



INFORMATION FOR APPLICANTS FOR THE POSITION OF SUPERINTENDENT

COLUSA UNIFIED SCHOOL DISTRICT A DYNAMIC PROFESSIONAL OPPORTUNITY

THE POSITION

Are you someone who loves the outdoors? Do you thrive in small, tightly-knit communities where the difference you make is readily noticed? Are you looking for a place where staff, students, and the community take an active role in investing in student success? If you wish the pace of life would slow down a bit, if you enjoy hunting, hiking, birdwatching, wakeboarding, paddle boarding, or just enjoy being away from traffic jams, Colusa Unified School District might be a great fit for you. The Board of Education of Colusa Unified School District invites highly qualified educational leaders to apply for the position of District Superintendent.

PROFESSIONAL PROFILE

Colusa Unified School District seeks a superintendent who:

- Is a progressive instructional leader, seeking innovative ways to achieve great results in spite of budget constraints
- Is a strong leader while also having a sense of humor and joy for life
- Will become an active community member who makes a long-term commitment to CUSD
- Has a clear and strategic focus on student achievement
- Is collaborative and works toward consensus on important issues, while also being decisive and action oriented
- Will appreciate the culture and successes of CUSD, including a dedicated group of educators who care deeply about students
- Will place the highest priority on safe environments for students and staff.
- Will honor the good work that is going on in the district and will take a thoughtful and inclusive approach to change
- Values the various pathways a young person might choose, and supports CTE and club offerings that students and staff value
- Is committed to a culture of continuous improvement and forward movement, while remaining focused and avoiding the "initiative of the year" syndrome
- Appreciates and enjoys young people, and enjoys being active and visible on campuses and at school events
- Communicates regularly and clearly with all segments of the community; is open, approachable and easy to talk with
- Celebrates successes, acknowledging those in the community who bring positive energy and accomplishments to CUSD
- Is collaborative and able to bring together teachers, staff, parents, community and students for the purposes of improving the school experience for all
- Has the ability to coach and develop potential leaders within the District, and create a strong, cohesive working team
- Is energetic, enthusiastic and will actively engage with all aspects of the district and community
- Understands and appreciates diversity, and works diligently to overcome inequities in the system
- Can work well with all employees, building on their strengths and coaching them to be highly effective
- Has a working knowledge of budgets, curriculum, instruction, human resources and construction
- Places high value on the appearance and condition of district facilities
- Recognizes the value and need for technology as part of a modern and appropriate educational experience
- Is an empathetic listener, allowing input to inform decisions while being able to make the tough calls when necessary
- Is a bridge-builder who will become an active partner with neighboring districts and other significant community resources
- Has a commitment to appropriate evaluation, holding self and others to a high standard

PERSONAL PROFILE

Colusa Unified School District seeks a superintendent who is:

- Personable and approachable
- Receptive to ideas
- Genuine, authentic and a person of great integrity
- Honest and transparent in all interactions
- A good listener, while also able to be decisive
- Joyful and has a good sense of humor
- Energetic and a tireless advocate for children and teachers
- Creative in seeking solutions
- Willing to take risks in order to advance effective programs for all students
- Respectful to all stakeholders
- Sensitive to the needs of all students, including those with special needs
- Organized

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning (Doctorate preferable)
- An educator with K-12 experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on students and improving achievement in a diverse community
- Experience as a teacher, principal and at least five years' experience as a central office administrator
- Bilingual candidates are invited to apply

SELECTION PROCESS

The Board of Education has retained Consultants Rich Fischer and Tom Changnon 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

Colusa Unified School District serves approximately 1,460 students in grades Transitional Kindergarten (TK) through Twelve. Burchfield Primary School houses grades TK – 3, and Egling Middle School grades 4-8. Colusa High School, serves grades 9 – 12 and also houses Colusa Alternative High School on the same campus. Colusa Alternative Home School, a K – 12 independent study based program, is located within the District Office building which is adjacent to Egling Middle School. The Home School serves a varying number of students with enrollment capped at 90, while the Alternative High School population fluctuates between 16 and 30 students. Class sizes are well below the state average and typical student/Teacher ratios hover around 22/1. Attendance throughout the district is very good with students present nearly 96% of the school days. District – wide graduation rate was 92% in 2017. Students receive a well-rounded education at Colusa Unified. Elementary teachers embed science and social studies with their language arts and math instruction. Art happens in the elementary classrooms along with computer / technology instruction. Students benefit from a comprehensive TK – 12 Physical Education, Health and Wellness curriculum. Instruction is based on the

California Common Core State Standards. The district has recently approved adoption of aligned materials in both Math and English Language Arts. At the secondary level, exposure to multiple career pathways allows students to explore interests and pursue passions. Music is offered at the elementary level and in high school, students have band and other offerings based on interest. Career Technical Education classes offer practical experience in Agriculture – related vocations. Over half of the high school students participate in Future Farmers of America. The academic offerings prepare students for Higher Education with nearly 35% of students meeting the entrance requirements for the University of California or California State University systems. There is a strong Student Leadership program, and a thriving Future Business Leaders of America club. Performance on state tests improved steadily over the last decade, with current results showing 40.3% of students meeting or exceeding standards in English Language Arts, and 32.9% in Math. Demographically, the student body is comprised of 69% Hispanic/Latino students, 25% White students, and 4% American Indian students. Almost 33% of the students come from homes where English is not the primary spoken language, and are classified as English Language Learners. 98% of those students enter school speaking Spanish, with a very few speaking Arabic, Punjabi, or Filipino.

THE COMMUNITY

Colusa Unified School District is located in Colusa, CA. Colusa (formerly, Colusi, Colusi's, Koru, and Salmon Bend) is the county seat of Colusa County California. The population was 5,971 at the 2010 census. The City of Colusa is a historic town situated on a bend in the Sacramento River and was founded in 1868. Its picturesque setting is enhanced by wide, tree shaded streets, century old Victorian homes, a temperate climate and a number of historical landmarks, including the stately courthouse which has the distinction of being the second oldest in active use. In 1850, Charles D. Semple purchased the Rancho Colus Mexican land grant on which Colusa was founded and called the place Salmon Bend. The town was founded, under the name Colusi, by Semple in 1850. The first post office was established the following year, 1851. The California legislature changed the town's (and the county's) name to Colusa in 1854. The town flourished due to its location on the Southern Pacific Railroad. Several travelers rest stops were established at various road distances from Colusa, including Five Mile House, Seven Mile House, Nine Mile House, Ten Mile House, Eleven Mile House, Fourteen Mile House (also called Sterling Ranch), Sixteen Mile House (at the current location of Princeton), and Seventeen Mile House. The original settlement of what became Colusa was originally placed at the site of Seven Mile House but subsequently removed to its current site in 1850. Colusa features a historic Chinatown, Carnegie Library building constructed in 1905, and an architecturally noteworthy courthouse built in a classical style, among its historically notable buildings.

For more information on the City of Colusa and the County of Colusa please go to the following websites:

[City of Colusa Website](#)

[County of Colusa Website](#)

THE BOARD OF EDUCATION

Melissa Yerxa Ortiz, President
Michael Phenicie, Clerk
Kelli Griffith-Garcia, Member
Chris Mcallister, Member
Kathie Whitesell, Member

Colusa Unified School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Superintendent position available with Colusa USD:

Send an email to Becky Banning, Office Administrator, Executive Searches, at
bbanning@leadershipassociates.org.

Applications must be completed and returned via email by 5:00 P.M. on December 2, 2019.

Consultants:
Rich Fischer
Tom Changnon, Ed.D.

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