



Information for Applicants for the Position of

SUPERINTENDENT
Reef-Sunset Unified School District

A Dynamic Professional Opportunity

THE POSITION

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

PROFESSIONAL PROFILE

Reef-Sunset Unified School District seeks a superintendent who:

- Will put students 1st when making decisions
- Has experience working with students with special needs, English Learners and children of poverty
- Is organized and can manage and lead staff
- Is decisive and will follow through on decisions
- Will develop a vision for the district and will be able to implement the vision involving staff, parents, community and city leaders
- Is honest, has integrity and is transparent
- Is a unifier and can build trust with all
- Is collaborative
- Is a team builder
- Is visible and approachable to staff, students, parents and community
- Is vested in the community
- Will work with board to build relationships and trust
- Has grant writing experience and will seek to build partnerships
- Is able to delegate and hold people accountable
- Is able to build and maintain good relations with the unions
- Has budget and finance experience
- Is able to create systems for change and innovation
- Has successful curriculum and instruction experience to increase student achievement
- Is able to embrace the rich diversity of the district and community
- Is familiar with a rural district

PERSONAL PROFILE

Reef-Sunset Unified School District seeks a superintendent who:

- Is a people person
- Has good interpersonal skills
- Is a good listener who seeks to understand
- Is receptive to new ideas
- Is inspirational
- Is a motivator
- Has good communication skills both in writing and speaking
- Is open minded and has an open-door policy
- Has a sense of humor
- Is able to engage parents

DESIRED EDUCATION/EXPERIENCE (PREFERRED)

- Masters degree or higher with a record of continuous learning
- An educator with K-12 experience in California
- A strong fiscal background and understanding of the budget and finance
- A record of focusing on students and improving achievement in a diverse community
- Experience as a teacher, principal and experience as a central office administrator

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 professional references
- Verification of degrees and credentials (finalists only)

All materials will be acknowledged and treated confidentially

THE DISTRICT

Reef-Sunset Unified School District (Kings County) serves approximately 2550 students grades TK-12, and has maintained an enrollment of 2550 - 2650 over the last five years. These students attend one of the following eight schools: • Avenal Elementary School (TK-5) • Kettleman City Elementary School (TK-8) • Tamarack Elementary School (TK-5) • Reef Sunset Middle School (6-8) • Avenal High School (9-12) • Adelante Continuation High School • Sunrise Continuation High School • Secondary Community Day School (7-12) The District employs 136 teachers, 13 administrators, and 146 classified staff. The District generally hires 10 - 15 new teachers a year due to staff leaving or retiring. RSUSD functions under the philosophy that "it takes a village." In doing so, we strive to serve students as a whole focusing on academic services as well as social emotional services. Academically, we serve students by following the Response to Intervention model and providing academic services based on the needs of the students. Best practices are implemented in the classrooms in order to improve instruction, professional development is provided to new and veteran teachers alike, protocols and interventions are in place to serve students with higher academic needs, tutoring, interventions, and after school programs are in place to serve students adequately. Several data points are analyzed at site and district level to adjust levels of support and monitor progress. The intensity of the interventions or enrichment are determined by the needs of the students. Social-emotionally, RSUSD uses a multi-tiered support system that looks at behavior, attendance, and mental health factors to determine the best system of support for the student. This system involves several resources, teachers, nurses, counselors, administrators, school psychologists, and outside agencies to help the student become successful. Students and their families are offered support through student success teams, counseling sessions, parent teacher conferences, 504's, IEP's, Behavior Plans, SARB, referrals to outside agencies, and community engagement efforts, such as parenting classes, digital literacy, and family resource center events.

THE COMMUNITY

Reef-Sunset Unified School District serves the communities of Avenal and Kettleman City located in the coastal foothills on the west side of the San Joaquin Valley. Agriculture is the main industry for both communities and the majority of the adult population is farm laborers. The remaining population is employed by the School District, Avenal State Prison, and retail businesses serving both towns. 95% of the population of these two communities is Hispanic. Avenal, known for its bountiful pistachio crop, is often referred to as the Pistachio Capital of the World.

THE BOARD OF TRUSTEES

Lupe Chavez, Board President
Lissette Padilla, Board Clerk
Claudia Cazares, Board Trustee
Chris Collins, Board Trustee
Lilia Rizo, Board Trustee

Reef-Sunset Unified School District is an equal opportunity employer.

APPLICATION PROCESS

To request application materials for the Reef-Sunset Unified School District Superintendent position:

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

Deadline: Applications must be completed and returned via email by 5:00 P.M. on February 18, 2020.

Consultants:

Juan Garza and Sally Frazier, Ed.D.

Leadership Associates

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