



## Information for Applicants for the Position of

### **SUPERINTENDENT** **Merced City School District**

### **A Dynamic Professional Opportunity**

#### **THE POSITION**

The Board of Education of the Merced City School District seeks highly qualified, innovative and energetic educational leaders to apply for the position of District Superintendent. The Board is looking for a dynamic educational leader with a proven track record of increasing student outcomes to become the 6th member of its Governance Team.

#### **PROFESSIONAL PROFILE**

The Merced City School District seeks a superintendent who:

- Is an instructional leader with a proven track record of demonstrating the ability to:
  - Grow academic achievement for all students
  - Lead curriculum dialogues and decision-making around improvement that goes beyond scores looking to children's overall learning and development
  - Innovate, pilot, and operate idiosyncratically when appropriate and when effort is aligned to District priorities, a systems perspective and effort
  - Know how to effectively use data to drive decisions for improving student achievement, assessing District needs and staff effectiveness
  - Articulate a contemporary understanding of teaching and learning
  - Be innovative with programs to increase student opportunities and outcomes
  - Articulate the District's vision for teaching and learning with parents, employees and the community
  - Be immersed in effective use of improvement strategies
  - Identify evidence-based best practices both internal and external to the District and support consistency in District implementation
  - Appropriately use current data to inform instruction, identify priorities, and measure the success of programs and school efficiencies
  - Understand and identify effective curriculum, instruction, and successful practices in preschool through eighth grade programs with particular emphasis on literacy
- Is an effective communicator who will:
  - Articulate deeply held passionate beliefs about quality education, including closing the achievement/opportunity gap and providing enhancement opportunities for gifted and talented students
  - Develop ties with our population, understand diversity, cultural awareness and competence, and develop ongoing communication with parents, students, staff and stakeholders
  - Foster a sense of team; build trust; establish networks
  - Seek and find common ground with stakeholder groups possessing divergent ideas
  - Bring the entire community together toward a strong vision for student achievement
  - Develop partnerships across areas for the good of the learning and for the good of the students.
  - Evidence a strong record of partnering with civic and community groups; establishes linkages
  - Listen for understanding

- Address competing interests effectively without losing sight of the District's vision and goals
- Make specific efforts to develop a strong ongoing relationship and communicate with the diverse interests of community members throughout the District
- Model excellent communication skills that include the ability to listen respectfully and actively
- Lead development of a strategic vision for the District and communicate such to and with stakeholders
- Is an educational leader who:
  - Fosters a culture of true team, where individual strengths are valued and expectations are high, role modeling is pervasive
  - Understands finances in a complex district, has sophistication in fiscal matters
  - Aligns and marshals resources in support of the District's vision for student learning
  - Seeks opportunities to articulate with high school district
  - Has a growth mindset that is connected to a spirit of innovation believing it is okay to try and to fail
  - Is a thoughtful and thought-provoking leader
  - Demonstrates that s/he has personally been responsible for successfully leading a significant change process; can facilitate, manage and nurture change
  - Has patient "impatience" that spans beyond transactional leadership to transformational leadership
  - Expects all members of the District staff to achieve high performance
  - Fosters communication district-wide to enhance coordinated services among the various departments
  - Implements and monitors accountability systems to improve employee and overall system performance
  - Understands the dynamics of an organization and is able to organize, delegate, supervise and hold individuals and groups accountable while working as part of a team
  - Has experience negotiating complicated bargaining agreements with labor associations while maintaining good employee-employer relations
  - Has experience with facilities, bonds and mitigation agreements
  - Understands the importance of and provides for a safe environment for students and staff
  - Has history of successful, collaborative work with school board members
  - Is a well-respected leader in the district s/he now serves

## PERSONAL PROFILE

The Merced City School District seeks a superintendent who:

