassociates.org
Phone: 805.364.2775

Consultants:
Juan Garza
Sally Frazier, Ed.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 July 2, 2019.