- Is trustworthy, honest, ethical, and confidential
- Inspires trust and encourages commitment
- Has a personal growth mindset
- Is innovative and receptive to ideas
- Brings new ideas and new perspectives to the District
- Is a passionate and compassionate inclusive leader who people want to follow
- Has a sense of urgency about the work
- Builds trust and credibility in the District and throughout the community
- Treats all stakeholders equitably and respectfully
- Views the work through an "equity lens"
- Encourages diversity in staffing
- Has a high emotional intellect, is intuitive
- Holds high expectations for self and others

- Believes in asset thinking
- Coaches and develops potential leaders; is a capacity builder
- Is committed to being a visible, active, engaged member of the community
- Residency within or nearby the District preferred, but not required
- Is community and family oriented
- Bilingual Spanish, value-added

#### DESIRED EDUCATION/EXPERIENCE

- Masters degree, required; doctorate degree, desired
- An educator with K-12 public school experience
- Holds a California Administrative Credential or is eligible

#### SELECTION PROCESS

The Board of Education has retained Sally Frazier, Ed.D. and Fred Van Leuven, Ed.D. 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
- Available for interview with the Board of Education on October 25 and 26, 2019
- Verification of degrees and credentials (finalists only)

*All materials will be acknowledged and treated confidentially*

#### THE DISTRICT

The Merced City School District is one of the largest school districts in Merced County, serving more than 11,000 students from diverse backgrounds. The District is focused on student success and committed to high-quality instructional programs for all children through the implementation of the Common Core State Standards (CCSS), a robust assessment plan, ongoing professional development, and a Multi-Tiered System of Support (MTSS).

MCS D is energetic and progressive. Twelve hundred dedicated certificated and classified staff members serve students in preschool through eighth grade. The District includes four middle schools, 14 elementary schools, and a highly rated state preschool program at 13 of those sites. The preschool program and the District's STEAM (Science, Technology, Engineering, Arts, Math) program have both received the prestigious Golden Bell Award from the California School Boards Association. The District opened a state-of-the-art STEAM Center in 2017 to provide collaborative, hands-on learning experiences for students from all 18 campuses and to serve as a training space for teachers. MCS D also offers a public Montessori program, Gifted and Talented Education (GATE), and a Community Day program for students with special behavioral needs.

The District is committed to the highest quality instructional programs for all children. Parents, staff members, and other stakeholders are involved in shaping the District's goals and actions in multiple ways. In addition to family engagement programs, the District partners with local organizations and agencies dedicated to increased equity efforts to promote high levels of achievement for all students.

The passage of two bond measure in recent years has allowed the District to build new facilities and modernize existing ones. MCSD classrooms feature 21<sup>st</sup> century technology and infrastructure, and many of the school sites are equipped with large solar arrays that provide shade as well as energy.

The Merced City School District Mission, Vision and Priorities are available at [this link](#).

## THE COMMUNITY

The Merced community the Merced City School District lies in the middle of the San Joaquin Valley, the most productive agricultural area in the world. Located near the heart of the state, Merced is within a two-hour drive of Yosemite National Park with its spectacular waterfalls and miles of hiking trails. It is also approximately two hours by car to the Pacific beaches and the lovely seaside communities of Monterey and Carmel as well as San Francisco and Sacramento. Residents also enjoy short drives to skiing, fishing, and other outdoor attractions.

Merced has more than 86,000 residents and is known for its wide tree-lined streets, open spaces, shaded parks, and bike paths. It is also home to the University of California, Merced, which opened in 2005 and continues to provide new educational and economic opportunities. Several other major colleges and universities are located in close proximity to the District as well, including Merced College, California State University, Fresno and California State University, Stanislaus.

Housing prices in Merced remain affordable compared to many other California cities, and the downtown area has undergone extensive revitalization efforts to become an entertainment and business hub for the city.

## THE BOARD OF EDUCATION

Adam Cox, Board President  
Miguel Lopez, Board Clerk  
Jessica Kazakos, Board Member  
Emily Langdon, Board Member  
Shane Smith, Board Member

*The Merced City School District is an equal opportunity employer.*

## APPLICATION

### **To Request Application Materials for the Merced City 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.**  
**Fred Van Leuven, Ed.D.**

**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 September 30, 2019.**